



## Compliance Directory *as at April 2024*

A listing of all NSW and Cth laws applicable to the operations and activities of the University and its controlled entities.

Legislation tagged as "**Level A**" must be complied with by ALL staff in all activities undertaken.

Legislation tagged as "**Level A (Research)**" must be complied with in all research-related activities including Research Institutes.

Legislation	Purpose of Legislation	Relevance to the University	Level	Inherent Risk Matrix Rating	Assigned operating units within Division	Watchlist assigned unit/s
TEQSA FRAMEWORK Tertiary Education Quality and Standards Agency Act 2011 (Cth) suite of legislative instruments : standards framework, determination of fees, and guidelines	An Act to regulate higher education. The Tertiary Education Quality and Standards Agency (TEQSA) regulates and assures the quality of Australia's large, diverse and complex higher education sector.	The University, as a tertiary education provider and self-creditor of courses of study, must register before it can offer or be connected with regulated higher education awards.	Level B	Critical	The College  Office of the DVC Education	University General Counsel's Unit
ESOS FRAMEWORK Education Services for Overseas Students Act 2000 (Cth) suite of legislative instruments : National Code, TPS Levies, calculation of refund, Regulations	The Act regulates the education and training services provided to overseas students by providing tuition and financial assurance, as well as a provider registration requirement. The Act provides for sanctions for non-compliance with the Act as well as breaches of the National Code of Practice and ESOS Regulations.	The University recruits, enrolls, and teaches overseas students, its ability to do so applies to the University's agents as well. The University's controlled entity, The College, has an English Language Centre. The English courses are listed on CRICOS under The College's CRICOS code. The ELICOS Standards have been an enforceable legislative instrument under the ESOS Act since 2011. ELICOS providers wanting to be registered on CRICOS need to meet the Standards.	Level B	Critical	The College  Office of the DVC Education  PVC, International	Exec Director's Unit, Equity, Safety & Wellbeing MARCS Office of the Chief Student Experience Officer University General Counsel's Unit
ESOS FRAMEWORK Education Services for Overseas Students (Registration Charges) Act 1997 (Cth)	An Act to impose registration charges in relation to the Commonwealth Register of Institutions and Courses for Overseas Students.	The University provides education services for overseas students and pays applicable annual registration charges.	Level B	Critical	PYC, International	Office of the DVC Education Office of the Chief Student Experience Officer

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Higher Education Support Act 2003 (Cth)	An Act relating to the funding of higher education. This Act primarily provides for the Commonwealth to give financial support for higher education through grants and other payments made largely to higher education providers; and through financial assistance to students (usually in the form of loans).	The University is an approved higher education provider, as a Table A Provider under the Act pursuant to ss 16-10 – 16-15, where it is eligible to receive grants, and its students can receive assistance. To be approved, pursuant to 16-25 of the HESA Act, higher education providers must fulfill several conditions.	Level B	Critical	Directors Unit, Data Integrity, Quality & Ops	
Age Discrimination Act 2004 (Cth)	An Act relating to discrimination on the ground of age.	The University must not directly or indirectly discriminate its staff or students on the ground of age in relation to work, unless an exemption applies. The ADA also protects younger and older Australians from discrimination in other areas of public life, including education; getting or using services; or accommodation.	Level A	High	Exec Director's Unit, Equity, Safety & Wellbeing  Office of the Chief People Officer  Office of the Chief Student Experience Officer  University General Counsel's Unit	
Anti-Discrimination Act 1977 (NSW)	The Act presently provides protection from unlawful discrimination in relation to most grounds on the basis of neutrality (i.e., persons of both genders, all races and all forms of marital status are to be treated equally) unless sex or race is a genuine occupational qualification.	The University must not unlawfully discriminate against students, prospective students, employees and prospective employees on the basis of Age; Carers' responsibilities; Disability; Homosexuality; Marital status; Race; Gender; or Transgender status.  The University also reports to the Australian Workplace Equity Index, which is a non-mandatory benchmarking scheme.	Level A	High	Exec Director's Unit, Equity, Safety & Wellbeing  Office of the Chief People Officer  Office of the Chief Student Experience Officer	

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Children's Guardian Act 2019 (NSW)	An Act to make provision with respect to the office of the Children's Guardian; to provide for the functions of that office; to provide for the safety, welfare and wellbeing of children; and for other purposes. The main object of this Act is to protect children by providing for the role and functions of the office of the Children's Guardian, including— (a) promoting the quality of organisations and persons providing services to children, and (b) regulating those organisations and persons in providing those services.	The University is defined as 'relevant entity' (s 12(b) i.e. a 'public authority' (s 14(h)) to whom the Act's obligations apply.	Level A	Moderate	Office of the Chief People Officer  University General Counsel's Unit	
Companion Animals Act 1998 (NSW)	The principal object of this Act is to provide for the effective and responsible care and management of companion animals.	The University may have staff and/or students who have an assistance animal. The University otherwise does not permit companion animals on campus.	Level A	High	Exec Director's Unit, Equity, Safety & Wellbeing  Office of Infrastructure and Commercial	

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Copyright Act 1968 (Cth)	The Act establishes copyright as a type of legal protection for people who express ideas and information in certain forms. The most common forms are writing, visual images, music and moving images.	<p>The University is an educational institution that possesses copies of works for educational or other specified purposes, and is able to make special versions of works under statutory licences. Such statutory licences give the copyright owner a right to be paid equitable remuneration through an approved collecting society.</p> <p>Copying by the University may also be done without infringement of copyright when done by libraries and archives for students. Such copies and communications must be made in accordance with the strict conditions of copyright law and the rules of the licence.</p> <p>University employees and students also create copyright.</p>	Level A	High	Director's Unit, Library Services	
Disability Discrimination Act 1992 (Cth)	This Act attempts to eliminate as far as possible discrimination against persons on the ground of disability and to ensure that persons with disabilities have the same rights to equality before the law as the rest of the community.	<p>The University has obligations under the Act in its capacity as:- (i) a provider of education; (ii) a provider of accommodation; (iii) an employer.</p> <p>The University also has an Accessibility Action Plan, which it monitors, reports, and implements, that is registered with the Human Rights Commission - it is not a mandatory legislative requirement though the legislation allows for it.</p> <p>Further, the University has a controlled entity, Early Learning Limited, which is an education and early childhood facility which may enroll children with disabilities.</p>	Level A	High	<p>Exec Director's Unit, Equity, Safety &amp; Wellbeing</p> <p>Office of the Chief People Officer</p> <p>Office of the Chief Student Experience Officer</p> <p>University General Counsel's Unit</p>	

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Fair Work Act 2009 (Cth)	An Act to: - provide a framework for workplace relations. - govern the employee/employer relationship in Australia. - provide a safety net of minimum entitlements, enables flexible working arrangements and fairness at work - prevent discrimination against employees.	The University is an employer and has Enterprise Agreements applicable to employees. The College is an employer and has an Enterprise Agreement applicable to employees. The University and The College facilitate student work experience including vocational placements.	Level A	High	Office of the Chief People Officer  Exec Director's Unit, Equity, Safety & Wellbeing  <i>For vocational placements</i> Graduate Research School School of Business School of Computer, Data & Math Sciences School of Education School of Eng. Design & Built Enviro. School of Health Sciences School of Humanities & Comm Arts School of Law School of Medicine School of Nursing and Midwifery School of Psychology School of Social Sciences The College	
Government Information (Public Access) Act 2009 (NSW)	An Act to ensure open access to government information for the public by: (a) authorising and encouraging the proactive public release of government information by agencies, and (b) giving members of the public an enforceable right to access government information, and (c) providing that access to government information is restricted only when there is an overriding public interest against disclosure.	The University is considered a public authority (aka agency) under the Act, and must make certain information publicly available through its website and release further information provided there is no overriding public interest against disclosure.	Level A	High	Office of the Director, Procurement Services  Office of the University Secretary	

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Health Records and Information Privacy Act 2002 (NSW)	An Act to promote fair and responsible handling of health information by: (a) protecting the privacy of an individual's health information that is held in the public and private sectors, and (b) enabling individuals to gain access to their health information, and (c) providing a framework for the resolution of complaints regarding the handling of health information.	The University collects personal health information of staff and students.	Level A	High	Office of the University Secretary	
Healthcare Identifiers Act 2010	An Act to provide for healthcare identifiers, and for related purposes.	The University may request for the Covid-19 digital certificates and Medicare numbers of its staff and students, for identification, public health measures, and industrial relations purposes. The University also provides counselling services where Medicare card information may be requested.	Level A	High	Office of the University Secretary	

