

**WORKPLACE INJURY MANAGEMENT AND WORKERS COMPENSATION  
(INJURY MANAGEMENT CONSULTANT FEES) ORDER 2025**

under the

***Workplace Injury Management and Workers Compensation Act 1998***

I, Megan Osborne, A/Chief Executive, State Insurance Regulatory Authority, make the following Order pursuant to section 339 of the *Workplace Injury Management and Workers Compensation Act 1998*.

Dated this 21<sup>st</sup> day of January 2025



Megan Osborne  
A/Chief Executive  
State Insurance Regulatory Authority

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**Workplace Injury Management and Workers Compensation  
(Injury Management Consultant Fees) Order 2025**

**1. Name of Order**

This Order is the *Workplace Injury Management and Workers Compensation (Injury Management Consultant Fees) Order 2025*.

**2. Commencement**

This Order commences on 1 February 2025.

**3. Definitions**

In this Order:

**the Act** means the *Workplace Injury Management and Workers Compensation Act 1998*.

**the Authority** means the State Insurance Regulatory Authority as constituted under section 17 of the *State Insurance and Care Governance Act 2015*.

**GST** means the Goods and Services Tax payable under the GST Law.

**GST Law** has the same meaning as in the *A New Tax System (Goods and Services Tax) Act 1999 (Cth)*.

**Injury Management Consultant** is a Medical Practitioner approved by the Authority under section 45A of the Act to perform the functions as outlined in the *Workers Compensation Guidelines* current at the time.

**Medical Practitioner** means a person registered in the medical profession under the *Health Practitioner Regulation National Law (NSW) No 86a*, or equivalent Health Practitioner National Law in their jurisdiction with the Australian Health Practitioner Regulation Agency.

**Telehealth consultation** means delivery of Injury Management Consultant services that use videoconferencing or telephone as an alternative to an in-person consultation in compliance with Part 2 of the *Guidelines for the Provision of Relevant Services (Health and Related Services)*.

**Unreasonably late attendance** means that the worker or interpreter arrives for the scheduled appointment, or joins their scheduled telehealth consultation, unreasonably late, to the degree that a full examination is prevented from being conducted.

**Working days** means Monday to Friday (excluding public holidays).

#### **4. Application of Order**

This Order applies to all Injury Management Consultant services provided on or after 1 February 2025, whether it relates to an injury received before, on, or after that date. For clarity, this Order applies to an exempt worker or a worker receiving treatment outside of NSW under the Act.

#### **5. Maximum Fees for Injury Management Consultant services**

- a. For the purposes of section 339 of the Act, the maximum hourly fee for the provision of services by an Injury Management Consultant in connection with a claim for compensation or work injury damages is as set out in the Schedule to this Order.
- b. An Injury Management Consultant may not charge for more than 3 hours of work in the absence of express written agreement in advance from the relevant insurer. Where appropriate, an Injury Management Consultant may request approval for additional time where more than three hours are required to complete the Injury Management Consultation and report.
- c. An Injury Management Consultant may charge a cancellation fee specified in item IIN107 where a worker provides 2 working days' notice or less of cancellation, fails to attend their scheduled appointment/telehealth consultation, or the worker (or interpreter) attends their scheduled appointment/telehealth consultation **unreasonably** late, preventing a full examination being conducted.
- d. An Injury Management Consultant's report is to be provided to the referrer within 10 working days of the examination, or in the case where no examination has been conducted, within 10 working days of the request having been received, or within a different timeframe if agreed between the parties at the time of referral.
- e. The incorrect use of any item referred to in this Order can result in penalties, including the Injury Management Consultant being required to repay monies that the Injury Management Consultant has incorrectly received.

#### **6. Goods and Services Tax**

An amount fixed by this Order is exclusive of GST. An amount fixed by this Order may be increased by the amount of any GST payable in respect of the service to which the cost relates, and the cost so increased is taken to be the amount fixed by this Order. This clause does not permit an Injury Management Consultant to charge or recover more than the amount of GST payable in respect of the service to which the cost relates.

#### **7. Requirements for invoices**

All invoices should be submitted to the insurer within 30 calendar days of the service provided and must comply with the Authority's itemised invoicing requirements for the invoice to be processed. Refer to the Injury Management Consultants page on the SIRA website at [www.sira.nsw.gov.au](http://www.sira.nsw.gov.au).

#### **8. No pre-payment of fees**

Pre-payment of fees for reports and services is not permitted.

**SCHEDULE A**  
**Rates for Injury Management Consultant services**

<b>Payment Classification Code</b>	<b>Service description</b>	<b>Fee (excl. GST)</b>
IIN105	Assessments, examinations, file reviews, discussions and reports	\$472.70 per hour to a maximum of 3 hours (unless additional time authorised in advance by the insurer or Personal Injury Commission).
IIN305	Examination conducted via telehealth	\$472.70 per hour (examination only). Discussions with other parties and report to be charged under IIN105.
IIN107	Cancellation with 2 working days' notice or less, worker or interpreter fails to attend the scheduled appointment/join the telehealth consultation, or the worker or interpreter attends the appointment/joins the telehealth consultation <b>unreasonably late</b> preventing a full examination being conducted.	\$472.70
IIN108	Examination conducted with the assistance of an interpreter	\$591.00 per hour (examination only).  Discussions with other parties and report to be charged under IIN105 at \$472.70 per hour.
IIN308	Examination conducted via telehealth consultation with the assistance of an interpreter	\$591.00 per hour (examination only).  Discussions with other parties and report to be charged under IIN105 at \$472.70 per hour.
IIN109	Travel for assessment/consultation at the worker's place of work	\$472.70 per hour.