



Australian Government

Department of the Prime Minister and Cabinet

Office of Impact Analysis

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Ms Lee Steel  
A/g Deputy Secretary Social Policy  
Department of the Prime Minister and Cabinet

Dear Ms Steel

### **Impact Analysis for Second Pass Final Assessment – Changes to the Workplace Gender Equality Act 2012 and Associated Instruments**

Thank you for your letter received 31 January 2023, submitting an Impact Analysis (IA) for formal Second Pass Final Assessment. I note the IA has been formally certified at the Deputy Secretary level consistent with the *Australian Government Guide to Regulatory Impact Analysis* (the Guide).

I appreciate the Office for Women's constructive engagement on the IA, including the preparation of an Early Assessment IA.

The Office of Impact Analysis' (OIA's) assessment is that the analysis is good practice and therefore sufficient to inform a final decision.

To have been assessed as exemplary as per the Guide, the analysis would have benefitted from deeper exploration of the costs and potential short-term impacts to individuals and businesses not directly targeted by the policy, such as to males, when the intended policy outcome of accelerated wages equalisation begins to occur.

The IA may now be provided to the decision-maker to inform their decision.

#### **Next steps**

After a final decision on the policy proposal has been announced, I ask that your team work with the OIA to finalise the material for public release. This includes providing a copy of the IA in Word and PDF formats for web accessibility purposes.

The OIA will publish the IA, along with your certification and this assessment, on the OIA's website at <https://oia.pmc.gov.au>. The IA must also be included in any

Explanatory Memorandum or Statement accompanying legislative amendments giving effect to the proposals in the IA.

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

Yours sincerely

A handwritten signature in black ink, appearing to read "Jason Lange". The signature is written in a cursive style with a large, sweeping initial "J".

Jason Lange  
Executive Director  
1 February 2023