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Independent Commission Against Corruption Act 1988 (NSW)	An Act to constitute the Independent Commission Against Corruption in NSW (the Commission) as an independent and accountable body with special powers to inquire into allegations of corruption and with the following responsibilities: (i) to investigate, expose and prevent corruption involving or affecting public authorities and public officials, and (ii) to educate public authorities, public officials and members of the public about corruption and its detrimental effects on public administration and on the community. Under the Act, certain persons have a duty to report corrupt conduct to the Commission (Ombudsman, Commissioner of Police, principal officer of a public authority, an officer who constitutes a public authority, Minister of the Crown).	The Vice-Chancellor must report suspected corrupt conduct to the Commission, who have powers to investigate allegations of corruption in University operations.	Level A	High	Office of the University Secretary	
Modern Slavery Act 2018 (Cth)	An Act to require some entities to report on the risks of modern slavery in their operations and supply chains and actions to address those risks, and for related purposes.	The University is a relevant entity required to report on the risks of modern slavery in its operations and supply chains.	Level A	Moderate	Office of the Director, Procurement Services  University General Counsel's Unit	Exec Director's Unit, Equity, Safety & Wellbeing Office of the Chief People Officer Office of the University Secretary PVC, International The College

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Modern Slavery Act 2018 (NSW)	An Act to make provision with respect to slavery, slavery-like practices and human trafficking and to provide for the appointment and functions of an Anti-slavery Commissioner; and for other purposes.	The University is considered a government agency per s 5(a) and (f).required to provide information in its annual report (as a GSF agency under the Government Sector Finance Act 2018) relating to modern slavery issues raised by the Commissioner, and its supply chains.	Level A	Moderate	Office of the Vice-President, People & Advancement	Office of the Director, Procurement Services Office of the University Secretary
Multicultural NSW Act 2000 (NSW)	An Act to establish multicultural principles as the policy of the State; to constitute Multicultural NSW; to provide for its objectives and functions; to repeal the Ethnic Affairs Commission Act 1979 and to amend certain other Acts and regulations; and for other purposes.	The University as a public authority must observe the principles of multiculturalism.	Level A	Moderate	Exec Director's Unit, Equity, Safety & Wellbeing	MARCS Institute for Brain, Behaviour & Development



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Privacy Act 1988 (Cth)	<p>This Act:</p> <p>(a) to promote the protection of the privacy of individuals; and</p> <p>(b) to recognise that the protection of the privacy of individuals is balanced with the interests of entities in carrying out their functions or activities; and</p> <p>(c) to provide the basis for nationally consistent regulation of privacy and the handling of personal information; and</p> <p>(d) to promote responsible and transparent handling of personal information by entities; and</p> <p>(e) to facilitate an efficient credit reporting system while ensuring that the privacy of individuals is respected; and</p> <p>(f) to facilitate the free flow of information across national borders while ensuring that the privacy of individuals is respected; and</p> <p>(g) to provide a means for individuals to complain about an alleged interference with their</p>	The University collects, stores, uses, discloses, and destroys information of individuals (e.g. staff, students) - tax file number information only under the Commonwealth Act - the NSW Act prevails for everything else. The University entities have additional obligation under the Commonwealth Act.	Level A	High	Office of the University Secretary	

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Privacy and Personal Information Protection Act 1998 (NSW)	<p>This Act:</p> <ul style="list-style-type: none"> <li>- provides for the protection of personal information, and for the protection of the privacy of individuals generally.</li> <li>- sets privacy standards applicable for NSW State and Local government agencies and private sector persons and organisations in NSW.</li> </ul> <p>Privacy NSW is established by the Act as the Office of the NSW Privacy Commissioner.</p>	The University collects, stores, uses, discloses, and destroys information of individuals (e.g. staff, students).	Level A	High	Office of the University Secretary	

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Public Interest Disclosures Act 2022 (NSW)	<p>An Act to provide for the protection of persons who make public interest disclosures and for making and dealing with the disclosures.</p> <p>The objects of this Act are as follows—</p> <p>(a) to facilitate the disclosure by public officials of serious wrongdoing in or affecting the public sector,</p> <p>(b) to promote a culture in which public interest disclosures are encouraged,</p> <p>(c) to protect public officials, witnesses and other persons from detriment or liability that might arise as a result of public interest disclosures,</p> <p>(d) to provide for the establishment and publication of policies and procedures for receiving and dealing with disclosures that are or may be voluntary public interest disclosures,</p> <p>(e) to ensure the interests of all persons affected by public</p>	The University is defined as a public authority that must comply with the Act for the reports of wrongdoings by employees.	Level A	High	Office of the University Secretary	

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Racial Discrimination Act 1975 (Cth)	The Act gives effect to Australia's obligations under the International Convention on the Elimination of All Forms of Racial Discrimination. Its major objectives are to promote equality before the law for all persons, regardless of their race, colour or national or ethnic origin, and make discrimination against people on the basis of their race, colour, descent or national or ethnic origin unlawful.	The University must not unlawfully discriminate against persons on the basis of race.	Level A	High	Exec Director's Unit, Equity, Safety & Wellbeing  Office of the Chief People Officer  Office of the Chief Student Experience Officer	
Security of Critical Infrastructure Act 2018 (Cth)	An Act to create a framework for managing critical infrastructure, and for related purposes.	The University is included as a 'critical education asset' who is obliged to report cyber incidents that may be defined as 'minor' i.e. 'other incidents' that are not of 'national significance'. The University is not considered to be obliged to register as critical infrastructure assets.	Level A	High	Office of the Chief Information & Security Officer	Office of the Chief Information & Digital Officer Research Services
Sex Discrimination Act 1984 (Cth)	The Sex Discrimination Act 1984 gives effect to Australia's obligations under the Convention on the Elimination of All Forms of Discrimination Against Women and certain aspects of the International Labour Organisation (ILO) Convention 156.	The University must not unlawfully discriminate against persons on the basis of sex.	Level A	High	Exec Director's Unit, Equity, Safety & Wellbeing  Office of the Chief People Officer  Office of the Chief Student Experience Officer	
Smoke-Free Environment Act 2000 (NSW)	The object of this Act is to promote public health by reducing exposure to tobacco and other smoke in enclosed public places.	The University has enclosed public spaces and individuals must not smoke within them.	Level A	Moderate	Exec Director's Unit, Equity, Safety & Wellbeing	

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State Records Act 1998 (NSW)	An Act to make provision for the creation, management and protection of the records of public offices of the State and to provide for public access to those records, to establish the State Records Authority; and for other purposes.	<p>The University makes, keeps, receives state records in the course of its operations (see further note on public office). Records that are required to be kept as part of the state archives must be properly protected while they remain in the University's custody. A State archive is a State record that State Records (Office) has control over under the State Records Act 1998.</p> <p>The State Records Act does not specifically name Universities as a Public Office - The University is a 'public office' for the purposes of the Act - any body, office or institution that exercises any public functions and that is declared by the regulations to be a public office for the purposes of this Act (whether or not the body, office or institution is a public office under some other paragraph of this definition).</p>	Level A	High	Office of the University Secretary	
Surveillance Devices Act 2007 (NSW)	An Act to regulate the installation, use, maintenance and retrieval of surveillance devices.	The University uses authorised security mechanisms for the safety of its staff and students.	Level A	High	Office of the Chief Information & Security Officer Office of Infrastructure and Commercial	
Work Health and Safety Act 2011 (NSW)	This Act provides Person Conduct Business and Undertaking being the University instruction on its obligation to minimise risks or eliminate hazards SFAIRP for workers. In line with it Duty of Care.	The University must ensure the health, safety and welfare for all workers and students in any of its associated undertakings . The University is also responsible for the health and safety of people other than employees (such as students), who may be present at the workplace.	Level A	High	Exec Director's Unit, Equity, Safety & Wellbeing	
Workplace Surveillance Act 2005 (NSW)	An Act regulating the surveillance of employees at work.	The University is an employer who is lawfully able to undertake surveillance of its employees under particular circumstances.	Level A	High	Office of the Chief Information & Digital Officer Office of the Chief People Officer Office of Infrastructure and Commercial University General Counsel's Unit	

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Animal Research Act 1985 (NSW)	This Act aims to protect the welfare of animals used in connection with animal research.	<p>The University is an Accredited Research Establishment per s 20 and has an appointed Animal Care and Ethics Committee per s 13 (overseen by Research Services) who manage both Animal Research Authorities per s 25 and Animal Supplier's license per s 39 (with input from TRTS).</p> <p>The University also engages with external parties, and livestock not owned by the University are transported to campus(es).</p>	Level A (Research)	High	<p>Hawkesbury Institute for the Environment</p> <p>Research Services</p> <p>School of Health Sciences</p> <p>School of Medicine</p>	TRTS
Australia's Foreign Relations (State and Territory Arrangements) Act 2020 (Cth)	<p>An Act to protect and manage Australia's foreign relations, and for related purposes.</p> <p>The object of this Act is to ensure that the Commonwealth is able to protect and manage Australia's foreign relations by ensuring that any arrangement between a State/Territory entity and a foreign entity:</p> <p>(a) does not, or is unlikely to, adversely affect Australia's foreign relations; and</p> <p>(b) is not, or is unlikely to be, inconsistent with Australia's foreign policy.</p>	The University engages with international partners and foreign institutions for the advancement of knowledge and exchange of ideas.	Level A (Research)	High	Research Services	

