



**Australian Government**  
**Department of Employment**

Your Ref  
Our Ref

Deputy Secretary  
Sandra Parker

Mr Jason McNamara  
Executive Director  
Office of Best Practice Regulation  
One National Circuit  
BARTON ACT 2600

Email: [helpdesk@obpr.gov.au](mailto:helpdesk@obpr.gov.au)

Dear Mr McNamara

**Regulation Impact Statement – final assessment second pass**

Thank you for the advice from your office on the draft Regulation Impact Statement (RIS) prepared for the Workplace Gender Equality Reporting Requirements.

Please find attached the second pass RIS for final assessment.

The regulatory burden to business, community organisations and/or individuals has been quantified and offsets have been identified and quantified using the Regulatory Burden Measurement framework. These have been agreed with your office.

I am satisfied that the RIS addresses the concerns raised in your letter of 11 November 2014.

Specifically:

- The 'problem to be solved' section provides more context to the linkages between current reporting requirements and driving change in the workplace.
- A short paragraph on social and economic benefits has been included in the analysis of each option.
- More consideration of striking a balance between employer concerns and the non-business sector has been included in the analysis of options.

Accordingly, I am satisfied that the RIS now meets best practice consistent with the *Australian Government Guide to Regulation*.

I submit the RIS to the Office of Best Practice Regulation for formal final assessment.

Yours sincerely

Sandra Parker

18 November 2014