

Screen NSW

Change proposal

15 September 2026

Acknowledgement of Country

The Department of Creative Industries, Tourism, Hospitality and Sport acknowledges, respects and values Aboriginal peoples as the Traditional Custodians of the lands on which we walk, live and work. We pay our respects to Elders past and present.

We acknowledge the diversity of Aboriginal people and their ongoing connection to their country, waters and seas. We also acknowledge our Aboriginal and Torres Strait Islander employees who are an integral part of our diverse workforce.

Content

1. Why we are changing	• Background and principles • Where we are currently
2. What is changing	• Agency services • Functional alignment • Existing and proposed structure
3. Change impacts	• Impact on roles • Filling our structure
4. What is next	• Consultation process • Support
5. Support	• Support available for you
6. Annexes	• Processes • Existing structure breakdown • Proposed structure breakdown

1

Why we are changing

Why we are changing

The Screen and Digital Games Strategy notes commits the NSW Government is to strengthening Screen NSW’s independence and capability to support the screen and digital games sectors’. Our current structure:

- does not fully align resourcing with government priorities, investment settings and program delivery risks.
- includes spans of control that are not aligned with sector benchmarks.
- limits opportunities for industry engagement.
- does not fully support effective collaboration across programs and priorities.

Screen NSW must reflect the Government’s priorities in the work we do, and how we are structured to deliver. Our change objectives are to:

- Rebalance and align functions and resources to ensure they are fit for purpose, resourced effectively, and focused on the pillars outlined in the Strategy to drive impact for industry.
- Provide operational depth across the Division, while remaining realistic in the current fiscal environment.
- Build confidence with industry and send a clear signal that NSW takes the sector seriously.
- Develop and implement a future structure for Screen NSW which is more aligned with FY27 budget allocations.

Foundational design principles

1	Government priorities	The design should reflect the priorities outlined in the Screen and Digital Games Strategy.
2	Industry engagement	The design should consider the need to provide clear points of engagement for industry into the Division.
3	Role clarity and decision making	The design should establish clear roles, responsibilities and decision-making authority to support accountability and effective day-to-day operations.
4	Core functions	Core functions of the Division should be strengthened to future-proof service delivery across key services areas.
5	Balanced change	Changes are designed to support clarity and viability while maintaining continuity and minimising unnecessary disruption.

2

What is changing



Proposed new functions

Screen NSW is responsible for supporting, developing, and promoting the state's screen and digital games industry. We attract international and local investment by providing grants, incentives, and rebates for film, television, and digital game production, while also championing local creatives and career development. *The division is based around three core functions: Production & Content Investment, Industry & Audience Development, Infrastructure & Operations.*

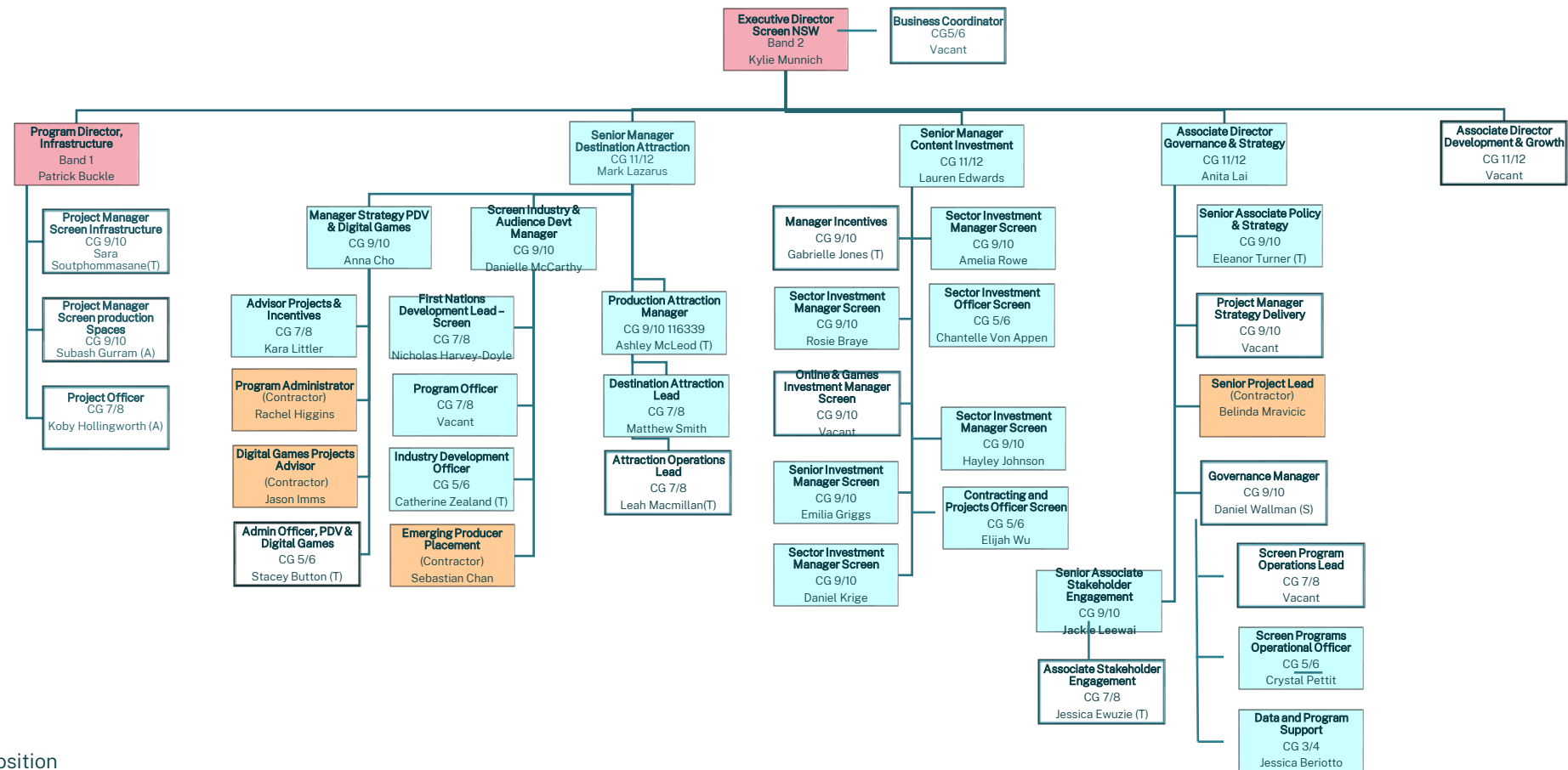
Reporting to Secretary	Executive Director, Screen NSW
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Leads the NSW Government’s screen strategy and positions NSW as a premier global production destination. Drives industry growth, innovation and economic outcomes across film, TV, digital games and post-production sectors and oversees delivery of funding programs, incentives and strategic partnerships aligned to government priorities.