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Australian Code for the Care and Use of Animals for Scientific Purposes (Cth)	The Code encompasses all aspects of the care and use of animals for scientific purposes where the aim is to acquire, develop or demonstrate knowledge or techniques in any area of science-for example, medicine, biology, agriculture, veterinary and other animal sciences, industry and teaching. It includes their use in research, teaching associated with an educational outcome in science, field trials, product testing, diagnosis, the production of biological products and environmental studies.	The University receives NHMRC funding, and must comply with the Code.	Level A (Research)	High	Research Services	
Australian Code for the Responsible Conduct of Research (Cth)	The purpose of the Code is to guide institutions and researchers in responsible research practices. The Code promotes integrity in research and explains what is expected of researchers by the community. The Code assists researchers, administrators and the community with how to manage departures from best research practice.	The University receives NHMRC funding, and must comply with the Code.	Level A (Research)	High	Research Services	
Australian Radiation Protection and Nuclear Safety Act 1998 (Cth)	The Act provides a legal framework for the protection of the health and safety of the public and the environment from the harmful effects of radiation, and establishes the Australian Radiation Protection and Nuclear Safety Agency (ARPANSA) as the national regulatory body.	The University deals with controlled radiation materials or apparatus.	Level A (Research)	High	Research Services	

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Australian Research Council Act 2001 (Cth)	An Act to establish an Australian Research Council and to provide for the funding of research programs, and for related purposes.	The University obtains funding from the ARC.	Level A (Research)	High	Research Services	
Autonomous Sanctions Act 2011 (Cth)	An Act to make provision relating to sanctions to facilitate the conduct of Australia's external affairs, and for related purposes. (Autonomous sanctions are measures that the Australian Government chooses to take as a foreign policy response to situations of international concern.)	The University undertakes operations with, and/or may receive financial assistance from, organisations and people from overseas countries that may be on the sanctions list or subject to individual sanctions. Sanctions potentially apply to a range of activities such as: <ul style="list-style-type: none"> <li>-Enrolment of international students in any postgraduate research program or course;</li> <li>-Research projects undertaken by visiting academics who are not Australian citizens;</li> <li>-Research collaborations with academics or organisations not Australian citizens;</li> <li>-Technology or material transfers to sanctioned countries or individuals; and</li> <li>-Undertaking consultancies or engaging in private practice for or with sanctioned countries or individuals.</li> </ul>	Level A (Research)	High	Directors Unit, Data Integrity, Quality & Ops  Office of the Chief People Officer  PVC, International  Research Services	
Biological Control Act 1985 (NSW)	The Act regulates organisms declared to be biological control agents. It provides for releases of such agents with protection from litigation following the release of the declared agents. Target organisms are those organisms deemed to require control. Agent organisms are those organisms that may be used to control specific target organisms.	The University's research and teaching activities may potentially result in the production or release of biological control agents.	Level A (Research)	Moderate	Research Services	Exec Director's Unit, Equity, Safety & Wellbeing Hawkesbury Institute for the Environment Office of Infrastructure and Commercial School of Health Sciences School of Medicine School of Science



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Biosecurity Act 2015 (Cth)	An Act relating to diseases and pests that may cause harm to human, animal or plant health or the environment, and for related purposes. (Replaced the Quarantine Act 2016 (Cth) on 16 June 2016.)	The University manages goods that are brought into Australia from external sources, and these goods may be subject to biosecurity control. These goods require Australian Quarantine Inspection Service (AQIS) clearance and importation licenses.	Level A (Research)	Moderate	Hawkesbury Institute for the Environment  Research Services  School of Health Sciences  TRTS	
Biosecurity Act 2015 (NSW)	Provides a framework for: - the prevention, elimination and minimisation of biosecurity risks posed by biosecurity matter; - dealing with biosecurity matter, carriers and potential carriers, and other activities that involve biosecurity matter, carriers or potential carriers; - the timely and effective management of (i) pests, diseases, contaminants and other biosecurity matter that are economically significant for primary production industries, (ii) threats to terrestrial and aquatic environments arising from pests, diseases, contaminants and other biosecurity matter, (iii) public health and safety risks arising from contaminants, non-indigenous animals, bees, weeds and other biosecurity matter known to contribute to human health problems, (iv) pests, diseases, contaminants and other	The University deals with species, plants, animals, and insects that may or may not be classified as pests and/or prohibited. The University also has work, health, safety, and wellbeing responsibilities to its staff, student, and community.	Level A (Research)	High	Office of Infrastructure and Commercial  Hawkesbury Institute for the Environment  NICM  Research Services  School of Science  TRTS	Exec Director's Unit, Equity, Safety & Wellbeing School of Health Sciences
Circuit Layouts Act 1989 (Cth)	An Act to provide for the protection of certain layouts for integrated circuits, and for related purposes.	The University has employees who may create rights around eligible layouts.	Level A (Research)	Moderate	Strategic Partnerships & Growth	

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Defence Trade Controls Act 2012 (Cth)	This Act: - controls the export, transfer, and brokering of defence and strategic goods and technologies as listed on the Defence and Strategic Goods List (DSGL); and - creates criminal offences for the intangible transfer, supply, brokering, or publication of software, goods, and technologies, or its details, listed on the DSGL, from a person in Australia to a person outside Australia. These include dual use technologies that may have public or commercial purposes. Dual-use technologies are those goods which have been developed to meet commercial needs, but may be used as military components or in the development of military systems.	The University is a research facility that may be handling items on the DSGL, and may communicate its research or engage in its transfer outside Australia. The University also has Schools in the discipline of the items on the DSGL (e.g. engineering, computer systems).	Level A (Research)	High	Research Services  Sciences School of Eng. Design & Built Enviro.  School of Computer, Data & Math	
Ethical conduct in research with Aboriginal and Torres Strait Islander Peoples and communities: Guidelines for researchers and stakeholders 2018 (Cth)	Guidelines to ensure research is safe, respectful, responsible, high quality and of benefit to Aboriginal and Torres Strait Islander people and communities. This Guidelines replaced Values and Ethics Guidelines for Ethical Conduct in Aboriginal and Torres Strait Islander Health Research (Cth) (which was rescinded in 2018).	The University is involved research about and in Aboriginal and Torres Strait Islander communities.	Level A (Research)	Moderate	Research Services	

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Foreign Influence Transparency Scheme Act 2018 (Cth)	An Act to establish a scheme to improve the transparency of activities undertaken on behalf of foreign principals, and for related purposes.	The University engages with international partners and foreign institutions for the advancement of knowledge and exchange of ideas. The University also follows the Guidelines to Counter Foreign Interference in the Australian University Sector, and the University Foreign Interference Taskforce.	Level A (Research)	High	Research Services	
Gene Technology Act 2000 (Cth)	The Office of the Gene Technology Regulator (OGTR) was established under the Act to be responsible for a national scheme to regulate genetically modified organisms (GMOs). The Act prohibits persons from dealing with GMOs (eg. research, manufacture, production, release and import) unless the dealing is: exempt, a notifiable low risk dealing, on the Register of GMOs or licensed by the OGTR.	The University is accredited by the OGTR and must supervise and monitor work in accordance with the Accreditation Guidelines when undertaking research and development in genetic technology.	Level A (Research)	Moderate	Hawkesbury Institute for the Environment Research Services TRTS	Exec Director's Unit, Equity, Safety & Wellbeing NICM School of Health Sciences School of Medicine School of Science
National Health and Medical Research Council Act 1992 (Cth)	An Act to establish a National Health and Medical Research Council, and for related purposes.	The University receives National Health and Medical Research Council funding.	Level A (Research)	High	Research Services	
National Statement on Ethical Conduct in Human Research 2007 (Cth) (Updated 2018)	The purpose of this National Statement is to promote ethically good human research, and to guide the deliberations of NHMRC registered human ethics committees.	The University undertakes research with human participants.	Level A (Research)	Moderate	Research Services	
Patents Act 1990 (Cth)	An Act relating to patents of inventions.	University make unique and inventive/innovative inventions that may be suitable for patent protection as part of their employment.	Level A (Research)	Moderate	Strategic Partnerships & Growth	

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Prevention of Cruelty to Animals Act 1979 (NSW)	An Act for the prevention of cruelty to animals.	The University has animals in its control for scientific, research or teaching purposes.	Level A (Research)	High	Office of Infrastructure and Commercial Research Services School of Health Sciences School of Medicine	
Protection from Harmful Radiation Act 1990 (NSW)	This Act provides for the regulation and control of radioactive substances, radioactive sources and radiation apparatus.	The University possesses, owns, or uses radioactive substances and operates certain radiation apparatuses.	Level A (Research)	High	Research Services	Exec Director's Unit, Equity, Safety & Wellbeing Hawkesbury Institute for the Environment School of Engineering, Design & Built Environment School of Health Sciences School of Medicine
A New Tax System (Australian Business Number) Act 1999 (Cth)	This Act establishes a system for registering businesses and issuing them with unique identifying numbers - known as Australian Business Number (ABN). An ABN makes it easier for businesses to conduct their dealings with the Australian Government. The Act also establishes a Register of Australian Business.	The University has a registered Australian Business Number, as it carries on an enterprise in Australia, pursuant to Part 2 - Registering for ABN purpose of the Act.	Level C	Moderate	Financial Operations	
A New Tax System (Goods and Services Tax) Act 1999 (Cth)	An Act about a goods and services tax to implement A New Tax System.	The University is liable to apply a goods and services tax to its non-exempt goods and services sold and consumed in Australia.	Level C	Moderate	Financial Operations	

