

COMPLIANCE DIRECTORY
AS AT OCTOBER 2023

Legislation	Purpose of Legislation	Relevance to the University	Assigned operating units within Division	Watchlist assigned unit/s	Watchlist reason
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.	HR Partnerships & Workplace Relations - U50UBB Executive Director's Unit, Marketing - U50RBA Equity, Support & Wellbeing - U50UAC		
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.	HR Partnerships & Workplace Relations - U50UBB Equity, Support & Wellbeing - U50UAC Director's Unit, Marketing - U50RBH		
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.	HR Partnerships & Workplace Relations - U50UBB Complaints Management & Resolution - U53NBA		
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.	Equity, Support & Wellbeing - U50UAC		
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.	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. 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. University employees and students also create copyright.	Director's Unit, Library Services U48GEA		
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.	The University has obligations under the Act in its capacity as:- (i) a provider of education; (ii) a provider of accommodation; (iii) an employer. 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. Further, the University has a controlled entity, Early Learning Limited, which is an education and early childhood facility which may enroll children with disabilities.	HR Partnerships & Workplace Relations - U50UBB Equity, Support & Wellbeing - U50UAC		

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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.	HR Partnerships & Workplace Relations - U50UBB Graduate Research School - U62OAA Professional Team - School of Psychology - U55KAB Professional Team, School of Business - U35BOB Professional Team, Computer, Data & Math Sciences - U60FAB Professional Team, School of Health Sciences - U57MAB Professional Team, Humanities & Comm Arts - U36BIB Professional Team, School of Education - U37BEB Executive Office - J11BAA Dean's Unit - School of Law - U32AAA Dean's Unit - School of Nursing and Midwifery - U33AAA Dean's Unit - School of Medicine - U40AAA Equity, Support & Wellbeing - U50UAC Professional Team, Eng. Design & Built Enviro. - U63IAB		
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.	Directors Unit, Strategy, Bus Dev and Procurement - U51JCA Record & Archives Management Services - U53OCD		
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.	Policy & Governance Unit - U53OCC		
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.	Policy & Governance Unit - U53OCC		
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.	Office of the University Secretary - U530		

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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.	University General Counsel's Unit - U53NAA Procurement & Corporate Services - U51BPD	International Partnerships - U62MGA HR Partnerships & Workplace Relations - U50UBB Western Sydney University College - J Director's Unit, International Strategy, Mob & Ops - U62MAA Work Health, Safety & Wellbeing - U50UAB Equity, Support & Wellbeing - U50UAC Secretariat - U53OCB	<i>For awareness purposes only for particular operating areas not directly involved in or solely accountable for operational compliance of legislative obligations but it affects their operations, or execution and/or implementation of mitigating controls.</i> - Controlled entities are covered by the University's Statement (Secretariat is the Corporate Secretary and liaison for some controlled entities. The College has its own Corp Sec.) - HR and E&D are control owners for staff and students that mitigate modern slavery risks. - International are control owners for international students that mitigate modern slavery risks. - WHS have reporting mechanisms that may indicate modern slavery risks and reports.
Privacy Act 1988 (Cth)	This Act: (a) to promote the protection of the privacy of individuals; and (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 (c) to provide the basis for nationally consistent regulation of privacy and the handling of personal information; and (d) to promote responsible and transparent handling of personal information by entities; and (e) to facilitate an efficient credit reporting system while ensuring that the privacy of individuals is respected; and (f) to facilitate the free flow of information across national borders while ensuring that the privacy of individuals is respected; and (g) to provide a means for individuals to complain about an alleged interference with their privacy; and (h) to implement Australia's international obligation in relation to	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.	Policy & Governance Unit - U53OCC		
Privacy and Personal Information Protection Act 1998 (NSW)	This Act: - provides for the protection of personal information, and for the protection of the privacy of individuals generally. - sets privacy standards applicable for NSW State and Local government agencies and private sector persons and organisations in NSW. Privacy NSW is established by the Act as the Office of the NSW Privacy Commissioner.	The University collects, stores, uses, discloses, and destroys information of individuals (e.g. staff, students).	Policy & Governance Unit - U53OCC		
Public Interest Disclosures Act 2022 (NSW)	An Act to provide for the protection of persons who make public interest disclosures and for making and dealing with the disclosures. The objects of this Act are as follows— (a) to facilitate the disclosure by public officials of serious wrongdoing in or affecting the public sector, (b) to promote a culture in which public interest disclosures are encouraged, (c) to protect public officials, witnesses and other persons from detriment or liability that might arise as a result of public interest disclosures, (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, (e) to ensure the interests of all persons affected by public interest disclosures are taken into account in dealing with the disclosures, (f) to provide for independent oversight of the public interest disclosure scheme established by this	The University is defined as a public authority that must comply with the Act for the reports of wrongdoings by employees.	Office of the University Secretary - U53O Complaints Management & Resolution - U53NBA		

