



Australian Government  
Attorney-General's Department

**dspanz.**  
digital service providers  
australia new zealand

# The RegTech roadmap for modern awards

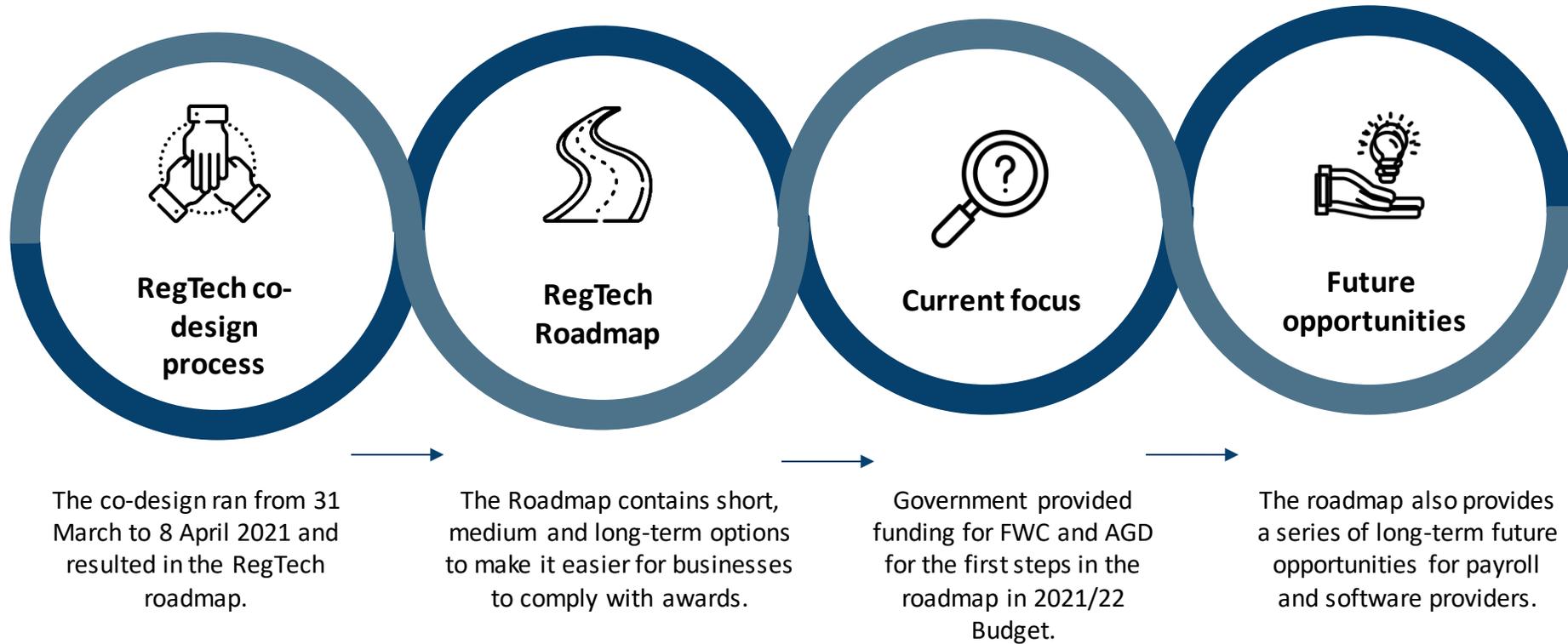
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DSPANZ Webinar Week

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IR Strategy Branch, Attorney-General's Department

# RegTech

## Background





# RegTech co-design

## Consultation

Industry groups



Small business owners



AUSTRALIAN HOTELS ASSOCIATION



National Retail Association



Australian Retailers Association

Unions



Payroll & software providers



TANDA



CHECKBOX



Government

Fair Work Commission | Fair Work Ombudsman | Australian Taxation Office

ASBFEO | Data61



# RegTech co-design

## Process



**Project commenced**  
February 2021

Portable engaged – consultancy firm that specialises in user centred technology

1

### Phase 1

#### Understand user experience and ideation

Workshops with industry bodies, employer groups and unions; interviews with small businesses