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Aboriginal and Torres Strait Islander Heritage Protection Act 1984 (Cth)	The purposes of this Act are the preservation and protection from injury or desecration of areas and objects in Australia and in Australian waters, being areas and objects that are of particular significance to Aboriginals in accordance with Aboriginal tradition.	The University owns and develops land that may be declared as significant Aboriginal areas which may contain Aboriginal objects.	Level D	Moderate	Office of Infrastructure and Commercial	
Aboriginal Land Rights Act 1983 (NSW)	An Act to make provisions with respect to the land rights of Aboriginal persons, including provisions for or with respect to the constitution of Aboriginal Land Councils, the vesting of land in those Councils, the acquisition of land by or for those Councils and the allocations of funds to and by those Councils; to amend certain other Acts.	The University owns and develops crown land that may be subject to a claim by Aboriginal groups if it meets the criteria in the Act.	Level D	Moderate	Office of Infrastructure and Commercial	
Agricultural Livestock (Disease Control Funding) Act 1998 (NSW)	An Act to assist agricultural industries to provide and fund services to control diseases in livestock.	The University is a livestock producer that must pay an industry levy to disease control program.	Level D	Moderate	Office of Infrastructure and Commercial	
Agricultural Tenancies Act 1990 (NSW)	An Act to regulate the rights of agricultural landowners, tenants and sharefarmers and to provide for the resolution of disputes between them.	The University owns or controls land for agricultural purposes.	Level D	Moderate	Office of Infrastructure and Commercial	
Anatomy Act 1977 (NSW)	An Act to regulate the conduct of 'anatomical examinations' (which does not include post mortem). The use of a body for medical or scientific purposes includes using the body for educational activities for medicine or science.	The University handles and disposes of cadavers used for anatomical examinations for teaching purposes.	Level D	High	School of Health Sciences  School of Medicine  TRTS	

Legislation	Purpose of Legislation	Relevance to the University	Level	Inherent Risk Matrix Rating	Assigned operating units within Division	Watchlist assigned unit/s
Animals Act 1977 (NSW)	An Act relating to liability for damage caused by animals.	The University has livestock (including owning and selling of deer) on its premises, which may escape and cause damage to others or their property, or may cause damage resulting from a person entering its premises.	Level C	Moderate	Office of Infrastructure and Commercial	
Annual Holidays Act 1944 (NSW)	An Act to provide for annual holidays for workers; to amend the Industrial Arbitration Act 1940 and certain other Acts; and for purposes connected therewith.	The University as an employer must pay annual leave entitlements to employees.	Level C	Moderate	Office of the Chief People Officer	
Anti-Money Laundering and Counter Terrorism Financing Act 2006 (Cth)	An Act to combat money laundering and the financing of terrorism, and for other purposes.	The University receives donations and scholarship funding.	Level C	Moderate	Financial Operations	
Apprenticeship and Traineeship Act 2001 (NSW)	An Act to provide for the regulation of apprenticeships and traineeships.	The University employs apprentices and enters into Traineeship agreements.	Level C	Moderate	Office of the Chief People Officer	
Australian Charities and Not-for-Profits Commission Act 2012 (Cth)	An Act to establish the Australian Charities and Not-for-profits Commission (ACNC) and a national regulatory framework for the not-for-profit sector, and for related purposes.	The University and its controlled entities are registered charities with the ACNC, and any donations are tax deductible.	Level B	Moderate	The College  The Office of the University Secretary	
Biodiversity Conservation Act 2016 (NSW)	The purpose of this Act is to maintain a healthy, productive and resilient environment for the greatest well-being of the community, consistent with the principles of ecologically sustainable development.	The University owns and develops land that may be impacted by matters of national environmental significance.	Level D	Moderate	Office of Infrastructure and Commercial	

Legislation	Purpose of Legislation	Relevance to the University	Level	Inherent Risk Matrix Rating	Assigned operating units within Division	Watchlist assigned unit/s
Biosecurity (National Livestock Identification System) Regulation 2017 (NSW)	The object of this Regulation is to give effect to a national system for the identification and tracing of the movement of cattle, sheep, goats and pigs. This Regulation is made under the Biosecurity Act 2015, including sections 24, 130 (1) (k) and 404 (the general regulation-making power).	The University has livestock, including tagging livestock, movement of livestock and identification of properties.	Level D	Moderate	Office of Infrastructure and Commercial	
Biosecurity Regulation 2017 (NSW)	The object of this Regulation is to make provision with respect to the following: (a) specifying that testing for a biosecurity matter or releasing or publishing the results of a test is a dealing with the matter, (b) the mandatory measures that persons are to take with respect to biosecurity matters or carriers, (c) the establishment of biosecurity zones, (d) the giving of notification, (e) the granting of biosecurity registration, (f) the accreditation of biosecurity certifiers, (g) the appointment of biosecurity auditors, (h) the approval of accreditation authorities, (i) the granting of permits, (j) creating offences relating to labels and identifiers required under the Biosecurity Act 2015, (k) the setting of fees that are payable for services under the Biosecurity Act 2015,	The University deals with pest species, animals, certain plants, etc specified in the Regulations.	Level D	Moderate	Hawkesbury Institute for the Environment  Office of Infrastructure and Commercial  School of Health Sciences	NICM

Legislation	Purpose of Legislation	Relevance to the University	Level	Inherent Risk Matrix Rating	Assigned operating units within Division	Watchlist assigned unit/s
Building and Construction Industry Security of Payment Act 1999 (NSW)	An Act with respect to payments for construction work carried out, and related goods and services supplied, under construction contracts.	The University enters into construction contracts for construction work (or supplies related goods and services).	Level D	High	Office of Infrastructure and Commercial	
Business Names Registration Act 2011 (Cth)	An Act in relation to Business Names and for related purposes.	The University and its controlled and related entities own registered business names.	Level C	Moderate	The College Office of the University Secretary	
Cheques Act 1986 (Cth)	An Act relating to cheques and certain other negotiable instruments.	The University carries on business that issues and receives cheques.	Level C	Moderate	Financial Operations	
Child Protection (Offenders Prohibition Orders) Act 2004 (NSW)	An Act with respect to orders prohibiting certain offenders who pose a risk to the lives or sexual safety of children from engaging in specified conduct; and for other purposes.	The University has staff and students who may be identified as an offender or victim.	Level C	Moderate	Office of the Chief People Officer	
Child Protection (Working with Children) Act 2012 (NSW)	An Act with respect to checks and clearances for the purposes of working with children; and for other purposes. In accordance with the Act, the safety, welfare and well-being of children and, in particular protecting them from child abuse, is the paramount consideration in the operation of this policy and the Working with Children Check Procedures.	<p>The University undertakes activities that may constitute Child-Related Work, such as programs with high school students or research involving Children, where a Working With Children Check (WWCC) is required.</p> <p>Please note there are certain exemptions: i) implied exemption that work in universities is generally not Child-Related Work, and that workers whose only involvement with children in the workplace is teaching students aged under 18 will not require a WWCC; ii) work as a student in the course of clinical placement in a hospital or other health service is not Child-Related Work under the Act, however Students who undertake a practical or professional placement involving Child-Related Work must obtain a WWCC for the placement. Further, it must be noted that the University has a controlled entity, Early Learning Limited, which is an educational and early childhood education facility, requiring staff and students to go on placement.</p>	Level B	Moderate	MARCS  Office of the Chief People Officer  School of Education	The College