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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.	HR Partnerships & Workplace Relations - U50UBB Equity, Support & Wellbeing - U50UAC Director's Unit, Marketing - U50RBH		
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.	Office of the Chief Information & Security Officer - U53PAA	Digital Strategy, Security and Risk - U51DJA Research, Enterprise and International Division - U62	<i>For awareness purposes only for particular operating areas not directly involved in or solely accountable for operational compliance of legislative obligations but it affects their operations, or execution and/or implementation of mitigating controls.</i> - Research may be the main source of CIs under this Act to inform CISO to report/notify. - ITDS/CIDO are the ones who collect the data for reporting.
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.	HR Partnerships & Workplace Relations - U50UBB Executive Director's Unit, Marketing - U50RBA Equity, Support & Wellbeing - U50UAC		
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.	Work Health, Safety & Wellbeing - U50UAB		
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.	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. 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).	Record & Archives Management Services - U53OCD		
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.	Information Security - U53P Campus Safety & Security - U51IJA		
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.	Work Health, Safety & Wellbeing - U50UAB		
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.	HR Partnerships & Workplace Relations - U50UBB Digital Strategy, Security and Risk - U51DJA University General Counsel's Unit - U53NAA Campus Safety & Security - U51IJA		
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.	Financial Operations - U51BLB		
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.	Financial Operations - U51BLB		

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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.	Estate Master Planning and Strategy - U51IBA		
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.	Estate Master Planning and Strategy - U51IBA		
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.	Senior Managers Unit, Environmental Sustainability - U51IDA		
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.	Commercial Services & Governance - U51IGA		
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.	Professional Team, School of Health Sciences - U57MAB Medical & Allied Health TRTS - U48ZBC Dean's Unit - School of Medicine - U40AAA		
Animal Research Act 1985 (NSW)	This Act aims to protect the welfare of animals used in connection with animal research.	The University is an Accredited Research establishment and must hold an Animal Suppliers Licence. The University also engages with external parties, and livestock not owned by the University are transported to campus(es).	Research Impact & Integrity - U62OBD Professional Team, School of Health Sciences - U57MAB Dean's Unit - School of Medicine - U40AAA Hawkesbury Institute for the Environment - U62CAA Cluster Managers Unit, Institutes TRTS - U64DEC		
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.	Senior Managers Unit, Environmental Sustainability - U51IDA		
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.	HR Partnerships & Workplace Relations - U50UBB		
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.	Financial Operations - U51BLB		
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.	HR Partnerships & Workplace Relations - U50UBB		
Australia's Foreign Relations (State and Territory Arrangements) Act 2020 (Cth)	An Act to protect and manage Australia's foreign relations, and for related purposes. 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: (a) does not, or is unlikely to, adversely affect Australia's foreign relations; and (b) is not, or is unlikely to be, inconsistent with Australia's foreign policy.	The University engages with international partners and foreign institutions for the advancement of knowledge and exchange of ideas.	Research Impact & Integrity - U62OBD	MARCS Institute for Brain, Behaviour & Development - U62E	<i>For awareness purposes only for particular operating areas not directly involved in or solely accountable for operational compliance of legislative obligations but it affects their operations, or execution and/or implementation of mitigating controls.</i> - MARCS operates in this space and falls under the operations of Research Services who have accountability for this law.
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.	Executive Office - J11BAA Secretariat - U53OCB		

