

SIRA

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# Staff consultation – Proposed Restructure Management Plan

SIRA Functional Review

# Acknowledgement of Country

SIRA acknowledges, respects and values Aboriginal peoples as the Traditional Custodians of the lands on which we live, walk and work. We pay our respects to Elders past, present and future.

We recognise and remain committed to honouring Aboriginal and Torres Strait Islander peoples' unique cultural and spiritual relationships, and continuing connection to their lands, waters and seas. We acknowledge their history here on these lands and their rich contribution to our society.

We also acknowledge our Aboriginal employees who are an integral part of our diverse workforce, and recognise the knowledge embedded forever in Aboriginal and Torres Strait Islander custodianship of Country and cultures.

# Overview

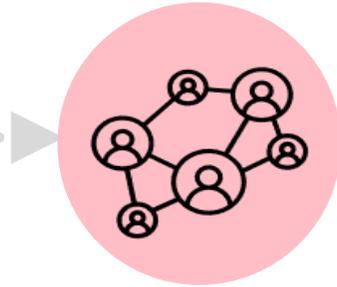
1. Context
2. Why are we changing?
3. SIRA current state
4. SIRA Restructure Management Plan and proposed future structure
5. Timeline
6. Support available

# Context: SIRA is making changes to set ourselves up to be a risk-based, intelligence led, customer centred regulator



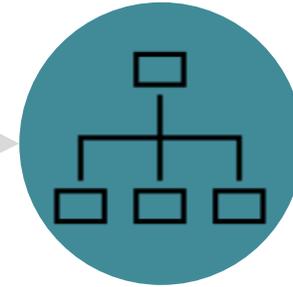
## Functional Review of SIRA's Operating Model

- SIRA engaged a consultant CorbettPrice to review the operating model to ensure we are best set up to deliver on the strategy, regulatory framework, and legislative responsibilities
- Engaged with our people to understand challenges and opportunities for improvement in the current state



## A hybrid functional operating model for the future

- Allows SIRA to be flexible and dynamic, while retaining scheme specific expertise.
- Allows flexibility in resourcing to help prioritise and manage workload



## A new structure will set SIRA up for success

- Released future Executive and Senior Leadership Structure
- Current Executive and Directors have developed a proposed structure and proposed restructure management plan



## Open formal consultation for feedback on proposed structure

- Review proposed structure and proposed restructure management plan on the hub
- Provide feedback using the form on the hub by Tuesday 2 September 5pm

# Why are we changing?

Evolve as a regulator

To support SIRA's evolution as a risk-based, intelligence-led, customer-centred regulator.

To apply a consistent regulatory approach across schemes.