Production & Content Investment	Industry and Audience	Infrastructure and Operations
Driving content creation and sector activity. Building economic activity and industry output by investing in content creation and positioning NSW as a competitive global production hub. Targeted functions • Administers screen funding programs supporting development, production and post-production of film, TV and online content • Delivers major investment funds (e.g. Made in NSW) to attract high-end productions and grow local industry capability • Manages incentives and rebates (PDV rebate, Digital Games rebate) to stimulate expenditure and job creation in NSW • Provides production attraction and location services, including inbound facilitation and location scouting support	Building capability and relationships. Building a skilled, diverse and sustainable screen ecosystem in NSW while strengthening industry connections and audience reach. Targeted functions • Designs and delivers industry capability programs, including professional development, labs, and workforce initiatives • Implements targeted programs, including First Nations initiatives and priority cohort development • Supports talent and career pathways, particularly for emerging, mid-career and underrepresented practitioners • Delivers audience development and market engagement initiatives, strengthening reach of NSW content • Leads stakeholder engagement and partnerships across industry, festivals, markets and networks	Delivering enabling infrastructure, supporting policy and operations. Strengthening infrastructure for industry and enabling effective, compliant and strategic delivery of programs. Targeted functions • Supports infrastructure and capacity-building initiatives, including studio development and production capability • Supports strategic policy and sector development, aligning agency programs with government priorities and long-term industry strategy • Oversees governance, compliance and program integrity, including grant administration and accountability frameworks • Leads operational delivery, ensuring effective implementation of funding programs and internal processes • Drives cross-agency projects and reform initiatives to improve delivery and outcomes

