



The Hon Amanda Rishworth MP

Minister For Employment and Workplace Relations

MS25-000360

Mr Dave Oliver
Chairperson
Safety, Rehabilitation and Compensation Commission
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Dear Mr Oliver

On 12 May 2025, I was sworn in as the Commonwealth Minister for Employment and Workplace Relations. As the responsible Minister for the administration of the *Safety, Rehabilitation and Compensation Act 1988* and *Work Health and Safety Act 2011*, I am writing to provide you with strategic direction in the form of the attached Ministerial Statement of Expectations.

As outlined in the Department of Finance's *Regulator Performance (RMG128)* guidance, Ministerial Statements of Expectations should be issued or refreshed every 2 years for all Commonwealth entities with regulatory functions, or earlier if there is a change in Minister, change in regulator leadership, or significant change in Commonwealth policy. While noting your operational independence, clear expectations from government to regulators can help drive better regulator performance, providing an enabling environment that supports the implementation of best practice.

I would appreciate your response in the form of an updated Statement of Intent, outlining how you intend to meet the updated expectations. To ensure transparency and accountability, the Statements of Expectations and Intent should be published and made available on your website. These statements should also be incorporated into *Public Governance, Performance and Accountability Act 2013* processes for best practice, for example by including a link to the published documents in relevant corporate documents.

Thank you for your timely assistance with this matter. I look forward to your response.

Yours sincerely

A handwritten signature in black ink, appearing to read 'Amanda Rishworth', with a large, stylized flourish at the end.

Amanda Rishworth MP

13/8/2025

Enc.

STATEMENT OF EXPECTATIONS

Safety, Rehabilitation and Compensation Commission

This Statement sets out the Australian Government's expectations for the Safety, Rehabilitation and Compensation Commission's (SRCC) regulation under the *Safety, Rehabilitation and Compensation Act 1988* (SRC Act) and *Work Health and Safety Act 2011* (WHS Act) and the regulations made under these Acts, other than those ascribed to Comcare. The SRCC plays an important role in the continued improvement of prevention, rehabilitation and workers' compensation performance outcomes in the Commonwealth jurisdiction.

Safety, Rehabilitation and Compensation Commission's role

The SRCC is a statutory body that administers the regulatory functions of the SRC Act, other than those ascribed to Comcare. The SRCC plays an important role in the continued improvement of injury prevention, rehabilitation and workers' compensation performance outcomes in the Commonwealth jurisdiction. The SRC Act allows certain Commonwealth authorities and eligible corporations to apply to the SRCC for a licence to self-insure their workers' compensation liabilities. As the regulator of self-insurance licences, the SRCC monitors compliance and sets performance standards and measures for the prevention, claims management and rehabilitation functions of licensees.

Under the SRC Act, the functions of the SRCC include:

- granting, varying, extending, suspending or revoking self-insurance licences
- setting any licence conditions considered necessary to ensure licensees achieve the objects of the SRC Act
- ensuring that, as far as practicable, there is equity of outcomes resulting from administrative practices and procedures used by Comcare and a licensee in the performance of their respective functions
- undertaking further review of Comcare's review of a determination regarding a premium or regulatory contribution charged to an agency where the Principal Officer of the relevant agency objects to the determination, and
- providing advice about anything relating to the operation of the SRC Act or to the SRCC's functions and powers.

The SRCC also has a range of functions under the WHS Act, including to:

- advise and make recommendations to the Minister on the operation and effectiveness of the WHS Act
- to enquire into and make recommendations to the Minister on any matter relating to work health and safety referred to it by the Minister, and
- to provide a forum for consultation between Comcare and persons conducting businesses or undertakings, workers and the bodies that represent them.

The government's policy priorities

The government is focussed on ensuring that regulators are using their regulatory settings to best effect and identify opportunities for improvement. The government is committed to safe workplaces, providing workers the highest level of protections so they return home safely and supporting recovery and return to health and work after injury or illness. The government expects the SRCC to identify and

pursue opportunities that contribute to this objective. In doing so, the government also expects the SRCC to:

- engage with the findings from the independent review of the SRC Act and provide information and advice on opportunities to improve outcomes for employees covered by the SRC Act and the operation of the SRC Act
- work collaboratively within the tripartite framework of the SRCC
- comply with any Ministerial Directions
- take proactive steps to ensure self-insured licensees are compliant with the SRC Act in granting and regulating self-insured licenses, including capacity to meet financial liabilities and obligations in relation to work health and safety, rehabilitation, claims management and consultation with employees
- draw on evidence and stakeholder experience to identify and address systemic non-compliance
- use intelligence and data to inform a risk-based approach to regulatory engagement, including proportional targeting of industries or activities of concern
- monitor its operating environment to ensure regulatory approaches keep pace with changes in technology, industry practices and community expectations
- act in accordance with, and strive for continuous improvement against, the principles of regulator best practice as set out in Resource Management Guide 128 *Regulator Performance*, and
- be transparent in their operations, policies and decision-making processes including by publishing formal regulatory decisions, performance results and updates on emerging issues, including on upcoming reforms.

Relationship with stakeholders

Regarding relationships with stakeholders, the government expects the SRCC to:

- publish up-to-date, clear and accessible guidance so that stakeholders have clarity about the application process for becoming a self-insured licensee, ongoing licensee obligations and how the SRCC will exercise its powers
- engage and genuinely consult with stakeholders – including Comcare, government, self-insured licensees and their representatives, and employees and their representatives – sharing critical information promptly and being receptive to feedback and diverse stakeholder views
- work collaboratively with self-insured licensees to encourage voluntary compliance with the SRC Act
- work collaboratively within the tripartite structure of the Commission to monitor compliance and set performance standards and measures for the prevention of injuries, claims management and rehabilitation functions of licensees, and
- work collaboratively with the Department of Employment and Workplace Relations on significant issues, including in relation to strengthening compliance with the SRC Act and the WHS Act.

The government will provide an enabling environment for the SRCC to consistently implement best practice by ensuring they are well informed of the government's policy direction on specific initiatives and strategies.

Organisational matters

Regarding organisational matters, the government expects the SRCC to:

- assess risks that may compromise its ability to administer its functions under the SRC Act and the WHS Act and respond in a proportionate way
- implement appropriate controls to manage the risk of unauthorised disclosure of protected or sensitive information
- uphold and promote the Australian Public Service Values and Code of Conduct, and
- hold themselves to account through internal accountability processes that foster a culture of continuous improvement and reflection.