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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.	Research Impact & Integrity - U62OBD		
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.	Research Impact & Integrity - U62OBD		
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.	Research Impact & Integrity - U62OBD	Work Health, Safety & Wellbeing - U50UAB	<i>For awareness purposes only for particular operating areas not directly involved in or solely accountable for operational compliance of legislative obligations but it affects their operations, or execution and/or implementation of mitigating controls.</i> - WHS must be aware of what is in operations that may cause an incident.
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.	Post-Award, Data & Systems - U62OBC	MARCS Institute for Brain, Behaviour & Development - U62E	<i>For awareness purposes only for particular operating areas not directly involved in or solely accountable for operational compliance of legislative obligations but it affects their operations, or execution and/or implementation of mitigating controls.</i> - MARCS obtains funding for research but assigned area does this on behalf of all operation units.
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: - enrolment of international students in any postgraduate research program or course; - research projects undertaken by visiting academics who are not Australian citizens; - research collaborations with academics or organisations not Australian citizens; - technology or material transfers to sanctioned countries or individuals; and - undertaking consultancies or engaging in private practice for or with sanctioned countries or individuals.	HR Partnerships & Workplace Relations - U50UBB Research Impact & Integrity - U62OBD Directors Unit, Data Integrity, Quality & Ops - U50TAH Director's Unit, International Strategy, Mob & Ops - U62MAA	MARCS Institute for Brain, Behaviour & Development - U62E	<i>For awareness purposes only for particular operating areas not directly involved in or solely accountable for operational compliance of legislative obligations but it affects their operations, or execution and/or implementation of mitigating controls.</i> - MARCS engages in operations but assigned area does this on behalf of all operation units.
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.	Senior Managers Unit, Environmental Sustainability - U51IDA	Campus Safety & Security - U51IJA	<i>For awareness purposes only for particular operating areas not directly involved in or solely accountable for operational compliance of legislative obligations but it affects their operations, or execution and/or implementation of mitigating controls.</i> - CSS must be aware of what is in operations that may cause an incident that requires securing the grounds; the assigned units is accountable for biodiversity across the campus network.
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.	Research Impact & Integrity - U62OBD	Dean's Unit - School of Medicine - U40AAA Senior Managers Unit, Environmental Sustainability - U51IDA Dean's Unit School of Health Sciences - U57B Dean's Unit School of Science - U58B Hawkesbury Institute for the Environment - U62CAA Work Health, Safety & Wellbeing - U50UAB	<i>For awareness purposes only for particular operating areas:</i> <i>i) not directly involved in or solely accountable for operational compliance of legislative obligations but it affects their operations, or execution and/or implementation of mitigating controls; or</i> <i>ii) for a law that is applicable to the University and its operations but a particular operating area does not have any current activities or situations to warrant active assignment.</i> - WHS needs to be aware of operations that may cause an incident. - All Schools, Institutes, and other operating units need to be aware in case current or future operations include biological agents to bring forth to the BRSC that is facilitated by Research.