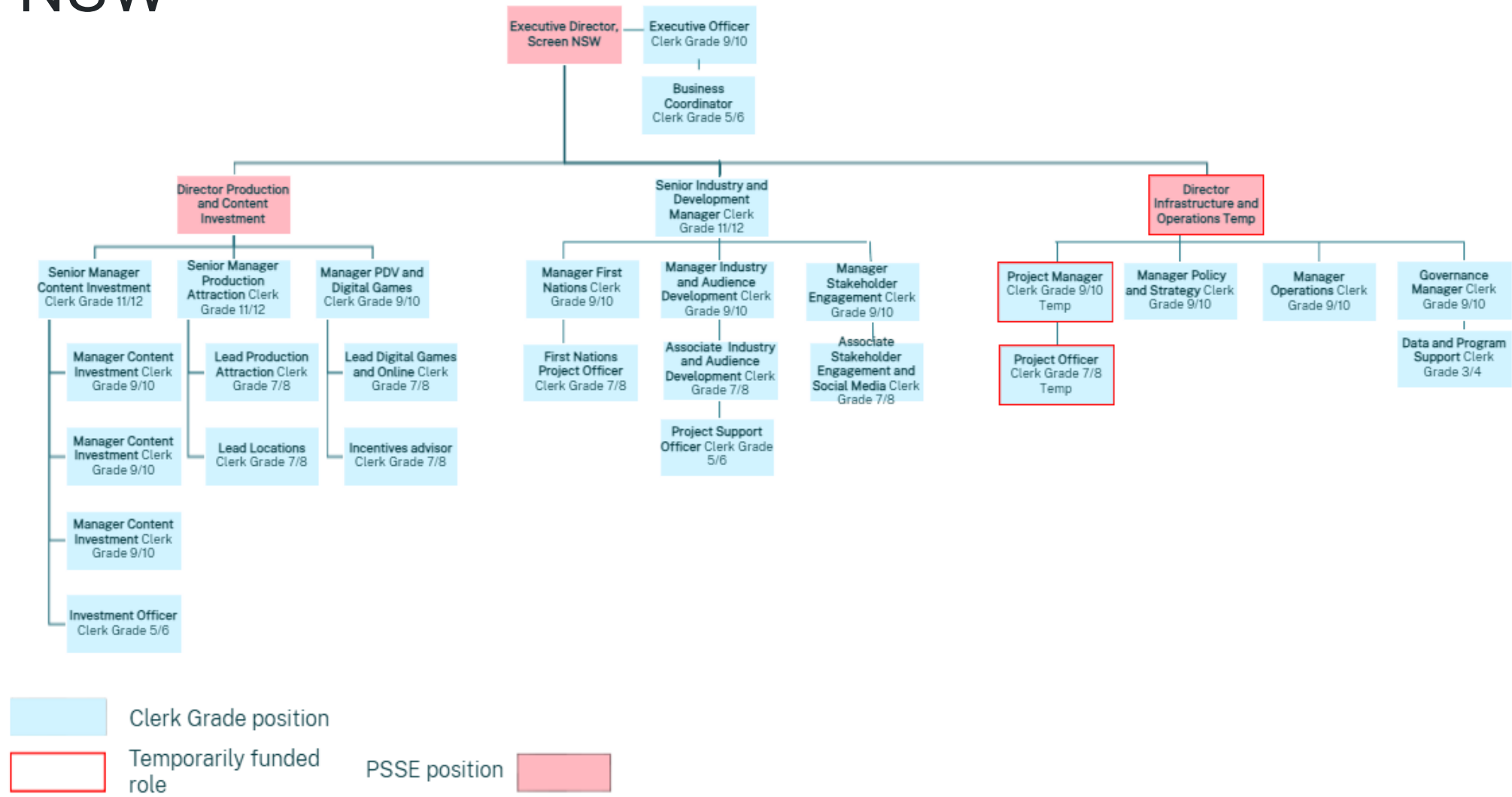
Existing structure of Screen NSW

As per the establishment 9 July 2026





Proposed new structure Screen NSW



3

Change impacts



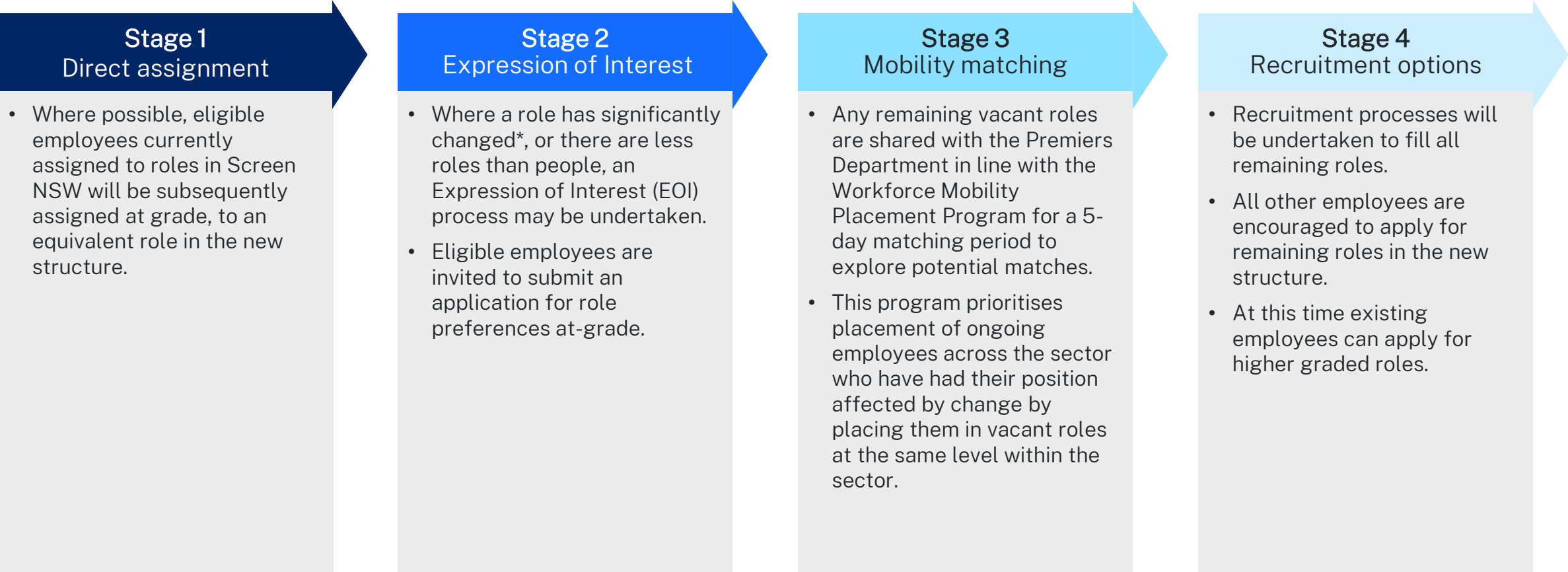
Impact on roles

Grades	Current Roles (As at September 2026)			Proposed roles			Difference between current and proposed roles		
	Ongoing	Temp	Total	Ongoing	Temp	Total	Ongoing	Temp	Total
Grade 11/12	3	1	4	3	0	3	0	-1	-1
Grade 9/10	10	6	16	11	1	12	+1	-5	-4
Grade 7/8	4	4	9	7	1	8	+3	-3	0
Grade 5/6	4	2	6	3	0	3	-1	-2	-3
Grade 3/4	1	0	1	1	0	1	0	0	0
PSSE 2	1	0	1	1	0	1	0	0	0
PSSE 1	0	1	1	1	1	2	+1	0	+1
TOTAL	23	14	37	27	3	30	+4	-11	-7

**The table above shows ongoing and temporary roles that are covered under the Clerical and Administrative Award (or equivalent), compared to roles at the same level in the proposed future structure.*
Data validated 1 September 2026