**Output**  
Employer journey map

2

### Phase 2

#### Explore and test solutions and develop roadmap

One on one and small group meetings with stakeholders

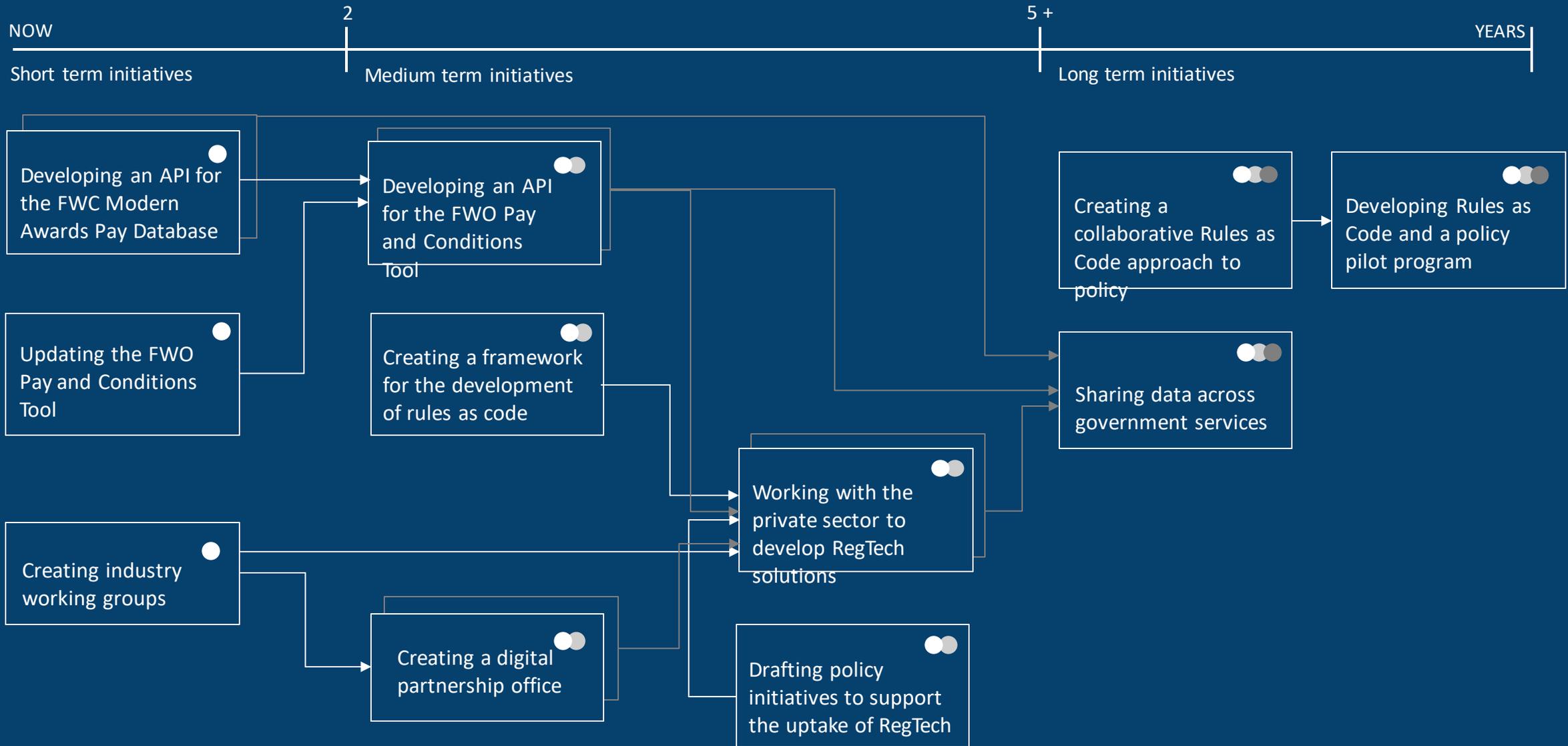
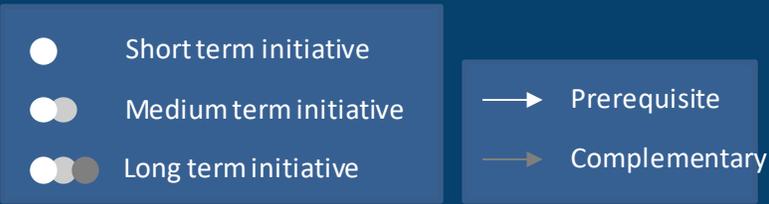
**Output**  
RegTech roadmap.



### Insights

- Roll out of Single Touch Payroll has meant payroll software is ubiquitous
- Employers get information about awards from a wide range of sources
- Existing RegTech offerings in the awards space are more tailored to larger businesses
- Small businesses can see value in awards RegTech, but are not using it – either not aware, cost, other factors
- Stakeholders see government's role as primarily enabling and supporting RegTech, rather than being a developer of RegTech.

