**17/591: Secure Local Jobs Package (refers to 18/60 – Government Procurement (Secure Local Jobs) Amendment Bill 2018**

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| **Summary of Impacts** |
| The adoption of the Secure Local Jobs Package (the Package) will:* streamline existing procurement requirements
* enhance compliance and enforcement measures
* provide a more transparent process for resolving issues that arise with respect to ACT Government contracts
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*Key to impacts: Red – negative, Blue - neutral and Green - positive.*

**Social**

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| **Justice and rights** | * The Package will support the right of Territory workers to freedom of association.
* The Package will provide a mechanism for the Territory to assure itself that it contracts with entities that are compliant with their industrial relations and employment obligations.
* By focusing on sectors that disproportionately employ workers who are likely to be vulnerable or subject to insecure work arrangements, the Package will provide additional supports and safeguards of these at-risk workers’ rights.
* The fact that the requirements apply to a business’ entire operation, rather than being confined to the work being performed for the Territory, will mean that these benefits will flow to the wider ACT labour market.
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**Economic**

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| **ACT Government Budget** | * The Package will increase costs to the ACT Budget through the establishment of a new compliance unit and additional funding for compliance and enforcement activities.
* Procurement costs may also increase if tenderers seek to pass on the cost of implementing the reforms to government contracts. This risk is being mitigated through a range of measures designed to streamline the procurements process and minimise compliance costs for business. These include the development of template forms, training for contract management personnel, industry awareness raising and guidance material on new requirements.
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| **Productivity** | * The Package will streamline existing procurement requirements and provide a more transparent process for resolving issues that arise with respect to ACT Government contracts.
* The Package will provide additional protections of worker rights, for example work safety, health and wellbeing standards, with a resultant positive impact on productivity levels.
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| **Competition** | * The Package includes measures that would require entities to undergo a certification process to verify compliance with workplace relations obligations.
* Audit costs and administrative overheads may constitute a disincentive for entities, particularly small and medium sized employers, to tender for Territory work.
* This risk is being mitigated through a range of measures including education and awareness raising, the development of template forms and guidance to assist businesses to engage with the process. Additionally, by limiting the ability for non-compliant employers to undercut employers who meet their employee obligations, the ability of compliant employers to successfully compete for government contracts is likely to improve.
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**Environmental**

Nil Impact