Filling our structure

There are four methods that may be used to place people into roles in the new structure. The exact process for our division will be confirmed following consultation.



* Significant changes include where:

- Purpose, functions and accountabilities of the role have changed entirely
- Technical accountabilities have changed in their entirety (where the role's main functions have changed from X to Y)
- New functions are added to the role

4

What is next

Your input is important

Consultation on the restructure for Screen NSW begins on 15 September 2026 and will continue until 29 September 2026.

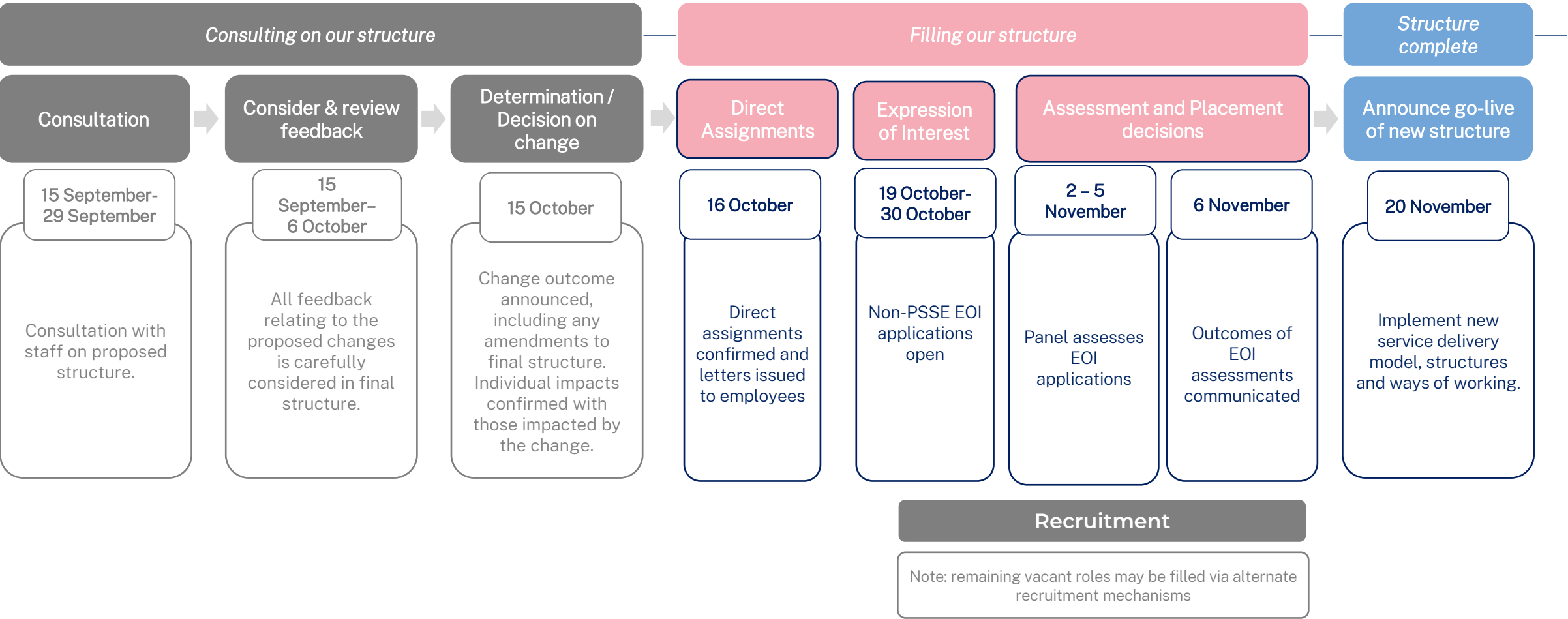
We encourage you to take the time to share your feedback and thoughts on all key aspects of the proposed structure throughout the consultation period which include:

