



Dear **S22**,

Thank you for the request for quote (SRC005236) pertaining to the provision of consultancy services sought by the Australian Electoral Commission (AEC) to assess agency maturity and compliance with the Australian Public Service employment legislative frameworks, specifically (but not limited to) Part 2-9 of the *Fair Work Act 2009* (right to disconnect), and the *Work Health and Safety Act 2011* (psychosocial safety at work).

Following review of the request, we have several questions we wish to pose to the agency which will allow us to further our understanding of the scope of the requirements and inform our proposal to undertake this work.

Question 1.

The requirement statement seeks a consultant to assess agency maturity and compliance with the Australian Public Service employment legislative frameworks, specifically (but not limited to) Part 2-9 of the *Fair Work Act 2009* (right to disconnect), and the *Work Health and Safety Act 2011* (psychosocial safety at work). Given the unique and multi-tiered nature of the AEC workforce, we wish to understand whether the assessment must consider the application of policies to the entire AEC work force (including core APS employees, surge workforce, and the Temporary Election Workforce), or is consideration to be narrowed to application of the policies to core APS employees?

Question 2.

The requirement statement incorporates the phrasing '*but not limited to*' in relation to the assessment of workplace relations policies with Australian Public Service employment legislative frameworks. Given the broad suite of legislative provisions that may potentially apply or intersect with the AEC policies and operating environment, and the comprehensive and sizable nature of the *Fair Work Act 2009* and the *Work Health and Safety Act 2011*, including numerous workplace relations reforms under the current Australian Government, we wish to understand for scope, specifically which legal frameworks does the agency wish to form the basis of the assessment? That is, is the assessment to be based on compliance solely with the *Fair Work Act 2009* and the *Work Health and Safety Act 2011* only?

While we understand the consultant will consider the application of the AEC workplace relations policies to the entirety of the relevant APS employment legislative frameworks, we wish to understand if there are any other specific provisions (in addition to the Right to Disconnect, and Psychosocial Safety) that the consultant must include in the assessment to meet agency expectations?

Question 3.

Can the agency provide a number (actual or approximate) of how many workplace relations policies form part of the 2024 doctrine review for assessment?



Question 4.

In assessing agency maturity and compliance with Australian Public Service employment legislative frameworks, we wish to understand if the assessment is to purely focus on the existing AEC workplace relations policies identified in the 2024 doctrine review only, or if the agency is also seeking a broader assessment that identifies where there may be an absence of policy pertaining to a specific workplace relations legislative obligation?

Question 5.

Part A.A.2 (f) states that the supplier must attend daily virtual meetings. We wish to understand the purpose of these daily meetings sought by the agency, including the rationale for frequency and what is to be provided by the consultant at these meetings. We also wish to understand if daily meetings mean every calendar day or every day that the consultant has dedicated to working on this project as this will be a consideration for costs.

Thank you for your consideration of the above questions.

Should you wish to discuss the questions posed to the agency further, please do not hesitate to contact me.

Kind regards

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Director and Founder
Rise Coaching Canberra

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