Legislation	Purpose of Legislation	Relevance to the University	Level	Inherent Risk Matrix Rating	Assigned operating units within Division	Watchlist assigned unit/s
Child Support (Registration and Collection) Act 1988 (Cth)	An Act to make provision for the collection of certain periodic maintenance payments.	The University may be required to make deductions for employees liable to pay child support.	Level C	Moderate	Office of the Chief People Officer	
Civil Aviation Act 1988 (Cth)	An Act to establish a Civil Aviation Safety Authority with functions relating to civil aviation, in particular the safety of civil aviation, and for related purposes.	The University conducts aviation operations.	Level D	Moderate	MARCS  Office of Infrastructure and Commercial	
Community Land Development Act 2021 (NSW)	An Act to facilitate the subdivision and development of land with shared property; and for other purposes.	The University owns, operates, or develops land that may be subject to community title and/or community schemes.	Level D	Moderate	Office of Infrastructure and Commercial	
Community Land Management Act 2021 (NSW)	An Act with respect to the management of community, precinct and neighbourhood subdivision schemes; and for other purposes.	The University owns, operates, or develops land that may be subject to community title and/or community schemes.	Level D	Moderate	Office of Infrastructure and Commercial	
Competition and Consumer Act 2010 (Cth)	This Act is the key competition law in Australia, and its object is to: - enhance the welfare of Australians through the promotion of competition and fair trading and provision for consumer protection. - provide for protection of consumers and prevents some restrictive trade practices of companies.	The University operates in a competitive market to supply tertiary education services. Students have enforceable rights and protections under Australian consumer law. Act applies to some high risk areas such as: - Fee structures - Marketing materials - Claims made by staff to existing or potential students - Claims made by staff when negotiating contracts - Exclusive agreements & transactions with other businesses - Any discussion or agreement relating to price	Level B	High	Directors Unit, Data Integrity, Quality & Ops  Office of the Chief Student Experience Officer  PVC, International	

Legislation	Purpose of Legislation	Relevance to the University	Level	Inherent Risk Matrix Rating	Assigned operating units within Division	Watchlist assigned unit/s
Contaminated Land Management Act 1997 (NSW)	An Act to promote the better management of contaminated land. The Act establishes a process for the EPA to identify, investigate and (where appropriate) order the remediation of land if the EPA considers the land to be significantly contaminated.	The University owns and controls land, where it has a duty to report any contamination on its land, and may be subject to an investigation or remediation order under the Act by the EPA to which it must comply.	Level D	High	Office of Infrastructure and Commercial	
Corporations Act 2001 (Cth)	This Act: - provides for the formation, regulatory requirements and conduct of corporations (primarily business entities). - prescribes the: 1. legal nature of a company, 2. types of companies, 3. formation and operation of company accounts, 4. management of the company, 5. dealings with outsiders, 6. duties of directors, 7. takeovers, Receivership; and Liquidation.	The University operates a number of controlled entities and directors are subject to the provisions of the Corporations Act.	Level C	Moderate	The College  Office of the University Secretary	
Crimes (Taxation Offences) Act 1980 (Cth)	An Act relating to certain offences in relation to taxation.	The University and its controlled entities must comply with the requirements of this Act in relation to specified taxes.	Level C	Moderate	Financial Operations	

Legislation	Purpose of Legislation	Relevance to the University	Level	Inherent Risk Matrix Rating	Assigned operating units within Division	Watchlist assigned unit/s
Crown Land Management Act 2016 (NSW)	<p>An Act to make provision for the ownership, use and management of the Crown land of New South Wales.</p> <p>The objects of this Act are—</p> <p>(a) to provide for the ownership, use and management of the Crown land of New South Wales, and</p> <p>(b) to provide clarity concerning the law applicable to Crown land, and</p> <p>(c) to require environmental, social, cultural heritage and economic considerations to be taken into account in decision-making about Crown land, and</p> <p>(d) to provide for the consistent, efficient, fair and transparent management of Crown land for the benefit of the people of New South Wales, and</p> <p>(e) to facilitate the use of Crown land by the Aboriginal people of New South Wales because of the spiritual, social, cultural and economic importance of land to Aboriginal people and, where</p>	The University owns, operates, or develops land that may vested in the Crown or a Minister of the Crown.	Level D	Moderate	Office of Infrastructure and Commercial	
Damage by Aircraft Act 1999 (Cth)	The main object of this Act is to facilitate the recovery of damages for certain injury, loss, damage or destruction caused by aircraft, or by people, animals or things that are dropped, or that fall, from aircraft that are in flight.	The University uses its own aircraft and provides aviation studies. Some campuses may be under the flight path. The University creates, tests, and flies drones. There is a student Drone Flying Association. Note: Anything that has a motor and flies.	Level C	Moderate	Office of Infrastructure and Commercial	MARCS

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Designs Act 2003 (Cth)	This Act prescribes the law regarding registered designs. It provides a range of features and benefits to register and protect a design (based on overall appearance of a product resulting from one or more visual features of the product)	The University generates products that may be registered as designs to protect the overall visual appearance of new and distinctive products for a fee.	Level D	Moderate	Strategic Partnerships & Growth	
Electronic Transactions Act 1999 (Cth)	An Act to facilitate electronic transactions, and for other purposes.	The University engages in transactions through electronic communications.	Level C	Moderate	Financial Operations	
Electronic Transactions Act 2000 (NSW)	An Act to facilitate electronic transactions; and for other purposes.	The University engages in transactions through electronic communications.	Level C	Moderate	Financial Operations	
Environment Protection and Biodiversity Conservation Act 1999 (Cth)	The Act is the Australian Government's central piece of environmental legislation. It provides a legal framework to protect and manage nationally and internationally important flora, fauna, ecological communities and heritage places defined in the EPBC Act as matters of national environmental significance.	The University owns and develops land that may be impacted by matters of national environmental significance, e.g. world heritage, nuclear actions, Commonwealth marine areas, threatened species and migratory species.	Level C	Moderate	Office of Infrastructure and Commercial	
Environmental Planning and Assessment Act 1979 (NSW)	An Act to institute a system of environmental planning and assessment for NSW.	The University owns and develops lands that may be subject to development applications (DA) to obtain development consent.	Level C	Moderate	Office of Infrastructure and Commercial	
Epidemiological Studies (Confidentiality) Act 1981 (Cth)	An Act to provide for confidentiality in relation to certain epidemiological studies.	The University assists in, supervises, and conducts epidemiological studies.	Level D	Moderate	School of Medicine	
Financial Transaction Reports Act 1988 (Cth)	An Act to provide for the reporting of certain transactions and transfers and to impose certain obligations in relation to accounts, and for related purposes.	An Act to provide for the reporting of certain transactions and transfers and to impose certain obligations in relation to accounts, and for related purposes.	Level C	Moderate	Financial Operations	

Legislation	Purpose of Legislation	Relevance to the University	Level	Inherent Risk Matrix Rating	Assigned operating units within Division	Watchlist assigned unit/s
Financial Transaction Reports Act 1992 (NSW)	An Act to provide for the giving of further information in relation to suspect transactions reported under the Financial Transaction Reports Act 1988 of the Commonwealth and the giving of information in relation to other suspect transactions, and for related purposes.	An Act to provide for the giving of further information in relation to suspect transactions reported under the Financial Transaction Reports Act 1988 of the Commonwealth and the giving of information in relation to other suspect transactions, and for related purposes.	Level C	Moderate	Financial Operations	
Fringe Benefits Tax Act 1986 (Cth)	An Act to impose a tax in respect of the value of certain fringe benefits provided in respect of the employment of employees.	The University must pay fringe benefits tax.	Level C	Moderate	Financial Operations	
Fuel Tax Act 2006 (Cth)	An Act about fuel tax and fuel credits, and for related purposes.	The University does not run large vehicle fleets but consumes large amounts of fuel business processes (e.g. manufacturing, construction, plant operations) and may be eligible for a fuel tax credit claim.	Level C	Moderate	Financial Operations	
Government Sector Audit Act 1983 (NSW)	An Act to make provision with respect to the audit of government sector finances and the establishment and functions of the Public Accounts Committee; and for other purposes.  This Act used to be called the Public Finance and Audit Act 1983 (NSW) - amended July 2021.	The University is audited by the NSW Auditor General and accountable for control of funds.	Level C	Moderate	Financial Operations	
Government Sector Employment Act 2013 (NSW)	An Act to make provisions of reports and information relating to workforce diversity.	The University is a "government sector agency" per s 3 for the purpose of reports/information on workforce diversity (per ss 16 and 63), pursuant to cl 5 and 34 of the Government Sector Employment Regulation 2014 made under this Act.	Level C	Moderate	Office of the Chief People Officer	

Legislation	Purpose of Legislation	Relevance to the University	Level	Inherent Risk Matrix Rating	Assigned operating units within Division	Watchlist assigned unit/s
Government Sector Finance Act 2018 (NSW)	<p>An Act to make provision with respect to the audit of government sector finances and the establishment and functions of the Public Accounts Committee; and for other purposes.</p> <p>This Act used to be called the Public Finance and Audit Act 1983 (NSW) - amended July 2021.</p>	<p>The University is audited by the NSW Auditor General and accountable for control of funds. It is treated as a reporting Government Sector Finance agency.</p> <p>NOTE: Pursuant to s 3.3, the Treasurer's directions do not apply to a university or its controlled entities, except for the purposes of provisions of Divisions 7.2 and 7.3 of the Act that are applicable to universities and their controlled entities, where they are treated as reporting GSF agencies.</p>	Level C	High	<p>Financial Operations</p> <p>Office of the Vice-President, People &amp; Advancement</p>	
Health Practitioner Regulation National Law Act 2009 (NSW)	Legislation relating to the regulation of health practitioners and for related purposes.	The University has accredited programs of study, and reporting and notification obligations for students as registered health practitioners.	Level D	High	<p>School of Health Sciences</p> <p>School of Medicine</p> <p>School of Nursing and Midwifery</p> <p>School of Psychology</p>	