- Proposed new functions
- Organisational structure
- Role descriptions
- Change Management Plan

Regularly check the DCITHS Change Hub as your go-to resource to stay up-to-date on key dates and to find the latest FAQs. If you can't find your answer there, send it through to change@dciths.nsw.gov.au.



Next steps



5

Support for you

Support for you

Throughout the transition, you can find further information, career guidance, support, and provide feedback, through the resources below:



Visit the Change Hub



See our Frequently Asked Questions (FAQs)
change@dciths.nsw.gov.au



Employee Assistance Program (EAP)
[1300 687 327 \(Aus\)](tel:1300687327)
[+61 3 8620 5300 \(Int'l\)](tel:+61386205300)



Contact People & Capability Support:
peopleandcapability@dciths.nsw.gov.au



Skills training will be available for people who would like information on transitioning in their career and offer practical information for writing a best practice resume and interview skills.

6

Annexes

1 Process ANNEXES

- A. Expression of Interest Form
- B. Expression of Interest Process
- C. Redeployment and Redundancy

1A

Expressions of Interest Form

Expression of Interest (EOI) Form

The EOI form will be available:

- 9am Monday 19th October and close at 12pm Friday 30th October

Eligible employees are invited to express an interest in a role via the EOI form where they are required to:

- Nominate preferences for available roles at their substantive grade
- Submit the details of referee (must be a current or previous manager)
- Upload a copy of your current CV and cover letter addressing the experience and capabilities required for the role (a cover letter for each role can be uploaded)

Eligible employees will also have the opportunity to:

- Provide any relevant information for consideration during the placement process

The information submitted will be provided to the Panel for use in the assessment process.

1B

Expressions of Interest (EOI) Process

Eligibility and assessment processes



EOI process – non PSSE

You are eligible to submit an EOI if...

- You are an ongoing impacted non-PSSE Screen NSW employee at the equivalent grade for the available role(s);
- You are a temporary Screen NSW employee, assigned to your role in Screen NSW after a comparative merit selection process and you have a minimum period of 12 months continuous service (from date consultation commences).

You are not eligible for the EOI process if:

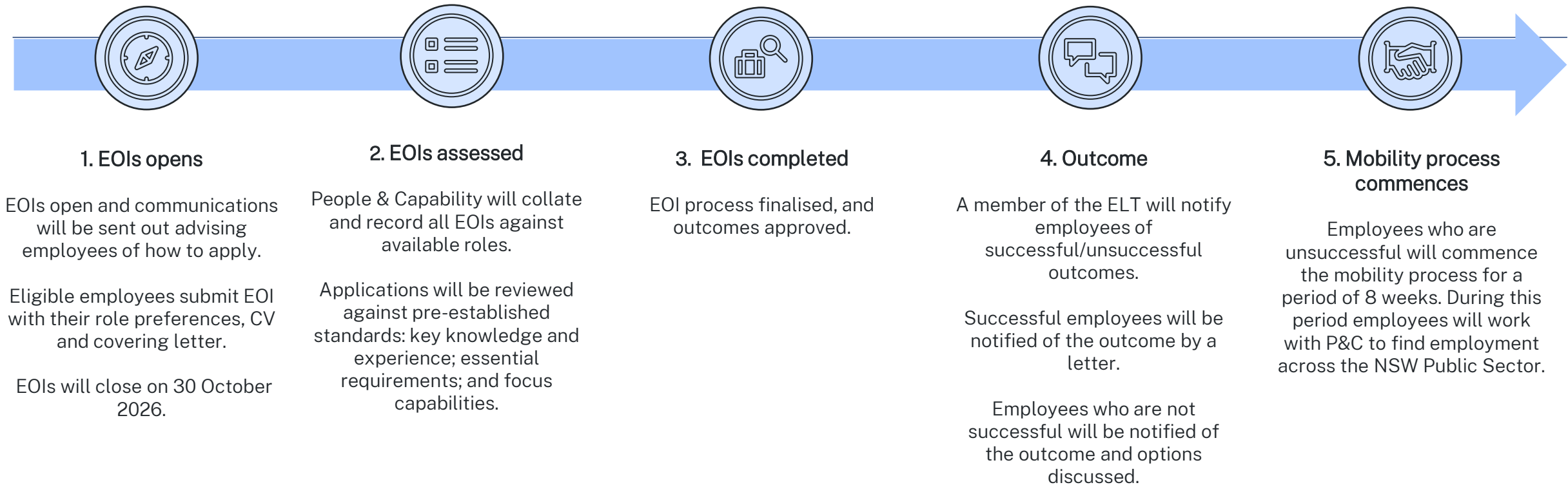
- You are a non-PSSE temporary employee with less than 12 months continuous service in your role at Screen NSW and/or not assigned through a comparative merit selection process.
- You are an employee temporarily assigned to a role in Screen NSW from another Group within the Department.
- You are an employee seconded to a role without a comparative assessment in Screen NSW from another NSW Government agency.
- You are a contingent worker assigned to a non-executive role within Screen NSW.

