



Australian Government

Department of the Prime Minister and Cabinet

Office of Best Practice Regulation

Reference: 16469
Telephone: 6271 6270
e-mail: helpdesk@obpr.gov.au

Ms Sandra Parker
Deputy Secretary
Workplace Relations and Economic Strategy
Department of Employment

Dear Ms Parker

Final Assessment of Regulation Impact Statement – Workplace Gender Equality Reporting

Thank you for submitting the Regulation Impact Statement (RIS) for the above proposal for final assessment. I note that you have formally certified the RIS as required by the best practice regulation requirements.

The Office of Best Practice Regulation's (OBPR) final assessment is that the Department of Employment is compliant with the Government's RIS requirements and is consistent with best practice, as:

- the Department has twice submitted a certified RIS for the OBPR's assessment prior to a final decision;
- the average annual regulatory cost savings for the options presented have been agreed with the OBPR; and
- your letter of 18 November 2014 certifies that the RIS responds to the OBPR's formal comments of 11 November 2014.

In addition, I note that the RIS: addresses the seven RIS questions; does not contain obvious errors; and considers at least three options, including a non-regulatory option.

The OBPR also notes that the recommended option – streamlining reporting requirements (significant removal of remuneration data and reduced schedule 2 components) – is expected to reduce compliance costs for businesses and community organisations, while retaining the collection of valuable gender specific information to support businesses to address gender inequality where it exists.

The OBPR maintains a RIS website and aims to post RISs as soon as practicable after the regulatory decision has been publicly announced. To assist with this, we would appreciate you advising us when a decision on this proposal is announced and forwarding a final copy of the RIS in *Microsoft Word .doc* format in a form meeting the Australian Government's *Web Content Accessibility Guidelines*.

We suggest liaising with your web services team to ensure these guidelines are met. The OBPR should be consulted if the RIS is amended. It is the agency preparing the RIS, not the OBPR, which is responsible for the content of the published RIS. The OBPR website provides a public comment facility. The OBPR moderates this facility for offensive content but does not moderate debate.

Please retain this letter as a record of the OBPR's advice. Our reference number for this issue is 16469. If you have any further queries, please do not hesitate to contact me on 6271 6286.

Yours sincerely

A handwritten signature in black ink, appearing to read 'T. Simovski', with a long horizontal flourish extending to the right.

Tony Simovski
A/g Deputy Executive Director
21 November 2014