

PMO Team Structure Realignment

March 2026



Context

As part of recent leadership and structural changes, HealthShare NSW's Project Management Office (PMO) was temporarily positioned within the Office of the Chief Executive to maintain continuity during a period of transition. With arrangements now stabilised, and following broader operational realignment, the level of PMO demand has reduced.

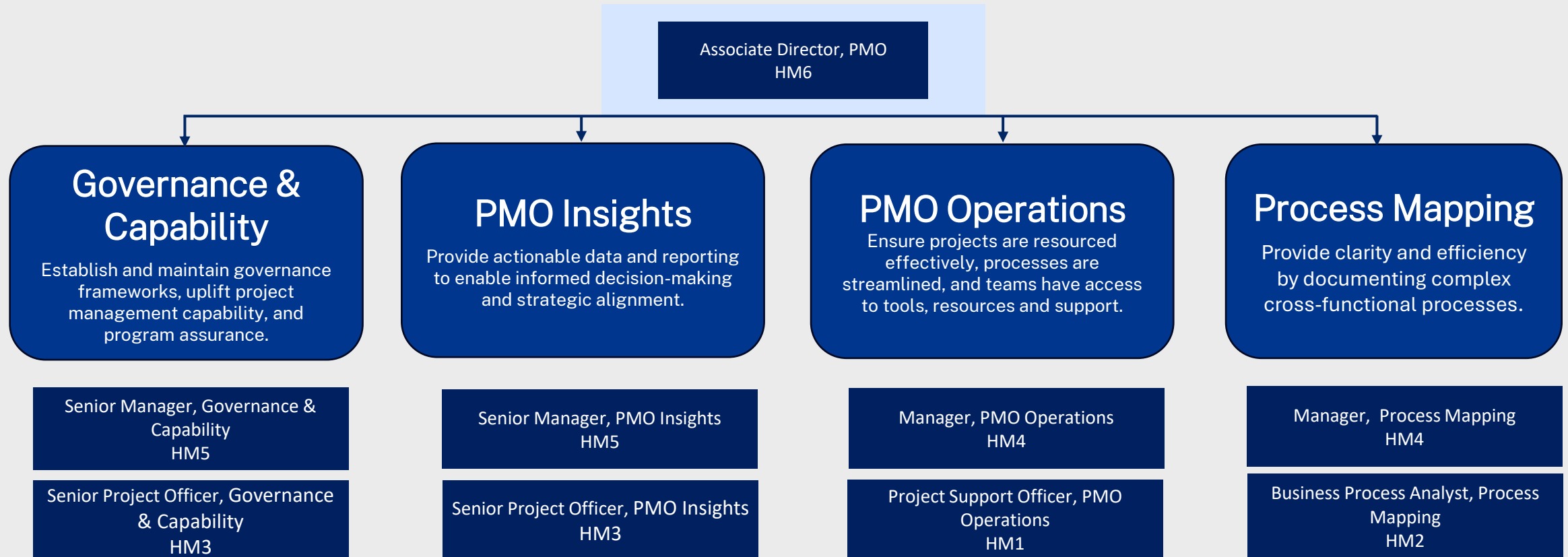
A revised PMO operating model is therefore proposed to better align with current business requirements, embed the function within appropriate directorates, and support long-term sustainability.

Key elements of the revised structure include:

- A single PMO Lead role to provide clear operational leadership and accountability
- A streamlined roles of HM3 and HM1 roles aligned to current workload and expectations
- Retention of core PMO capability across governance, reporting, coordination and resourcing

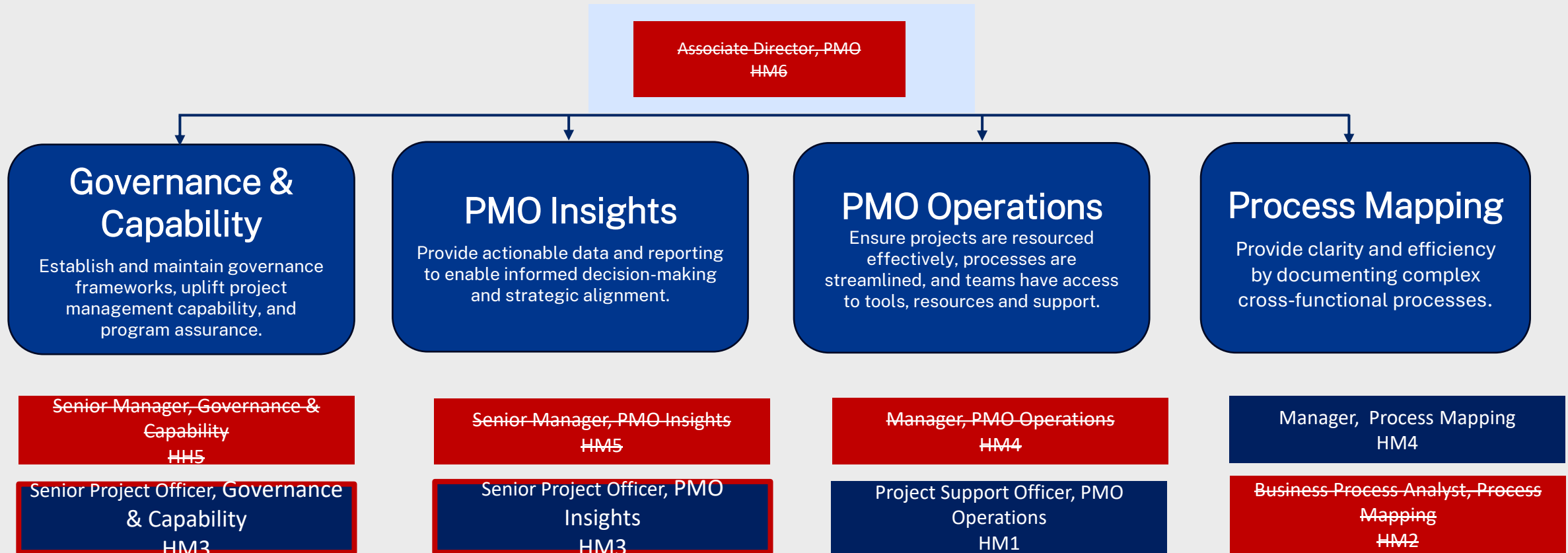
As part of this realignment, the process mapping capability will transition to ICT, where it is better aligned to support digital enablement and automation initiatives, enabling stronger integration between process design and technology delivery.

