

14 October 2025

Natalie James  
Department Secretary  
Employment and Workforce Group Australian Government  
Department of Employment and Workplace Relations

Dear Natalie,

## **Apology - Targeted Compliance Framework Final Report dated 4 July 2025**

On behalf of Deloitte Australia, I would like to sincerely apologise to you as the Department Secretary, your entire Department and the Government for the issues which have arisen with the Targeted Compliance Framework Final Report dated 4 July 2025 (TCF Report).

The quality of the TCF Report did not meet the quality standards that you would rightly expect and that we set for ourselves. We take responsibility for the fact that appropriate review and oversight processes were not followed on this occasion. We take these matters seriously and appropriate actions are underway, in line with our internal policies.

Deloitte highly values its relationship with the Department, and we recognise the position of trust that we hold as your service provider. I would like to reiterate our sincere apologies.

Should you wish to discuss this further, please contact me on

Yours Sincerely

Joanne Gorton  
Chief Executive Officer  
Deloitte Touche Tohmatsu

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