# RegTech Roadmap





# Current priorities

Fair Work Commission  
Modern Awards Pay Database API  
(expected completion: mid 2022)

AGD establishing government /  
industry strategic working  
group  
(EOIs to go out in October)

Fair Work Ombudsman  
Pay and Conditions Tool  
upgrade  
(expected completion: mid-  
2022).

# Next steps

Government to consider  
whether to develop an API  
for the Fair Work  
Ombudsman's Pay and  
Conditions Tool

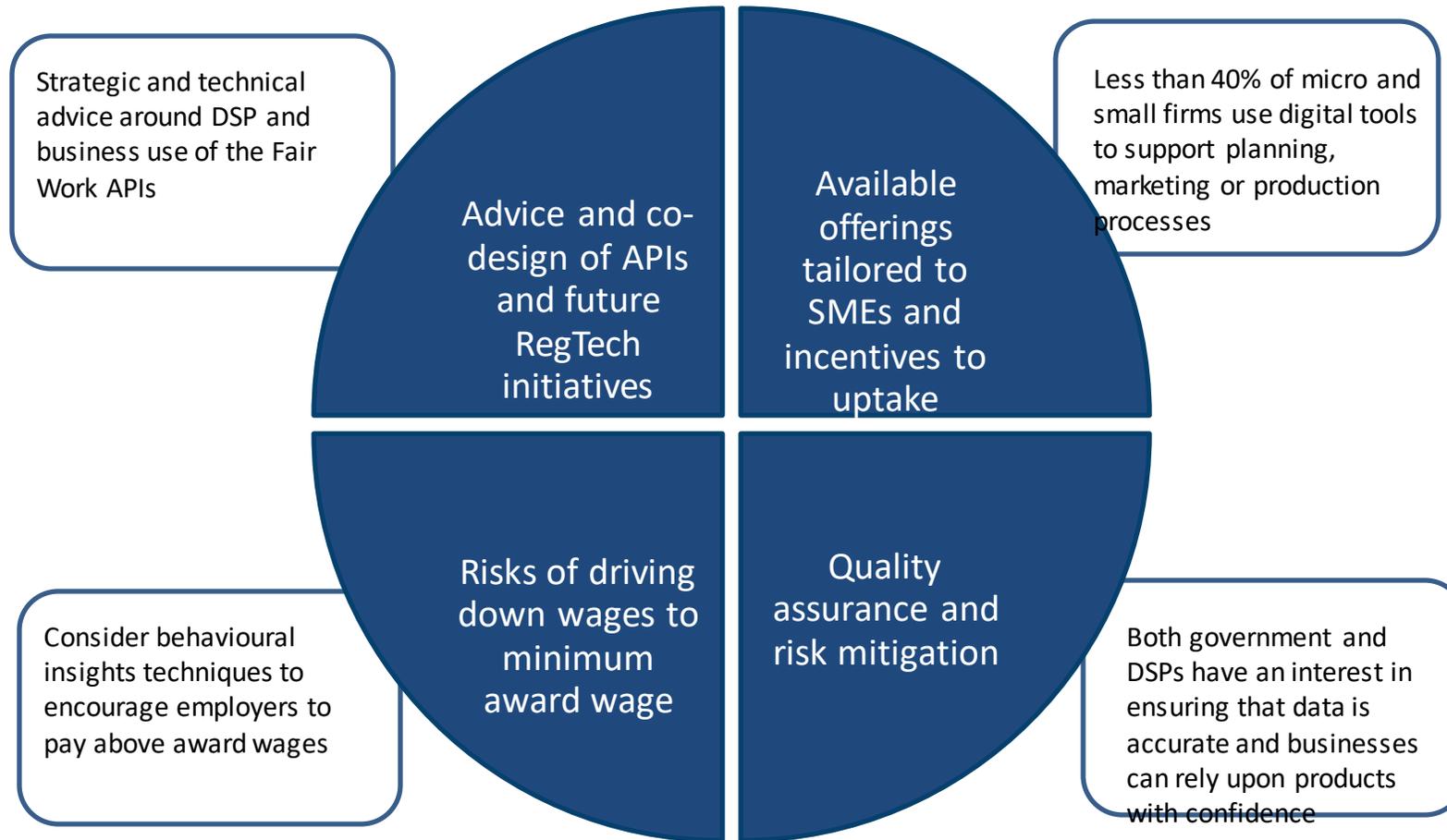
Grants round challenging  
industry to come up with  
innovative products for small  
business – commencing Sept  
2022

