



Australian Government

Department of the Prime Minister and Cabinet
Office of Best Practice Regulation

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

Dear Mr Hehir

Regulation Impact Statement – Second-Pass Final Assessment – Casual Employment reform

Thank you for your letter received on 3 December 2020 submitting a Regulation Impact Statement (RIS) on Casual Employment reform for formal Second-Pass Final Assessment. I note the RIS has been formally certified at the Deputy Secretary level consistent with the *Australian Government Guide to Regulatory Impact Analysis*.

I appreciate the Department's constructive engagement on the RIS.

The Office of Best Practice Regulation's assessment is that the quality of the regulatory impact analysis in the RIS is good practice. The RIS addresses the seven RIS questions and follows a reasonable policy development process commensurate with the significance of the problem and magnitude of the proposed intervention.

However, the RIS could have provided deeper analysis to differentiate impacts of options on employees and employers covered by awards where an existing casual conversion mechanism exists and where one does not.

The RIS may now be provided to the decision-maker to inform a final decision.

Once the RIS has been included in the Explanatory Memorandum of the relevant legislative bill, RIS requirements can be regarded as being met.

We would appreciate you advising us when a final decision has been announced and forwarding a copy of the RIS in a form meeting the Government's accessibility requirements.

The OBPR will publish the RIS, along with your certification and this assessment, on the OBPR's website www.ris.pmc.gov.au.

If you have any further queries, please do not hesitate to contact me.

Yours sincerely

A handwritten signature in black ink, appearing to read 'J Lange', with a large, stylized flourish at the end.

Jason Lange
Executive Director
3 December 2020