



**Australian
Competition &
Consumer
Commission**

Our Ref: 58757
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24 November 2015

Dear Sir/Madam

**Recruitment & Consulting Services Association Limited notification N98703
- interested party consultation**

The Australian Competition and Consumer Commission (the ACCC) has received an exclusive dealing notification from the Recruitment & Consulting Services Association Limited (RCSA). The ACCC invites you to comment on the notification. A summary of the exclusive dealing notification process including how to make a submission to the ACCC is available [here](#).

Notified conduct

RCSA submits that it administers a Service Delivery Standard (SDS) to provide its members with a framework for consistent delivery of high quality recruitment and/or labour hire services. Members will seek certification against the SDS.

RCSA will approve persons, who have demonstrated their competence and who are and remain otherwise suitable to provide SDS audit services to members, for appointment to a panel of SDS approved auditors from which members may select appointees to conduct audits against the SDS.

RCSA members will acquire SDS audit services only from the panel of SDS approved auditors. At present there is only one approved auditor.

SDS certified members wishing to integrate their SDS program into a certified ISO 9001 program or similar must:

- have submitted their SDS program to an initial assessment completed by an RCSA approved auditor to verify compliance with the requirements of the SDS standard
- be certified by a JASANZ approved certification body, and certification must remain current.

Suspension, cancellation or termination of the ISO 9001 or similar certification will result in cancellation of the RCSA SDS certification.

A full copy of the exclusive dealing notification is available on the ACCC's website <www.accc.gov.au/PublicRegister>.

Request for submission

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 arrangements.

If you intend to provide a submission in relation to the notification, please do so by **8 December 2015**. Submissions should be emailed to adjudication@acc.gov.au with the subject "N98703 – Recruitment & Consulting Services Association – submission".

Submissions will be placed on the ACCC's public register subject to any request for exclusion (guidelines are available [here](#)).

Please advise if you do not wish to make a submission at this time, but would like to be informed of the progress of the ACCC's assessment of the notification. If you are able to, please provide a nominated contact email address for future correspondence.

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

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 Tess Macrae on (03) 9290 1835 or adjudication@acc.gov.au.

Yours sincerely



Lyn Camilleri
Director
Adjudication

**Interested Party Consultation List – Notification N98703
24 November 2015**

Adecco Australia Pty Ltd
Allstaff Australia Pty Ltd
Australian Chamber of Commerce and Industry
Australian Human Resources Institution (AHRI)
Australian Human Rights Commission (AHRC)
Australian Industry Group
Australian Manufacturing Workers' Union
Australian Personnel Solutions - APS Group
Australian Recruiting Group
Australian Retailers Association
Australian Workers Union
Bayside Group
Career One
Certex International Pty Ltd
Chandler Macleod Consulting
Complete Staff Solutions Pty Ltd
Department of Commerce
Department of Employment
DFP Recruitment Services Pty Ltd
Drake Australia
Fair Work Commission
Fair Work Ombudsman
Hays
Hudson Australia
Information Technology Contract & Recruitment Association Ltd (ITCRA)
Institute of Chartered Accountants Australia
IPA Personnel
JAS ANZ
Kelly Services (Australia) Ltd
ManpowerGroup
Morgan Consulting
MyCareer
National Employment Services Association
Office of Regulatory Services
Office of the Australian Information Commissioner
PAJE Business Solutions Pty Ltd
PCA People
Queensland Industrial Relations Commission
Randstad
Robert Walters
SafeWork SA
SEEK Ltd
Skilled Group
Speedie Staff Solutions

Sustainable Certification Pty Ltd
The Australian Computer Society
Victorian Equal Opportunity and Human Rights Commission
Vital Medical Recruitment
Workplace Gender Equality Agency