Those not eligible for EOI will be considered for remaining roles utilising standard recruitment mechanisms:

- Any remaining roles will be filled via Workforce Mobility Placement Program or a GSE compliant recruitment process.

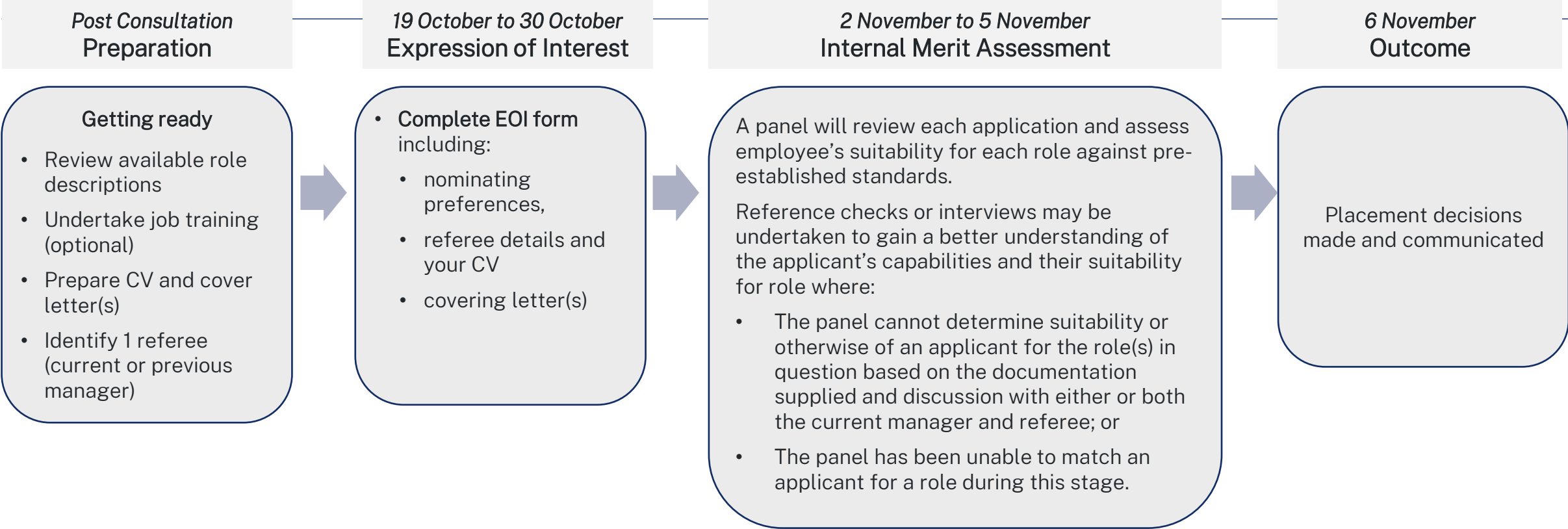


EOI high level process overview





Employee journey – what to expect



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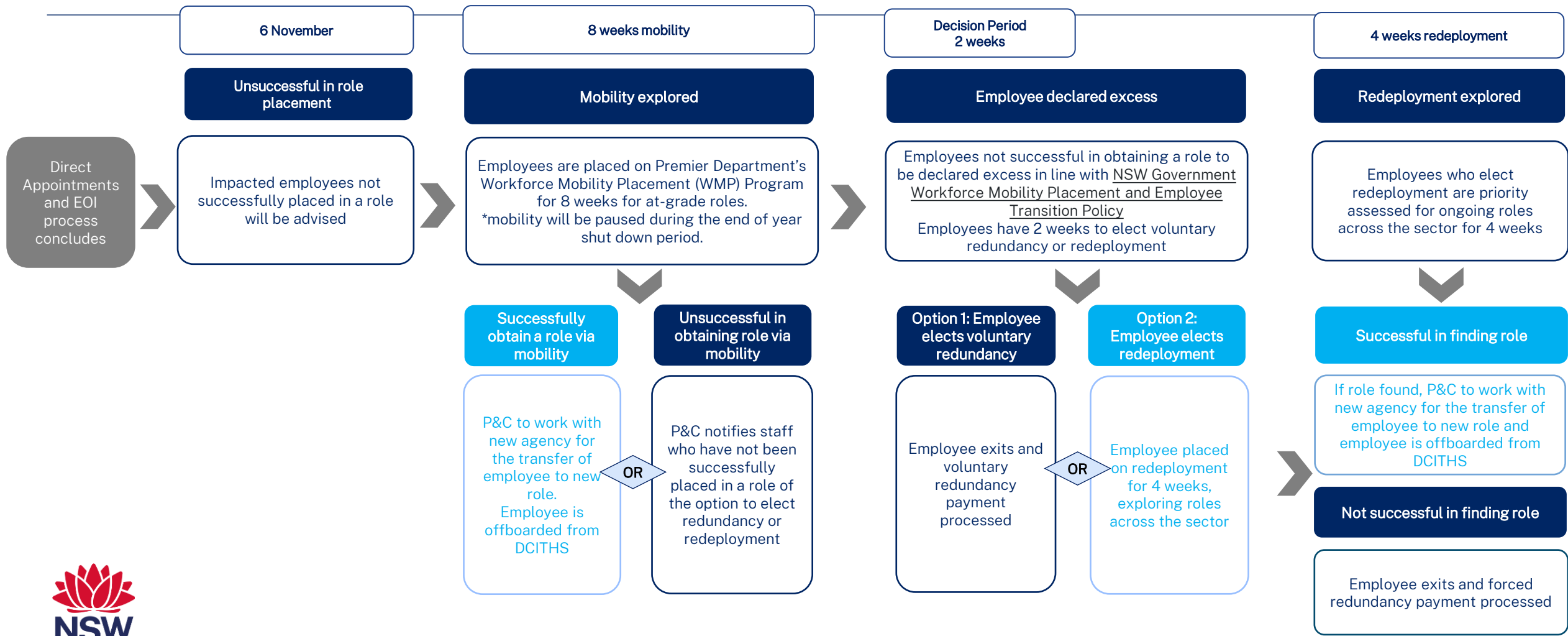
Redeployment and Redundancy

