



Australia's International Development Contractors Community

21 February 2020

### **Adviser Remuneration Framework (ARF)**

The IDCC provided its views to DFAT on the ARF following wide consultation throughout the contracting community. The IDCC noted that the ARF was unduly restrictive, with negative consequences in: attracting women to work as advisers on overseas projects; attracting higher end specialists in some industries (eg. engineers); and providing opportunities for smaller companies with specialist personnel. While the IDCC would have welcomed a substantially modified ARF, we cautiously favour its abolition over the prospect of maintaining the ARF in its current format. We note, however, that there are likely to be negative as well as positive impacts. The IDCC acknowledges that there were risks and unintended consequences with the ARF, and there will likely be a different set of risks and consequences going forward. It will be important for DFAT to monitor and manage implementation of the new arrangements, especially to avoid inconsistencies between old and new contracts.

Noting that there was no ARF in place prior to 2011, and that services procured through competitive tendering processes in other industries are not bound by remuneration frameworks, we are confident that our industry will readily adapt to the new DFAT procurement process, minus the ARF. The IDCC will be considering the impact of the change on our member organisations, and will be seeking further clarity from DFAT once we consult further with our members.

ENDS

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