Legislation	Purpose of Legislation	Relevance to the University	Level	Inherent Risk Matrix Rating	Assigned operating units within Division	Watchlist assigned unit/s
Heritage Act 1977 (NSW)	<p>An Act to conserve the environmental heritage of the State Heritage significance interpretation. In this Act:</p> <ul style="list-style-type: none"> <li>- State heritage significance, in relation to a place, building, work, relic, moveable object or precinct, means significance to the State in relation to the historical, scientific, cultural, social, archaeological, architectural, natural or aesthetic value of the item.</li> <li>- Local heritage significance, in relation to a place, building, work, relic, moveable object or precinct, means significance to an area in relation to the historical, scientific, cultural, social, archaeological, architectural, natural or aesthetic value of the item.</li> <li>- An item can be both of State heritage significance and local heritage significance. An item that is of local heritage significance may or may not be of State heritage significance.</li> </ul>	The University owns and develops land that may be subject to heritage orders, listing on the State Heritage Register or conservation management plans.	Level B	Moderate	Office of Infrastructure and Commercial	

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Human Tissue Act 1983 (NSW)	The Act deals with a variety of matters, the common element of which is the use of tissue, including blood, from either a living or dead body for medical, scientific or therapeutic purposes. The Act deals with: 1. Donations of tissue by living adults and children; 2. Blood donations; 3. Removal of tissue after death; 4. Post-mortem examinations and 5. Prohibition of the trade in tissue.	The University handles cadavers and tissue from deceased persons, as well as human research and teaching activities utilising human tissue.	Level D	Moderate	School of Medicine TRTS	
Inclosed Lands Protection Act 1901 (NSW)	An Act to consolidate the enactments relating to the protection of inclosed lands from intrusion and trespass.	The University owns and controls inclosed lands, and can take action for unauthorised entry.	Level C	Moderate	Office of Infrastructure and Commercial	
Income Tax Act 1986 (Cth)	An Act to impose a tax upon incomes.	The University is an employer and must deduct income tax from employee salaries.	Level C	Moderate	Office of the Chief People Officer	
Income Tax Rates Act 1986 (Cth)	An Act to declare the rates of income tax.	The University must deduct the specified income tax from employee salaries.	Level C	Moderate	Office of the Chief People Officer	
Independent Contractors Act 2006 (Cth)	An Act relating to independent contractors, where the principal objects of this Act are: (a) to protect the freedom of independent contractors to enter into services contracts; and (b) to recognise independent contracting as a legitimate form of work arrangement that is primarily commercial; and (c) to prevent interference with the terms of genuine independent contracting arrangements.	The University engages independent contractors, and is involved in services contracts.	Level C	Moderate	Office of the Director, Procurement Services	Exec Director's Unit, Equity, Safety & Wellbeing



Legislation	Purpose of Legislation	Relevance to the University	Level	Inherent Risk Matrix Rating	Assigned operating units within Division	Watchlist assigned unit/s
Industrial Chemicals Act 2019 (Cth)	An Act to establish a national regulatory scheme for industrial chemicals, and for related purposes.	The University uses industrial chemicals for industrial use. They include laboratory chemicals, paints, solvents, dyes, and adhesives, amongst others.	Level B	High	Exec Director's Unit, Equity, Safety & Wellbeing	Research Services
Industrial Relations (Child Employment) Act 2006 (NSW)	An Act to make provision with respect to the employment of certain children by trading, financial or foreign corporations; to make a consequential amendment to the Industrial Relations Act 1996; and for other purposes.	The University and its controlled entities are an employer, and its staff may include those under the age of 18 years old.	Level C	High	Office of the Chief People Officer	
Insurance Act 1902 (NSW)	An Act to provide legislation in the area of Life, Fire and Marine Insurance.	The University enters into insurance contracts and makes insurance claims.	Level C	Moderate	Financial Operations	

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Local Land Services Act 2013 (NSW)	<p>This Act:</p> <ul style="list-style-type: none"> <li>- to establish a statutory corporation (to be known as Local Land Services) with responsibility for management and delivery of local land services in the social, economic and environmental interests of the State in accordance with any State priorities for local land services,</li> <li>- to establish a governance framework to provide for the proper and efficient management and delivery of local land services,</li> <li>- to establish local boards for the purpose of devolving management and planning functions to regional levels to facilitate targeted local delivery of programs and services to meet community, client and customer needs,</li> <li>- to require decisions taken at a regional level to take account of State priorities for local land services,</li> </ul>	The University owns and controls land which must be managed in accordance with State priorities for local land services, particularly agricultural and native vegetation areas on agricultural land.	Level D	High	Office of Infrastructure and Commercial	
Long Service Leave Act 1955 (NSW)	An Act to make provisions entitling workers to long service leave.	University employees are eligible to take long service leave after 10 years' service and thereafter after each 5 years' service for eligible employees.	Level C	Moderate	Office of the Chief People Officer	

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National Greenhouse and Energy Reporting Act 2007 (Cth)	<p>This Act:</p> <ul style="list-style-type: none"> <li>- provides for a single national reporting framework for information related to greenhouse gas emissions, greenhouse gas projects, energy production and energy consumption.</li> <li>- includes regulations and guidelines for measurement of emissions, energy production and use to ensure standardisation of terms and measurement data.</li> <li>- aims to provide the basis for the future introduction of an emissions trading scheme.</li> </ul>	The University and its controlled entities operate facilities that may emit greenhouse gases, and other energy production.	Level D	Moderate	Office of Infrastructure and Commercial	

Legislation	Purpose of Legislation	Relevance to the University	Level	Inherent Risk Matrix Rating	Assigned operating units within Division	Watchlist assigned unit/s
National Vocational Education and Training Regulator Act 2011 (Cth)	An Act to establish the National Vocational Education and Training Regulator, and for related purposes. The objects of this Act are: (a) to provide for national consistency in the regulation of vocational education and training (VET); and (b) to regulate VET using: (i) a standards-based quality framework; and (ii) risk assessments, where appropriate; and (c) to protect and enhance: (i) quality, flexibility and innovation in VET; and (ii) Australia's reputation for VET nationally and internationally; and (d) to provide a regulatory framework that encourages and promotes a VET system that is appropriate to meet Australia's social and economic needs for a highly educated and skilled population; and (e) to protect students	The University's controlled entity, The College, is a registered training organisation.	Level C	High	The College	Office of the DVC Education
Native Title Act 1993 (Cth)	An Act about native title in relation to land or waters, and for related purposes.	University controls Crown lands that may be subject to native title applications.	Level C	Moderate	Office of Infrastructure and Commercial	

Legislation	Purpose of Legislation	Relevance to the University	Level	Inherent Risk Matrix Rating	Assigned operating units within Division	Watchlist assigned unit/s
Ombudsman Act 1976 (NSW)	An Act to provide for the appointment of a Commonwealth Ombudsman, a Defence Force Ombudsman, a Postal Industry Ombudsman, an Overseas Students Ombudsman, a Private Health Insurance Ombudsman and a VET Student Loans Ombudsman, and to define their respective functions and powers.	NSW Ombudsman can investigate NSW public universities, who are considered prescribed authorities over which the Ombudsman has jurisdiction, and is therefore caught by the Act (ss 3 and 5). Note - complaints are the primary mechanism to trigger an investigation by the Ombudsman, however, an investigation may take place whether or not a complaint has been received. More information: <a href="https://www.ombo.nsw.gov.au/what-we-do/our-work/universities">https://www.ombo.nsw.gov.au/what-we-do/our-work/universities</a>	Level C	High	University General Counsel's Unit	
Ozone Protection Act 1989 (NSW)	An Act to empower the regulation and prohibition of the manufacture, sale, distribution, use, emission, re-cycling, storage and disposal of stratospheric ozone depleting substances and articles which contain those substances; and for other purposes.	The University may produce or use substances that deplete or are likely to deplete stratospheric ozone when emitted into the atmosphere, or articles that contain or use those substances in the University's operations.	Level D	Moderate	Office of Infrastructure and Commercial	
Ozone Protection and Synthetic Greenhouse Gas Management Act 1989 (Cth)	An Act to provide for measures to protect the ozone layer and to minimise emissions of Synthetic Greenhouse Gases (SGGs).	The University may use, manufacture or import substances that deplete ozone in the atmosphere, specifically Ozone Depleting Substances (ODS) and Synthetic Greenhouse Gases (SGGs) and products containing these gases. These gases are commonly used as refrigerant gases in refrigeration and air conditioning equipment.	Level D	Moderate	Office of Infrastructure and Commercial	
Paid Parental Leave Act 2010 (Cth)	An Act to provide for the payment of parental leave pay.	The University administers PPL payments to eligible employees, as determined by the Department of Human Services, with 18 weeks of Parental Leave Pay at the rate of the National Minimum Wage.	Level C	Moderate	Office of the Chief People Officer	

