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Reassessment of Safeworking Competency

This information outlines the requirements for maintaining the currency of Safeworking competency for employees and the Responsibilities of Line Managers and Employers.

Recertification Timeframes

Any employee who holds a Safeworking Certification must complete a recertification:

- within two years of obtaining their initial certification, or
- two years from their previous recertification.

Failure to complete a reassessment of competence within this two-year period, will result in the certification being deemed as lapsed.

Employees with a lapsed Safeworking certification must not perform any Safeworking activities until recertification has been successfully completed.

Recertification Process

Recertification must be completed using an assessment instrument developed in accordance with the Network Rules and Network Procedures Certification Standard.

If the recertification is not completed within 90 days of the certification expiry, the certification must only be reissued upon successful completion of:

- the assessment tool for initial certification, or
- a specifically developed assessment tool that is used in conjunction with Recognition of Prior Learning (RPL) that demonstrates the required standard of competence for initial certification is met.

Where a significant period has lapsed since expiry of the certification, the employer or line manager may require the worker to undergo retraining.

What responsibilities do Employers and Line managers have regarding the Safeworking certifications of employees?

Line managers and Employers must ensure workers undertake recertification before the certification expires.

This may involve rostering recertification earlier to accommodate anticipated periods of extended absence e.g. annual, long service, maternity or paternity leave.

Line Managers and Employers must ensure that employees with a lapsed Safeworking certification do not perform any Safeworking activities until recertification has been successfully completed.

If a worker's safeworking certification has lapsed by less than 90 days, can they complete a recertification assessment?

Yes, the normal recertification assessment tool may be used.

If a worker's safeworking certification has lapsed by more than 90 days, can they complete a recertification assessment?

No, the normal recertification assessment tool cannot be used, and the worker must be recertified using either:

- the assessment tool for initial certification, or
- a specifically developed assessment tool that is used in conjunction with RPL that ensures the required standard of competence meets initial certification standards.

Depending on the length of time since expiry and individual circumstances, the Line Manager or Employer may require the employee to undertake retraining.



See online for all
Safeworking information

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