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Dear Interested Party

Recruiting, Consulting and Staffing Association application for minor variation of Authorisation AA1000435 – determination

The Australian Competition and Consumer Commission (**ACCC**) has issued a determination in respect of the application for minor variation lodged by the Recruiting, Consulting and Staffing Association (**RCSA**) on 16 November 2021.

RCSA sought variations to its professional conduct regime, which sets out professional standards for members, guidelines for the resolution of grievances and processes for dealing with non-compliance by members.

The minor variations sought by RCSA involve:

- amending the Professional Conduct Grievance Intervention Guidelines (**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
- making changes to RCSA's 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) Disciplinary and Dispute Resolution procedures with 'PCGIG'.

A copy of the ACCC's determination is available on the [ACCC's authorisation public register](#), including a summary of its reasons. For the reasons set out in its determination, the ACCC has decided to grant the minor variations. The ACCC's assessment is set out in Chapter 4 of its determination.

Application for review

Pursuant to section 101 of the *Competition and Consumer Act 2010*, a person dissatisfied with this determination may apply to the Australian Competition Tribunal (the Tribunal) for a review of the determination. An application for review must be made within 21 days of the date of this determination; that is, on or before 7 January 2022. If no application for a review is lodged by this date, the ACCC's determination will come into force on 8 January 2022.

An application for a review of the ACCC's determination should be lodged directly with the Tribunal. The Tribunal is a separate body from the ACCC and is located within the Federal Court of Australia.

For further information about the Tribunal's process to hear applications for review of ACCC determinations please refer to the Tribunal's [website](#).

This letter has been placed on the ACCC's public register. If you wish to discuss this matter, please contact Andrew Ng on 03 9290 1414 or email exemptions@acc.gov.au.

Yours sincerely



Susie Black
Director
Competition Exemptions