



Australian Government
Attorney-General's Department
Deputy Secretary
Industrial Relations Group

3 December 2020

Mr Jason Lange
Executive Director
Office of Best Practice Regulation
Department of the Prime Minister and Cabinet
1 National Circuit
BARTON ACT 2600

Dear Mr Lange

Regulation Impact Statement – Casual Employment Reforms – Second Pass Final Assessment

I am writing in relation to the attached Regulation Impact Statement (RIS) prepared for the *Fair Work Amendment (Supporting Australia's Jobs and Economic Recovery) Bill 2020 – Casual Employment Reforms*.

I would like to thank your office for the swift review of the First Pass RIS that we submitted earlier this month. We have considered your comments in your letter of 27 November 2020, and I am now satisfied that the RIS addresses the issues that you brought to our attention.

The preferred option presented delivers a balanced approach for employers and employees seeking certainty around their obligations and entitlements, as well as a genuine, universal pathway for casual employees seeking to convert to permanent employment. Compared to the status quo, the net benefit of the preferred option has been estimated at up to \$140 million in reduced regulatory costs for employers and employees over ten years.

I am satisfied that the RIS is consistent with the principles for Australian Government policy makers as specified in the Australian Government Guide to Regulatory Impact Analysis.

I submit the RIS to the Office of Best Practice Regulation for formal Second Pass Assessment.

Yours sincerely

A handwritten signature in black ink, appearing to read 'M Hehir', with a long horizontal flourish extending to the right.

Martin Hehir
Deputy Secretary
Industrial Relations Group
Attorney-General's Department