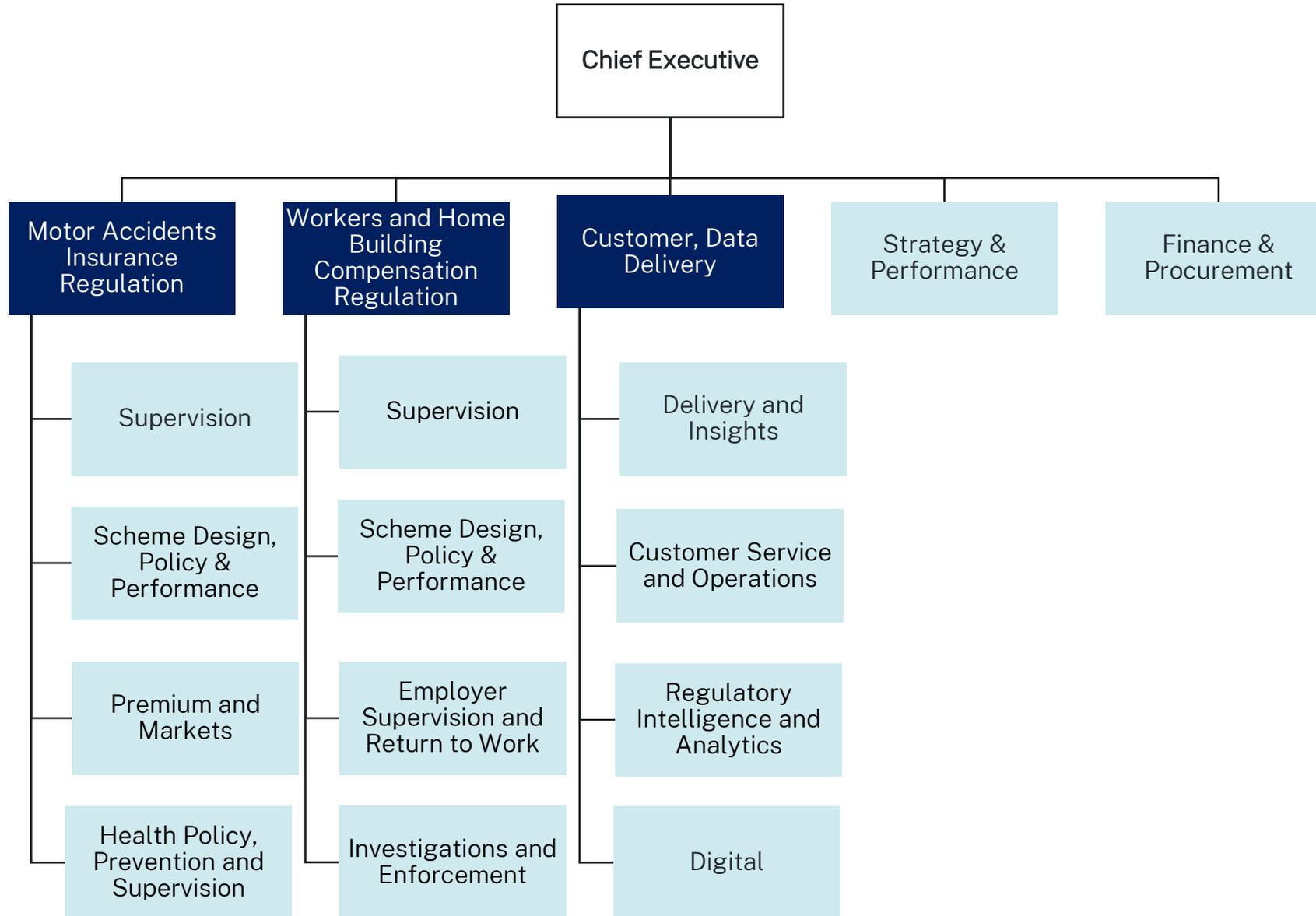
Deliver on core functions

To deliver on our strategy, regulatory framework and priorities, and legislative responsibilities.

Set our people up for success

To address challenges and opportunities we heard from our people – improve how we structure teams, manage workload and resources, work better and more efficiently.

# SIRA's current state structure



# SIRA's proposed future state structure



# SIRA's proposed future state structure

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Chief Executive

## Regulatory Strategy & Stewardship

Scheme Design & Performance (WC & Health)	Scheme Design & Performance (CTP & P&M)	Home Building (TEMP)
Regulatory Design (Statutory Review)	Regulatory Design	HBCR Regulatory Policy
Integration & Review (Interagency)	System Review	Supervision
Reform	Strategic Projects & Future Design	Enforcement & Prosecutions
Strategic Projects	Insurance Markets & Premium Design	Strategic Pricing & Fee Design
Health Strategy		
Health Projects		
Return to Work		
Research & Translation	Scheme Insights, Performance & Risk	

