



**Australian Government**

**Department of the Prime Minister and Cabinet**

Office of Impact Analysis

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Martin Hehir  
Deputy Secretary  
Workplace Relations Group  
Department of Employment and Workplace Relations

Dear Mr Hehir

**Certification of Impact Analysis Equivalent: Closing the Labour Hire Loophole**

Thank you for your letter certifying the following reviews undertook a process and analysis equivalent to an Impact Analysis (IA):

- Victorian Inquiry into the Labour Hire Industry and Insecure Work (Final Report, 31 August 2016)
- Senate Select Committee on Job Security, Third interim report: labour hire and contracting (Report, November 2021)
- Senate Education and Employment Legislation Committee, Fair Work Amendment (Equal Pay for Equal Work) Bill 2022 (Report, October 2022).

The Office of Impact Analysis (OIA) acknowledges the certification as an Impact Analysis Equivalent (IAE). Under the *Australian Government Guide to Policy Impact Analysis*, the OIA does not assess the adequacy of the analysis contained in an IAE but does assess whether the options analysed in the certified documents are relevant to the policy proposal. The OIA also assesses the IAE for the coverage of the seven IA questions conducted and whether the IAE or certification letter identifies regulatory costs.

In this case, the OIA's assessment is that the options analysed in the IAE are sufficiently relevant to the policy proposal. The IAE contains additional analysis prepared by the Department to address IA questions four to seven (inclusive).

We would appreciate you advising us when a final decision has been announced and forwarding a copy of the IAE in a form meeting the Government's accessibility requirements. The OIA will publish the IAE, along with your certification, on the OIA's website at [oia.pmc.gov.au](http://oia.pmc.gov.au).

Further, where a regulation is tabled in Parliament, your IAE needs to be included in the Explanatory Memorandum or Statement, as stipulated in the *User Guide to the Australian Government Guide to Policy Impact Analysis*.

Yours sincerely

A handwritten signature in black ink, appearing to read 'J. Lange', written in a cursive style.

Jason Lange  
Executive Director  
Office of Impact Analysis  
24 August 2023