



**Australian  
Competition &  
Consumer  
Commission**

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Our Ref: C2010/456  
Contact Officer: Jasmine Tan  
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2 July 2010

Mr Robert Blanche  
Director  
Bayside Personnel  
PO Box 1798  
North Sydney NSW 2059

Dear Mr Blanche

**Application for Minor Variation to Recruitment and Consulting Services Association  
Limited Authorisation A91102 - determination**

The Australian Competition and Consumer Commission (the ACCC) has issued a determination varying authorisation A91102.

Authorisation A91102 was originally granted by the ACCC on 21 January 2009. The minor variation sought by Recruitment and Consulting Services Association Limited (the RCSA) involves amending clauses 4.1(b), 4.5(e) and 4.6(a)(vii) of the RCSA's Disciplinary & Dispute Resolution Procedures to clarify the complaints process and to provide greater flexibility in resolving the complaints process, including provisions for undertakings, private resolution and delayed intervention by the RCSA, where appropriate.

The ACCC is satisfied that the proposed variations can be considered together as a single variation. The ACCC is also satisfied that the variation is minor.

A copy of the ACCC's determination is attached.

**Application for review**

Pursuant to section 101 of the *Trade Practices Act 1974*, a person dissatisfied with this determination may apply to the Australian Competition Tribunal for its review. An application for review must be made within 21 days of the date of this determination, that is, on or before 23 July 2010. If no application to review is lodged by this date, the ACCC's determination will come into force on 24 July 2010.

For further information about the process involved in reviewing decisions in the Australian Competition Tribunal, please refer to the tribunal's website located at <http://www.competitiontribunal.gov.au/>.

This letter has been placed on the ACCC's public register. If you wish to discuss any aspect of this matter please do not hesitate to contact Jasmine Tan on (02) 6243 1363.

Yours sincerely

A handwritten signature in black ink, appearing to be 'R Chadwick', written over a light grey rectangular background.

Dr Richard Chadwick  
General Manager  
Adjudication Branch