Current PMO Team and Functions



Note: SSE IT Enablement team (3FTE), Project Officer PMO (1FTE) and MOH Procurement team (2FTE) functions have ceased

Proposed PMO Team and Functions



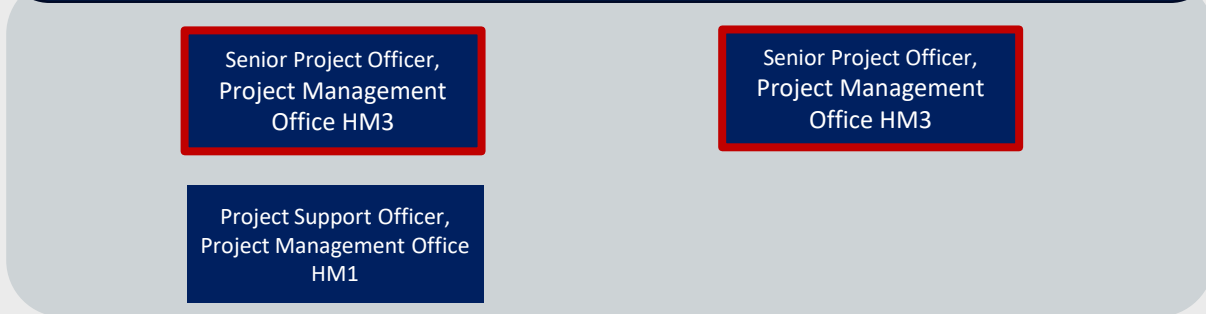
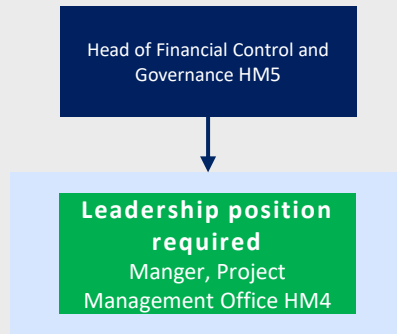
Note: this includes the reduction of the team by 1 x HM6, 2 x HM5, 1 x HM4, 1 x HM2. A HM4 role to lead the PMO function will be required.

■ Role deleted □ One role deleted, one role available

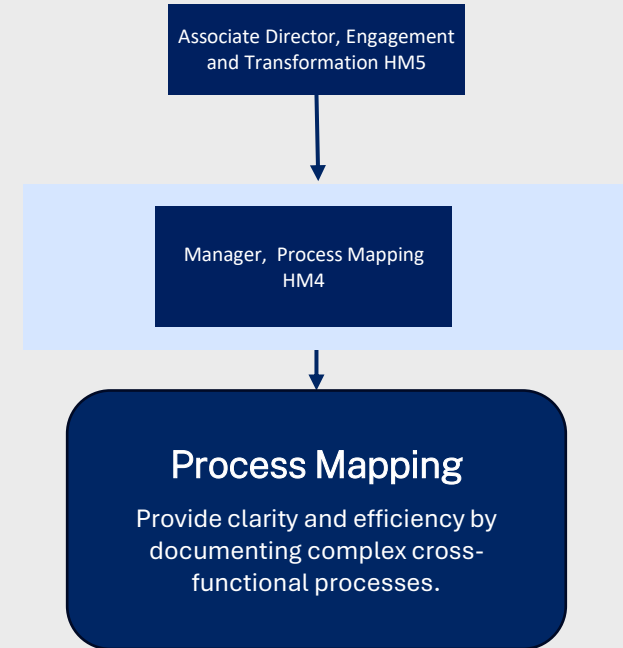
Proposed PMO Team and Functions

Corporate Finance, Performance and Asset Management

- 1 x HM4 PMO lead role required
- Total PMO FTE will remain at 3
- Impacted HM5s, HM4 and HM3s will be eligible to apply



Information and Communication Technology and Digital Services



Next Step

- To ensure we fully consider staff perspectives, a consultation period will commence following this meeting, with the intention of progressing to final outcomes within two weeks. Timeframes may be adjusted where additional consideration is required.
- The new PD will be provided and shared to all impacted staff.
- During this period, please contact Tegan Smith, Manager, People Relations on 0439 821 492 / Tegan.Smith@health.nsw.gov.au or your direct manager or myself if you require further information or support.
- We acknowledge that this may be a stressful and uncertain time. If you would like to speak with an independent counsellor, you may contact the Employee Assistance Program (EAP) — a free and confidential service — on (02) 8644 2323 (option 4).
- Please note that being identified as an affected staff member does not reflect your performance, capability, or contribution to HealthShare NSW.