



Australian Government
**Department of Employment
and Workplace Relations**

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

Email: helpdesk-OBPR@pmc.gov.au

Dear Mr Lange

Regulation Impact Statement – Enterprise Bargaining outcomes from the Australian Jobs and Skills Summit – Second Pass Final Assessment

I am writing in relation to the attached Regulation Impact Statement (RIS) prepared for Enterprise Bargaining outcomes from the Australian Jobs and Skills Summit.

I am satisfied that the RIS addresses the concerns raised in your letter of 20 October 2022, specifically by:

- Providing an explanation of why the government must intervene to address problems in the enterprise bargaining framework, and explaining how these measures will achieve measurable success.
- Incorporating further analysis of the impacts of policy reform, including how any changes might impact a variety of workplace relations stakeholders.
- Including a description of the status of the RIS at major decision points in the policy development process.
- Detailing the significant level of consultation the Minister and Department has undertaken in the development of the enterprise bargaining policies, and how the Department incorporated feedback from stakeholders. The Department routinely undertakes stakeholder consultations in confidence given the highly contested nature of workplace relations policy, as it allows a frank and honest exchange of views that cannot be achieved in public fora.

While the Department has made its best attempt to analyse impacts to individuals and businesses to the greatest extent possible, there are limits to the macroeconomic and observational data available, making it sometimes difficult to predict and measure impacts.

I confirm the RIS identifies the regulatory costs of each option, and identifies offsets where appropriate.

Accordingly, I am satisfied that the RIS is consistent with the six 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 final assessment.

Yours sincerely



Martin Hehir

Deputy Secretary

Workplace Relations Group

Department of Employment and Workplace Relations

22 October 2022