Legislation	Purpose of Legislation	Relevance to the University	Level	Inherent Risk Matrix Rating	Assigned operating units within Division	Watchlist assigned unit/s
Payroll Tax Act 2007 (NSW)	An Act to establish the framework for the imposition and collection of Payroll Tax.	The University is liable to pay payroll tax on the following expenditure items: 1. Salaries and wages, 2. All untaken recreation leave and long service leave accrued and paid by lump sum upon termination, 3. Subsistence and Car Allowance payments, 4. Contribution to official overseas travel expenses, and 5. Special studies travel grant.	Level C	Moderate	Office of the Chief People Officer	
Pesticides Act 1999 (NSW)	The Act: - controls the use of pesticides in New South Wales. - aims to reduce the risks associated with the use of pesticides to human health, the environment, property, industry and trade. - aims to promote collaborative and integrated policies for the use of pesticides.	The University uses pesticides on campus in agriculture, on public lands and on domestic and commercial premises.	Level D	Moderate	Office of Infrastructure and Commercial	

Legislation	Purpose of Legislation	Relevance to the University	Level	Inherent Risk Matrix Rating	Assigned operating units within Division	Watchlist assigned unit/s
Pesticides Regulation 2017 (NSW)	<p>The amendments made by this Regulation include adding to the list of fumigants, adding a new category of prescribed pesticide work (ground applicator work), requiring trainees to obtain a permit, updating record keeping requirements and providing exemptions from licensing requirements.</p> <p>This Regulation makes provision with respect to the following:</p> <ul style="list-style-type: none"> <li>(a) licences to carry out prescribed pesticide work,</li> <li>(b) the persons qualified to use pesticides,</li> <li>(c) the records required to be kept with respect to the use of pesticides,</li> <li>(d) the obligation of public authorities to prepare pesticide use notification plans,</li> <li>(e) the obligation of persons who engage persons to carry out fumigation work or pest management technician work in common areas of residential complexes to give</li> </ul>	The University has a Pesticide Use Notification Plan.	Level D	Moderate	Office of Infrastructure and Commercial	

Legislation	Purpose of Legislation	Relevance to the University	Level	Inherent Risk Matrix Rating	Assigned operating units within Division	Watchlist assigned unit/s
Poisons and Therapeutic Goods Act 1966 (NSW)	<p>An Act:</p> <ul style="list-style-type: none"> <li>- relating to the regulation, control and prohibition of the supply and use of poisons, restricted substances, drugs of addiction, certain dangerous drugs and certain therapeutic goods;</li> <li>- to establish a Poisons Advisory Committee and to define its powers, authorities, duties and functions.</li> <li>- with a number of provisions for the manufacture, wholesale supply, general supply, distribution, storage and dispensing of therapeutic goods or poisonous substances.</li> </ul>	<p>The University is involved in research activities, teaching activities, delivery of Health and Veterinary Services and in the Facilities Management storage of chemicals used for landscape management.</p> <p>(NICM for Sch 8 and 9)</p> <p>WHS Sch 2, 3, 4, 9</p> <p>WHS documentation Sch 4 (specific ie high risk)</p>	Level D	High	<p>Hawkesbury Institute for the Environment</p> <p>NICM</p> <p>School of Health Sciences</p> <p>School of Medicine</p>	<p>Exec Director's Unit, Equity, Safety &amp; Wellbeing</p> <p>Research Services</p> <p>School of Nursing and Midwifery</p> <p>TRTS</p>
Protection of the Environment Operations Act 1997 (NSW)	<p>An Act to:</p> <ul style="list-style-type: none"> <li>- protect, restore and enhance the environment in NSW;</li> <li>- promote public access to information about pollution;</li> <li>- simplify the regulatory and administrative aspects of environment protection legislation; and</li> <li>- provide that the EPA (Environment Protection Authority) be the regulatory authority for the purposes of the Act. Procedural matters including the drafting and publishing of PEP's (Protection of the Environment Policies) by the EPA with associated impact statements and public consultation and notice are covered in the Act.</li> </ul>	<p>The University owns and controls industrial premises.</p>	Level C	Moderate	Office of Infrastructure and Commercial	



Legislation	Purpose of Legislation	Relevance to the University	Level	Inherent Risk Matrix Rating	Assigned operating units within Division	Watchlist assigned unit/s
Public Health Act 2010 (NSW)	An Act to improve the health of the people of NSW through provisions for public health programs.	There are legislative requirements in respect of the notification, response, and control measures for notifiable diseases and medical conditions.	Level C	High	Exec Director's Unit, Equity, Safety & Wellbeing	
Real Property Act 1900 (NSW)	An Act to consolidate the Acts relating to the declaration of titles to land and the facilitation of its transfer.  NOTE: The Act establishes a system of title to land by registration. The provisions of the Act are executed by the Registrar-General and acts at the direction of the Minister responsible for the administration of the Act to protect the integrity of the Register.	The University owns and develops land which is included in the register kept under the Act. It deals with its interests in land and is granted interests in land by third parties. All interests the University holds which are able to be registered under the Act should be registered to protect the University's title.	Level D	Moderate	Office of Infrastructure and Commercial	
Retail Leases Act 1994 (NSW)	An Act to make provision with respect to the leasing of certain retail shops and the rights and obligations of lessors and lessees of those shops, and for other purposes.	The University leases retail space and must comply with the Act for lease arrangements.	Level D	Moderate	Office of Infrastructure and Commercial	
Return to Work Act 1986 (NT)	An Act about workers' rehabilitation and compensation.	The University has liability where a worker is injured during the course of employment. The University may have remote employees in the NT jurisdiction.	Level C	High	Exec Director's Unit, Equity, Safety & Wellbeing	

Legislation	Purpose of Legislation	Relevance to the University	Level	Inherent Risk Matrix Rating	Assigned operating units within Division	Watchlist assigned unit/s
Return to Work Act 2014 (SA)	An Act to provide for the recovery, return to work and support of workers in relation to work injuries; to repeal the Workers Rehabilitation and Compensation Act 1986; to make related amendments to the Civil Liability Act 1934, the Judicial Administration (Auxiliary Appointments and Powers) Act 1988, the Motor Vehicle Accidents (Lifetime Support Scheme) Act 2013, the Supreme Court Act 1935, the WorkCover Corporation Act 1994, the Workers Rehabilitation and Compensation Act 1986 and the Work Health and Safety Act 2012.	The University has liability where a worker is injured during the course of employment. The University may have remote employees in the SA jurisdiction.	Level C	High	Exec Director's Unit, Equity, Safety & Wellbeing	
Roads Act 1993 (NSW)	An Act to make provision for the roads of NSW.	The University owns and develops land with public roads.	Level D	Moderate	Office of Infrastructure and Commercial	
Rural Fires Act 1997 (NSW)	An Act to establish the NSW Rural Fire Service and define its functions; to make provision for the prevention, mitigation and suppression of rural fires.	The University owns and controls land that may be subject to Fire Permits, and bushfire prone land.	Level D	Moderate	Office of Infrastructure and Commercial	
Safe Work Australia Act 2008 (Cth)	An Act to establish Safe Work Australia, and for related purposes.	Directions from Safe Work Australia including those to improve occupational health and safety outcomes and workers' compensation arrangements apply to the University.	Level C	High	Exec Director's Unit, Equity, Safety & Wellbeing	
Safety, Rehabilitation and Compensation Act 1988 (Cth)	An Act relating to the rehabilitation of employees of the Commonwealth and certain corporations and to workers' compensation for those employees and certain other persons, and for related purposes.	The University has employees based in jurisdictions other than NSW, where employees may be eligible for compensation in prescribed circumstances, in which the University must pay.	Level C	High	Exec Director's Unit, Equity, Safety & Wellbeing	

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Security Industry Act 1997 (NSW)	An Act to provide for the licensing and regulation of persons in the security industry; to repeal the Security (Protection) Industry Act 1985 ; and for related purposes.	The University conducts security operations and employs security personnel.	Level C	Moderate	Office of Infrastructure and Commercial	
Soil Conservation Act 1938 (NSW)	An Act to make provision for the conservation of soil resources and farm water resources and for the mitigation of erosion.	The University owns and controls land with soil and farm water resources.	Level D	Moderate	Office of Infrastructure and Commercial	
Spam Act 2003 (Cth)	This Act sets up a scheme for regulating commercial electronic messages.	The University sends electronic messages to staff, students, and the public. Note that voice calls are not considered to be electronic messages. The University may have an exemption to certain sections under the Act due to its being an educational institution, and a registered charity.	Level C	Moderate	Office of the Chief Student Experience Officer	
State Authorities Superannuation Act 1987 (NSW)	An Act to establish a superannuation scheme for certain employees in the public sector; and for other purposes.	The University, as an employer, participates in this scheme.	Level C	Moderate	Office of the Chief People Officer	
Stock Medicines Act 1989 (NSW)	An Act relating to medicines for stock and other animals for the purposes of enhancing the quality of agricultural production, protecting the environment and safeguarding the health of stock and other animals; and for other purposes.	The University engages in activities with livestock and agricultural production processes.	Level D	Moderate	Office of Infrastructure and Commercial	

