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29 November 2021

[exemptions@acc.gov.au](mailto:exemptions@acc.gov.au)

[www.accc.gov.au](http://www.accc.gov.au)

Dear Interested Party

### **Recruiting, Consulting and Staffing Association application for minor variation of Authorisation AA1000435 – interested party consultation**

The Australian Competition and Consumer Commission (**ACCC**) has received an application from the Recruiting, Consulting and Staffing Association (**RCSA**) for minor variation of Authorisation AA1000435. The ACCC invites you to comment on the application.

The ACCC granted Authorisation AA1000435 on 8 August 2019 to enable the RCSA to give effect to exclusionary provisions in:

- RCSA's old Code for Professional Conduct and Disciplinary and Dispute Resolution Procedures (**DDRP**) until 8 August 2020, and
- RCSA's new Code of Professional Conduct, new Professional Conduct Grievance Intervention Guidelines (**PCGIG**) and certain clauses of its Constitution until 8 August 2024.

#### ***Proposed minor variation to AA1000435***

RCSA has applied for minor variation of the authorisation to:

- amend the PCGIG to enable the Professional Conduct Review Committee to make an early professional conduct recommendation in the course of an investigation to facilitate early resolution of a grievance, and
- make changes to its Constitution to bring co-opted director maximum terms into alignment with other directors, to align director eligibility for president, and to make other administrative amendments, including replacing references to the (now retired) 'DDRP' with 'PCGIG'.

Importantly, the ACCC notes the minor variations do not remove any clauses from the PCGIG or any authorised clauses from the Constitution.

A full copy of the minor variation application is available on the [ACCC's Authorisation public register](#).

#### ***Request for submissions***

The ACCC invites you to make a submission on the likely public benefits and effect on competition, or any other public detriment, from the proposed variations.

If you intend to provide a submission, please do so by **8 December 2021**. Submissions should be emailed to [exemptions@acc.gov.au](mailto:exemptions@acc.gov.au) with the subject 'AA1000435 – RCSA minor variation – submission'.

Alternatively, if you would like to provide comments orally, please contact Andrew Ng on 03 9290 1414 to organise a suitable time.

Submissions, including oral submissions, will be placed on the ACCC's public register, subject to any request for exclusion (see [Guidelines for excluding confidential information](#)).

## Timetable

The ACCC will progress its assessment of the application in a timely manner. An indicative timetable is set out below for your information.

<b>16 November 2021</b>	Lodgement of application and supporting submission.
<b>29 November 2021</b>	Public consultation begins.
<b>8 December 2021</b>	Closing date for submissions from interested parties.
<b>December 2021</b>	Applicant responds to issues raised in public consultation.
<b>December 2021</b>	Determination.

You can forward this letter to any other party who may wish to make a submission to the ACCC regarding the application.

This letter has been placed on the ACCC's public register. If you wish to discuss any aspect of this matter, please contact Andrew Ng on 03 9290 1414 or [exemptions@acc.gov.au](mailto:exemptions@acc.gov.au).

Yours sincerely



Susie Black  
Director  
Competition Exemptions