Foundational thinking  
on issuing Awards as  
Code



# RegTech industry working groups

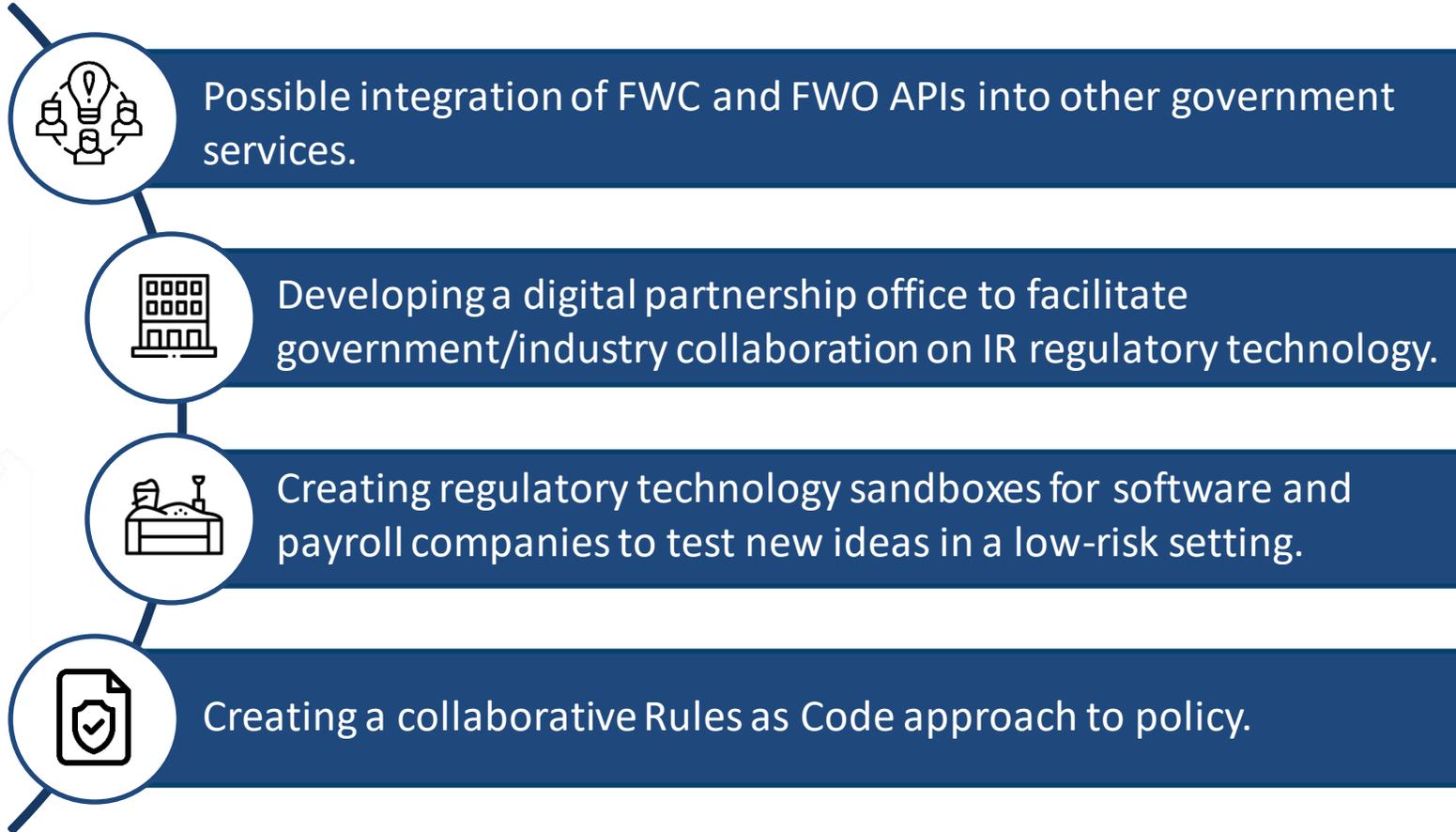
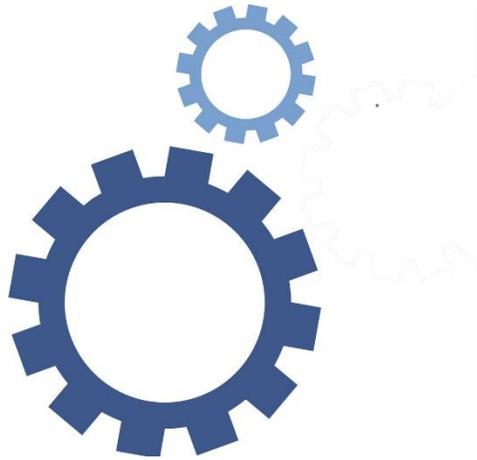
Possible areas of focus





# RegTech

Future opportunities



# Questions or comments?

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