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Superannuation Act 1916 (NSW)	An Act to provide a State provident fund for persons employed by the State or other relevant bodies. The Act deals with procedural matters relating to the State Superannuation Fund including setting up reserves and general operations and management of the fund.	The University participates in this Scheme.	Level C	Moderate	Office of the Chief People Officer	
Superannuation Guarantee (Administration) Act 1992 (Cth)	An Act to impose a charge on any shortfall in the amount contributed by employees to Retirement Savings Accounts (RSA's) or superannuation funds for the benefit of employees.	The University, as an employer, must pay the correct super contributions on behalf of eligible employees in addition to employees' salaries and wages.	Level C	Moderate	Office of the Chief People Officer	
Superannuation Guarantee Charge Act 1992 (Cth)	An Act to impose a charge on any shortfall in the amount contributed by employers to RSAs or superannuation funds for the benefit of employees.	The University as an employer must pay a charge should there be a shortfall in employer contributions.	Level C	Moderate	Office of the Chief People Officer	
Superannuation Industry (Supervision) Act 1993 (Cth)	An Act to make provision for the supervision of certain entities engaged in the superannuation industry, and for related purposes.	The University manages and supervises certain superannuation funds, approved deposit funds and pooled superannuation trusts, and the supervised funds and trusts may become eligible for concessional taxation treatment.	Level C	Moderate	Office of the Chief People Officer	
Taxation Administration Act 1953 (Cth)	An Act to provide for the administration of certain Acts relating to taxation, and for purposes connected therewith.	The University must collect and recover income tax and other liabilities.	Level C	Moderate	Office of the Chief People Officer	
Taxation Administration Act 1996 (NSW)	An Act to make general provision with respect to the administration and enforcement of the other taxation laws.	The University, as a statutory body under the Public Finance and Audit Act 1983, must comply with the requirements of the Payroll Tax Act 2007 and the Duties Act 1997.	Level C	Moderate	Office of the Chief People Officer	

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Telecommunications (Interception and Access) Act 1979 (Cth)	The Telecommunications (Interception and Access) Amendment (Data Retention) Act 2015 amended the Telecommunications (Interception and Access) Act 1979 (Cth), and for related purposes.	The University must submit a Data Retention Implementation Plan (DRIP), which is an agreement with the government and gives the University exclusion of inner circle and same place. The University must also not provide email addresses to persons not affiliated with the University, and must not provide anonymous internet access.	Level C	High	Office of the Chief Information & Digital Officer	
Therapeutic Goods Act 1989 (Cth)	<p>An Act relating to therapeutic goods which gives legal effect to the Poisons Standard. The Poisons Standard consists of decisions regarding the classification of medicines and poisons into Schedules for inclusion in the relevant legislation of the States and Territories. The Poisons Standard also includes model provisions about containers and labels, a list of products recommended to be exempt from these provisions, and recommendations about other controls on drugs and poisons.</p> <p>The Poisons Standard has been presented with a view to promoting uniform scheduling of substances and uniform labelling and packaging requirements throughout Australia.</p> <p>The Poisons Standard is the legal title of the Standard for the Uniform Scheduling of Medicines</p>	The University works with drugs and poisons classified into Schedules, and must also comply with correlating the Therapeutic Goods Act. This standard sets the level of control on the availability of drugs and poisons.	Level D	High	<p>Hawkesbury Institute for the Environment</p> <p>NICM</p> <p>School of Health Sciences</p> <p>School of Medicine</p> <p>TRTS</p>	<p>Exec Director's Unit, Equity, Safety &amp; Wellbeing</p> <p>School of Nursing and Midwifery</p>

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Trade Marks Act 1995 (Cth)	The Act establishes the Trade Marks Office (a Commonwealth office) and provides for sub-offices in each State. The Registrar and Deputy Registrar are responsible for recording details of registered trade marks in the Trade Marks Register (upon proper processing of an application for such registration).	The University creates and uses trade marks to distinguish the goods and services of itself from those of another. Company names, business names and domain names are not the same as trade marks and separate registration regimes exist for these.	Level D	Moderate	NICM  Office of the Chief Student Experience Officer  Strategic Partnerships & Growth	MARCS
VET Student Loans Act 2016 (Cth)	An Act to provide for loans to students for vocational education and training, and for related purposes.	The College is a VET provider.	Level C	High	The College	
VET Student Loans Rules 2016 (Cth)	This instrument is made under the VET Student Loans Act 2016, which provides for loans to students for vocational education and training, and for related purposes.	The College is a VET provider.	Level C	High	The College	
Water Act 1912 (NSW)	An Act to consolidate the Acts relating to Water Rights, Water and Drainage, Drainage Promotion, and Artesian Wells.	The University owns and controls land, and must obtain any requisite licenses and/or permits.	Level C	Moderate	Office of Infrastructure and Commercial	
Water Management Act 2000 (NSW)	An Act to provide for the protection, conservation and ecologically sustainable development of the water sources of the State, and for other purposes.	The University owns and controls land, and must apply ecologically sustainable development principles in protecting, enhancing, and managing its water sources.	Level C	Moderate	Office of Infrastructure and Commercial	
Western Sydney University Act 1997 (NSW)	An Act to provide for the constitution and functions of the University of Western Sydney; to repeal the University of Western Sydney Act 1988; and for other purposes.	Establishes and constitutes the University; prescribes its objects, functions, and powers.  This Act establishes the University as a corporate entity and sets out its object and functions. In particular it defines the membership, functions and powers of the governing body of the University, the Board of Trustees.	Level C	High	Office of the University Secretary	

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Workers Compensation Act 1951 (ACT)	An Act relating to compensation to workers for injuries arising out of or in the course of their employment.	The University has liability where a worker is injured during the course of employment. The University may have remote employees in the ACT jurisdiction.	Level C	High	Exec Director's Unit, Equity, Safety & Wellbeing	
Workers Compensation Act 1958 (Vic)	An Act to consolidate the Law relating to Compensation to Workers for Injuries arising out of or in the Course of their Employment.	The University has liability where a worker is injured during the course of employment. The University may have remote employees in the Vic jurisdiction.	Level C	High	Exec Director's Unit, Equity, Safety & Wellbeing	
Workers Compensation Act 1987 (NSW)	An Act to provide for the compensation and rehabilitation of workers in respect of work related injuries.	The University has liability where a worker is injured during the course of employment. The University is based in NSW, with physical campuses in this jurisdiction, and where the majority of is employees reside and work.	Level C	High	Exec Director's Unit, Equity, Safety & Wellbeing	
Workers Compensation and Injury Management Act 2023 (WA)	An Act to amend and consolidate the law relating to compensation for, and the management of, employment-related injuries, to provide for the WorkCover Western Australia Authority to provide for the resolution of disputes.	The University has liability where a worker is injured during the course of employment. The University may have remote employees in the WA jurisdiction.	Level C	High	Exec Director's Unit, Equity, Safety & Wellbeing	
Workers Rehabilitation and Compensation Act 1988 (Tas)	An Act to provide for the rehabilitation and compensation of workers in respect of occupational injuries suffered by workers, to promote the prevention of injuries in the workplace, to repeal the Workers' Compensation Act 1927 , and for other purposes and to amend the Evidence Act 1910 and the Magistrates Act 1987.	The University has liability where a worker is injured during the course of employment. The University may have remote employees in the TAS jurisdiction.	Level C	High	Exec Director's Unit, Equity, Safety & Wellbeing	
Workers' Compensation and Rehabilitation Act 2003 (Qld)	An Act to establish a workers' compensation scheme for Queensland.	The University has liability where a worker is injured during the course of employment. The University may have remote employees in the Qld jurisdiction.	Level C	High	Exec Director's Unit, Equity, Safety & Wellbeing	

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Workplace Gender Equality Act 2012 (Cth)	An Act to promote and improve gender equality (including equal remuneration) in the workplace, to establish the Workplace Gender Equality Agency and the office of the Director of Workplace Gender Equality, and for related purposes.	The University is an employer who is subject to various gender equality indicators (for example, equal remuneration between women and men).	Level C	Moderate	Exec Director's Unit, Equity, Safety & Wellbeing	
Workplace Injury Management and Workers Compensation Act 1998 (NSW)	An Act to provide for the effective management of work-related injuries, medical and vocational rehabilitation, compensation and income support, and for reasonable treatment and other related expenses.	The University is an employer whose employees may sustain work-related injuries and may be subject to injury management plans. The University has a licensed insurer and holds a current Workers Compensation Insurance Policy that covers all employees.	Level C	High	Exec Director's Unit, Equity, Safety & Wellbeing	