Eligibility and assessment processes



Redeployment & Redundancy – non PSSE’s

Management of redundancy and redeployment processes



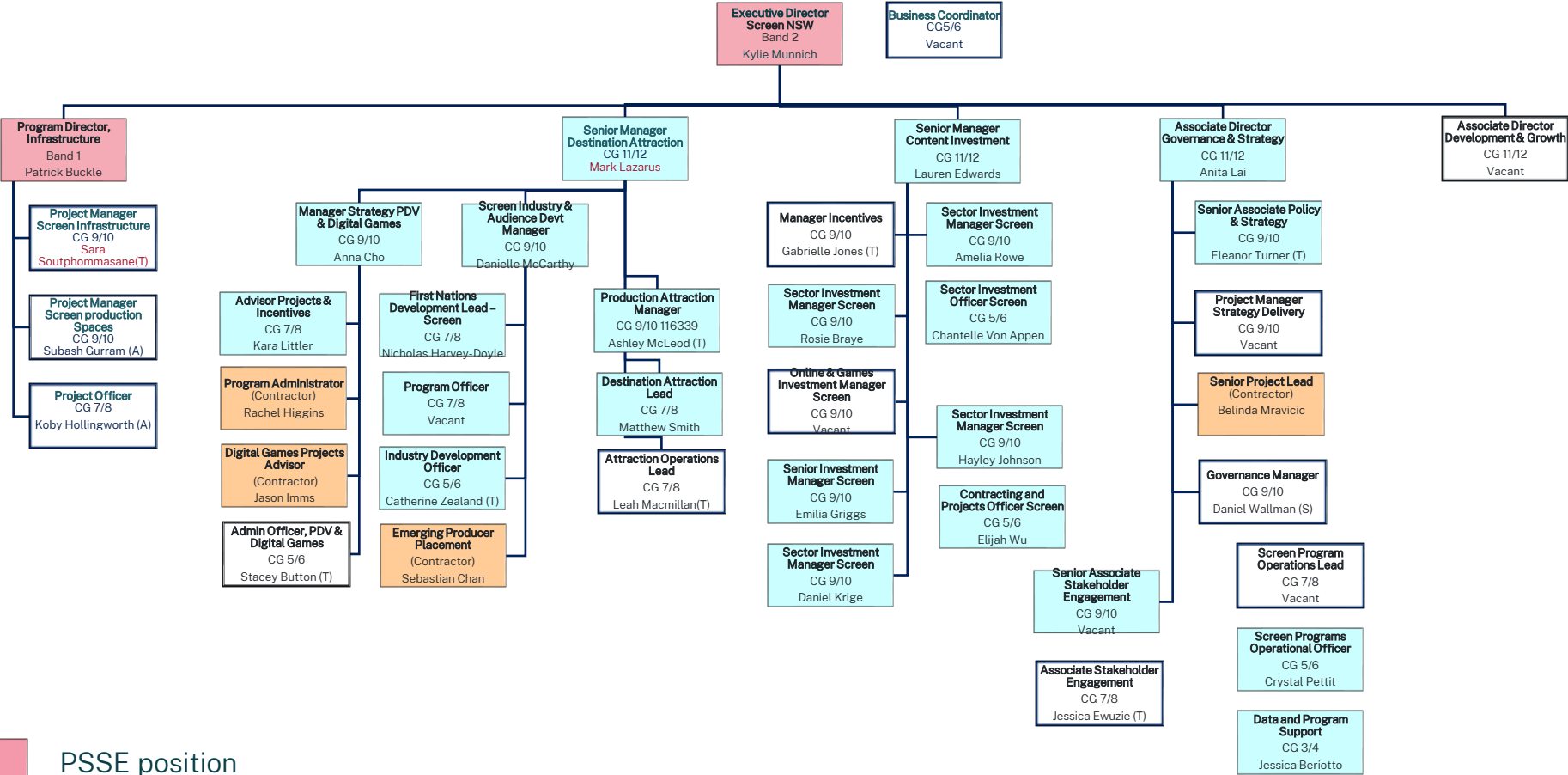
2 Existing Structure ANNEX

- A. Existing Screen NSW structure
- B. Proposed Screen NSW structure



Existing structure of Screen NSW