## Regulatory Operations

Supervision (WC)	Supervision (CTP)	Supervision (Employer & Provider)	Enforcement
Supervision (icare)	Supervision (Allianz/QBE)	Provider Supervision	Employer Enforcement
Supervision (TMF)	Supervision (Suncorp/CTP care)	Provider Supervision	Investigations (WC)
Supervision (Specialised)	Supervision (NRMA/YOU! Gordian)	Provider Supervision	Investigations (Health & Complex Matters)
Supervision (Self)	Innovation	Employer Supervision (large)	Investigations (CTP)
Premiums & Markets	Premium & Markets	Employer Supervision (small)	Enforcement & Intelligence
		Regulatory Reviews	
Operations & Assurance	Licensing		

## Enterprise Enablement & Strategic Services

Enterprise Data & Analytics	Digital	Strategic Communications & Stakeholder Engagement	Strategy, People & Governance
Data Architecture & Governance	Business Analysis	Customer Resolution & Advisory	Capability
Data Engineering	Digital Portfolio & Architecture	Communications	Governance & Corporate Secretariat
Business Intelligence	Digital Products	Stakeholder Engagement	Planning, Performance & Risk
Advanced Analytics	Digital Operations		Information Governance & Assurance
Business Analysis	Salesforce Delivery		People (pending MOU)

### Reports to Chief Executive

Chief Financial Officer	Customer Support	Transformation Office (TEMP)
Finance	CX & Operational Support	Reg Framework Implementation
Finance, Planning & Analysis	Contact Centre	Functional Review Implementation
Procurement Strategy	Fatality Support	WC Implementation
		Operational Excellence/PMO

Note: This is a high-level overview of the proposed structure, highlighting the functions/teams of each directorate. For detailed team structures, please refer to the RMP.

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# Overview of proposed key changes

## Proposed impact on roles

Grade	Current Structure	New Structure	Variance
Clerk Grade 11/12	92	82	-10
Clerk Grade 9/10	145	149	4
Clerk Grade 7/8	107	101	-6
Clerk Grade 5/6	69	71	2
Clerk Grade 3/4	35	36	1
<b>Total</b>	<b>448</b>	<b>439</b>	<b>-9</b>

## Proposed high level key changes

- Resourcing in Supervision (WC) has been strengthened to support the implementation of the regulatory framework to increase oversight for icare and TMF.
- Resourcing in Health Provider Supervision has been strengthened to increase our impact and respond to the Health Provider Regulation Review findings.
- A team will be established to conduct our licensing functions across all regulated entities, so Supervision teams can focus on supervising entities.
- An Operations and Assurance team has been established within Regulatory Operations to perform regulatory capability and effectiveness activities, regulatory internal reviews and lead regulatory audits.
- The temporary roles in Workers Compensation Scheme Design have been made permanent to support the WC reform and future scheme design work for the scheme.
- Strategic intelligence will be undertaken by two teams – Scheme Insights, Performance and Risk; and Research and Translation.
- The Transformation Office will support WC reforms, functional review implementation and operational excellence.
- A new Stakeholder Engagement team will strengthen external relationships and strategic engagement.
- The Customer Support division is elevated. It reports to the CE and will sit on the Executive Leadership Team.

# Detailed information for staff is available on the intranet

Please review the information on the Functional Review Intranet Hub:

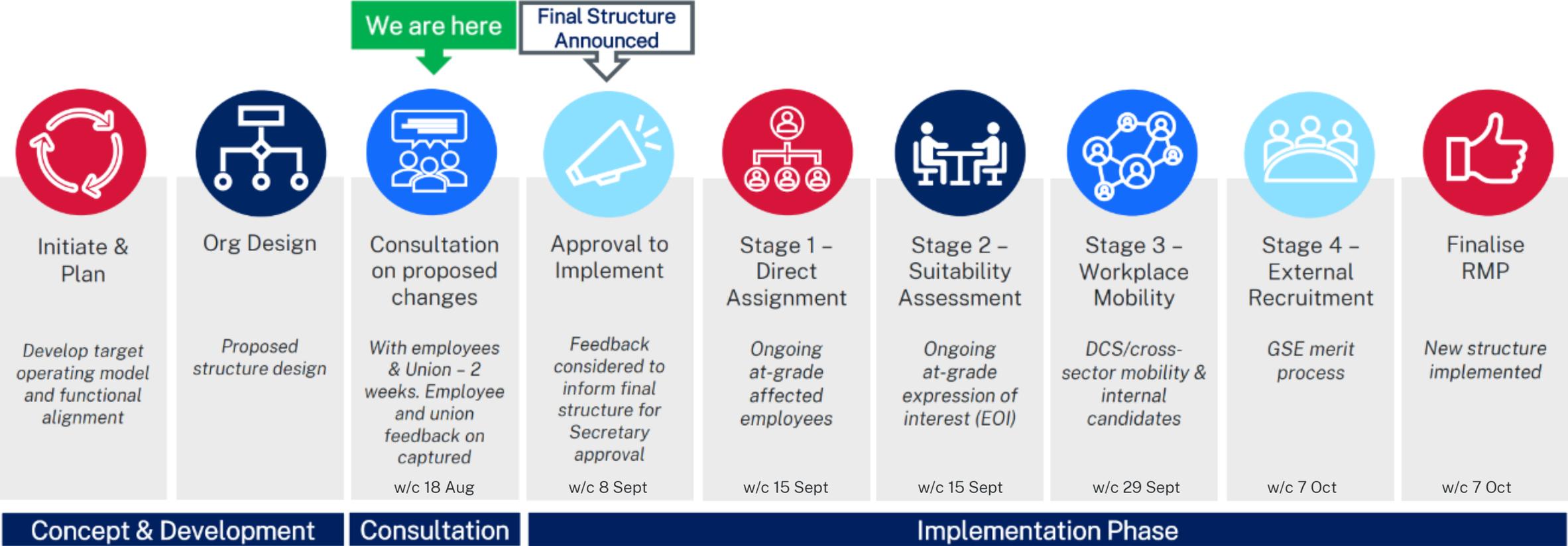
- Proposed restructure management plan
- Proposed detailed team structures
- Draft role descriptions

Provide feedback by 5pm Tuesday 2 September 2025

- Consultation form



# Restructure Management Plan (RMP) Process Overview



# Next steps

## What to do next

- Read and discuss the draft Restructure Management Plan, FAQs and proposed structure with your Manager or Director
- Submit your feedback on the proposed changes via the feedback form on the Functional Review Intranet Hub **by 5pm Tuesday 2 September 2025**

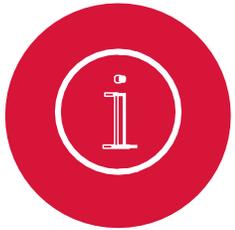
## How we will keep you updated

- All staff mid-point check in
- Divisional briefings
- Team and 1:1 meetings
- FAQ's
- Information on the SIRA Functional Review Hub

## What if people are on leave or secondment

- Team members on leave or secondment will be informed of the changes by their ELT representative

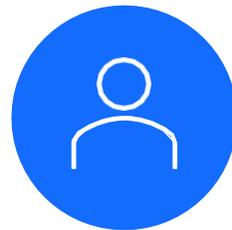
# Employee support



## Employee Assistance Program & Wellbeing Hub

Free and confidential counselling through our Employee Assistance Provider – PeopleSense by Altius on 1300 307 912

The [DCS Wellbeing Hub](#) has resources available to support you.



## People Leader

Reach out to your Executive Director or Director for support.



## People and Culture

Business Partners:

- Michele Paphitis - Director People and Culture
- Vanessa Tindall - Manager People and Contact Centre
- Harneer Saggi - Senior P&C Business Partner



## SIRA Functional Review Hub

This is your central resource for the SIRA Functional Review. You'll find FAQs, tools and resources to help you and your team during times of change.

[SIRA Functional Review Hub](#) or contact the Functional Review Team via: [sirafunctionalreview@sira.nsw.gov.au](mailto:sirafunctionalreview@sira.nsw.gov.au)

Thanks