

FAQs

SIRA Return to Work Inspectorate Transfer to SafeWork NSW

24 September 2025

Why is the RTW inspectorate function moving from SIRA to SafeWork NSW?

Following the establishment of SafeWork NSW as an independent regulator from 1 July 2025, the NSW Government has decided to transfer the Return to Work (RTW) inspectorate function from SIRA to SafeWork NSW. This change supports a more integrated and consistent approach to workplace inspections across NSW.

Why is this change being made?

The transition aims to streamline compliance and inspection functions under one agency, enhance regulatory consistency, reduce duplication, and improve outcomes for workers and employers. It also aligns with broader government reforms.

Who is affected by this transition?

- 6 x SIRA Inspectors → Various Inspectors levels
- 1 x Senior Advisor – Inspectorate → State Inspector
- 1 x Manager Supervision – Inspectorate → Manager
- 1 x Administration Officer → Assistant Project Officer

What does this mean for SIRA's role in return to work?

SIRA will retain its legislated RTW responsibilities, with only the inspectorate functions transferring to SafeWork NSW. We are collaborating closely with Subject Matter Experts to carefully map the transition and ensure a seamless handover with minimal disruption.

Which team at SafeWork NSW will the inspectorate function join?

The RTW inspectorate function will join the Metro Directorate within the Operations & Enforcement division as a dedicated Return to Work Operations team.

Will the SafeWork RTW specialist team be sufficiently resourced to develop a SafeWork NSW Return to Work Strategy?

Yes. It is also anticipated that as part of the recent budget boost for SafeWork, while 20 of the 51 anticipated inspector roles will have a psychosocial focus, some of the additional roles will have a RTW focus to support the Government's focus on prevention and facilitating a safe and early return to work in businesses across NSW.

We are working through the details of this additional budget boost and will provide further updates as the process progresses. For any immediate questions, I encourage you to speak with your director.

How will my job function change?

Your current work and priorities will continue as business as usual. SIRA will continue to set team priorities until a formal RTW strategy is developed and agreed upon.

Will I be able to retain or renew my inspector authorities?

Yes. Staff who transition will follow SafeWork NSW's process to obtain inspector authorities. Training and support will be provided to help you meet the requirements.

What does this mean for me personally

If you're in one of the affected roles, you are being offered a transition to SafeWork NSW. This includes:

- A new position title aligned with SafeWork's structure.
- A change in employment award (for most roles).
- Some changes to working conditions, such as hours and entitlements.
- Access to new benefits and career pathways.

You will not be required to reapply for your role, but you must meet certain eligibility requirements

What are the conditions of the SafeWork NSW Inspector Award?

if you are moving into an Inspector role, you will be employed under the Crown Employees (SafeWork NSW Inspectors 2007) Award, which includes:

- 38-hour work week
- Private-use vehicle (with fortnightly contribution)
- Structured career progression
- Additional allowances (e.g., laundry, Meal allowance, overtime)
- Access to a Mutual Sick Leave Fund

What do I need to do to be eligible to transition?

To move into a SafeWork NSW Inspector role, you must:

- Pass a medical and psychological assessment
- Hold or complete the Diploma of Government (Workplace Inspection) within 12 months (RPL and support available)

What if I don't meet the requirements or choose not to transition?

You will remain with SIRA. SIRA will support you through redeployment or manage your situation under the Managing Excess Employees Policy.

What does the private usage cost us?

As of 11 April 2025:

Full-time: \$227/fortnight

4 days/week: \$276.57

3 days/week: \$326.14

2 days/week: \$375.71

These rates are reviewed annually.

These fees apply to all vehicles under the Private Usage Scheme and are reviewed annually.

What vehicles can I choose from?

Approved vehicles include:

- Subaru Outback Petrol AWD
- Toyota Kluger GXL Hybrid AWD
- Isuzu MUX LST Diesel 4x4
- Ford Ranger Wildtrak Diesel 4x4

Can I choose not to have a vehicle?

Yes. If you choose not to have a vehicle, no private usage fee will be deducted. Subject to availability a pool vehicle can be arranged when needed.

Will I need to start the diploma from scratch

No. A fast-track option using RPL and your previous studies will be available. You will be asked to share transcripts to help build a tailored training plan with the RTO.

Will I lose any of my leave entitlements?

No, you won't lose any leave.

Your existing leave balances including annual, sick, and long service leave, will carry over in full. You will retain your current employee number, and because both SIRA and SafeWork NSW use the same HR and payroll systems, there will be no disruption to your records.

The only change you'll notice is that you'll be issued a new SafeWork NSW email address as part of the transition

I'm happy to transition over to SafeWork NSW. What are the next steps?

That's great to hear! Please complete the RPL and medical check forms to begin the transition process.

What are the key dates I need to know?

- 24 September 2025 – Consultation period begins
- 9 October 2025 – Consultation period ends (*extended due to long weekend*)
- Week of 3 November 2025 – Final briefings on confirmed structure and transition
- Week of 10 November 2025 – New structure goes live, and roles confirmed
- 24 November 2025 – Start date for employees moving to SafeWork NSW

What is the consultation period for?

This is your opportunity to provide feedback, ask questions, and raise any concerns about the proposed changes. Your input is important and will be considered before final decisions are made.

How will I be kept informed?

You will receive updates via email and team briefings. Final briefings will be held in early November to confirm the structure and your transition details.

What happens after the consultation closes?

Feedback will be reviewed, and the Restructure Management Plan will be finalised. Once approved, you'll be consulted on the confirmed structure and next steps.

When will I officially start in my new role or team?

If you are moving to SafeWork NSW, your official start date will be 24 November 2025.

Can these dates change?

Yes, dates may be adjusted based on consultation feedback or operational needs. We will let you know if the timelines are bought forward or pushed back.

Who can I contact for more information?

For any immediate questions, please speak with Phillippa Greer Senior People & Culture Business Partner or Nathan McDonald Director Operations – Metro.

As the process progresses, further updates and contact points will be shared to ensure everyone remains informed and supported throughout the transition.

What support is available during this transition?

- People Leader or Director
- SafeWork NSW P&C Team via peopleandculture@safework.nsw.gov.au
- Employee Assistance Program (PeopleSense)

How can I provide my feedback?

We're happy to receive your feedback in any form that works best for you — whether that's via email to Philippa or Nathan, through your team leader, in a one-on-one meeting, or via your union representative.