As per establishment report on 16 June 2026

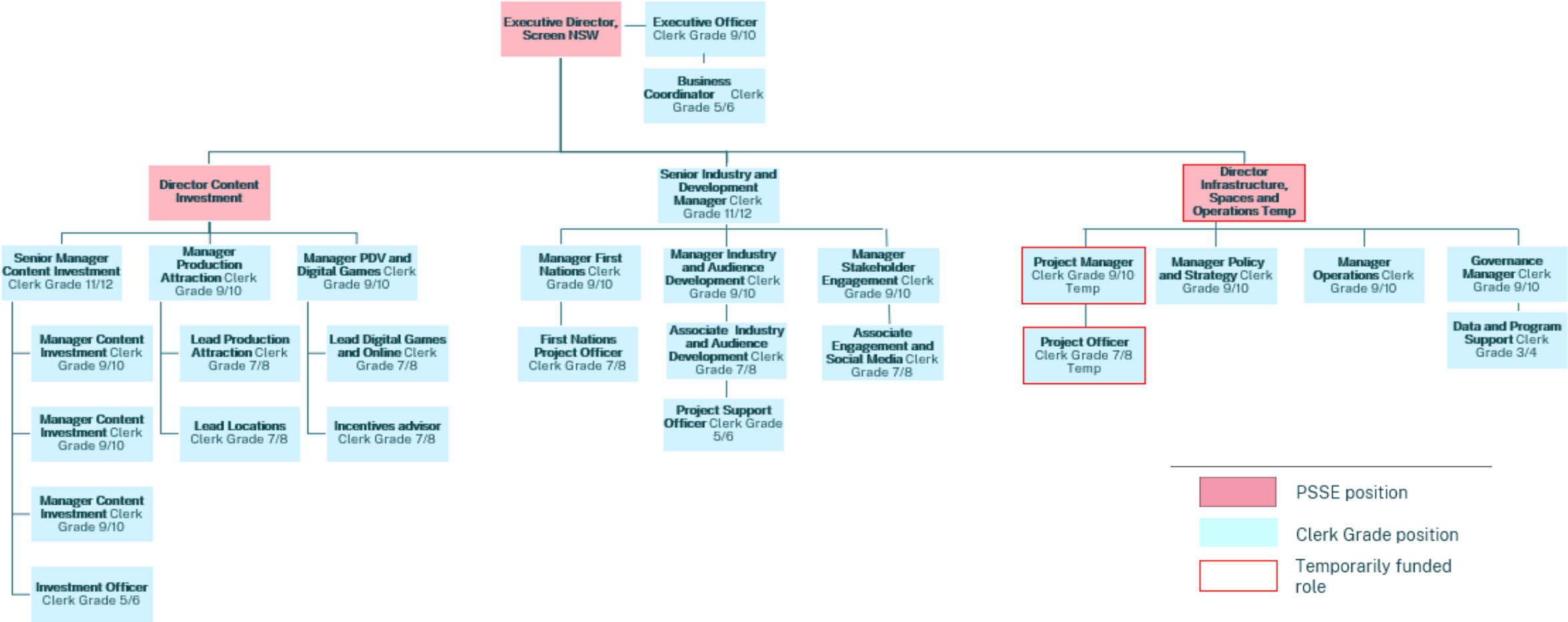


- PSSE position
- Clerk Grade position
- Temporarily funded role
- Contractor position



Proposed new structure

Screen NSW



- PSSE position
- Clerk Grade position
- Temporarily funded role