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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.	Senior Managers Unit, Environmental Sustainability - U51IDA		
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.	Research Impact & Integrity - U62OBD Professional Team, School of Health Sciences - U57MAB Hawkesbury Institute for the Environment - U62CAA Cluster Managers Unit, Institutes TRTS - U64DEC	NICM Health Research Institute - U62IAA	<i>For awareness purposes only for particular operating areas for a law that is applicable to the University and its operations but a particular operating area does not have any current activities or situations to warrant active assignment.</i> - NICM does not currently engage in the import of materials requiring permits, but must be aware in the event this changes.
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 biosecurity matter that may have an adverse effect on community activities and infrastructure.	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.	Research Impact & Integrity - U62OBD Professional Team, School of Health Sciences - U57MAB Senior Managers Unit, Environmental Sustainability - U51IDA Hawkesbury Institute for the Environment - U62CAA NICM Health Research Institute - U62IAA Cluster Managers Unit, Institutes TRTS - U64DEC	School of Health Sciences - U57 Work Health, Safety & Wellbeing - U50UAB	<i>For awareness purposes only for particular operating areas:</i> <i>i) not directly involved in or solely accountable for operational compliance of legislative obligations but it affects their operations, or execution and/or implementation of mitigating controls; or</i> <i>ii) for a law that is applicable to the University and its operations but a particular operating area does not have any current activities or situations to warrant active assignment.</i> - WHS does not deal directly with the individual permits, but should be aware of any items on permits that may be/become prohibited or non-prohibited. - SoHS does not directly deal with any of the items requiring a permit (even in the TCM dispensary per TSS confirmation) and should to be aware of which legislation may affect future or current projects/operations of the School.
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.	Professional Team, School of Health Sciences - U57MAB Senior Managers Unit, Environmental Sustainability - U51IDA Hawkesbury Institute for the Environment - U62CAA	NICM Health Research Institute - U62IAA	<i>For awareness purposes only for particular operating areas for a law that is applicable to the University and its operations but a particular operating area does not have any current activities or situations to warrant active assignment.</i> - NICM does not currently engage in the import of materials requiring permits, but must be aware in the event this changes.
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).	Commercial Services & Governance - U51IGA		
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.	Chief Executive Office - J11AAA Secretariat - U530CB		
Cheques Act 1986 (Cth)	An Act relating to cheques and certain other negotiable instruments.	The University carries on business that issues and receives cheques.	Financial Operations - U51BLB		
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.	HR Partnerships & Workplace Relations - U50UBB		

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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.	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. 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.	HR Partnerships & Workplace Relations - U50UBB Professional Team, School of Education - U37BEB Operations - Early Learning - N02BA MARCS Institute for Brain, Behaviour & Development - U62E	Western Sydney University College - J	<i>For awareness purposes only for particular operating areas for a law that is applicable to the University and its operations but a particular operating area does not have any current activities or situations to warrant active assignment.</i> - These Watchlist areas do not have any placements in environments where working with children checks are required. Note that hospital settings are exempt.
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.	HR Operations & Payroll - U50UBA		
Children and Young Persons (Care and Protection) Act 1998 (NSW)	An Act to provide for the care and protection of, and the provision of services to, children and young persons; and for other purposes.	The University has staff who may be mandatory reporters under s27 of the Act (i.e teachers, health professionals, or other staff who care for children under the age of 16 years old in their professional capacity). Please note: The University operates, through a controlled entity, child care facilities. Licencing requirements for child care centres are now covered by the Children (Education and Care Services National Law Application) Act 2010.	Operations - Early Learning - N02BA	HR Partnerships & Workplace Relations - U50UBB	<i>For awareness purposes only for particular operating areas not directly involved in or solely accountable for operational compliance of legislative obligations but it affects their operations, or execution and/or implementation of mitigating controls.</i> - It is important to know who and what roles are mandatory reporters, also mentioned in various University policy. Child under 16 years of age is quite rare in a university setting (excluding the early learning controlled entity).
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.	Strategic Partnerships & Growth - U62RCA	MARCS Institute for Brain, Behaviour & Development - U62E	<i>For awareness purposes only for particular operating areas not directly involved in or solely accountable for operational compliance of legislative obligations but it affects their operations, or execution and/or implementation of mitigating controls.</i> - MARCS operates in this space and falls under the operations of the assigned unit who have accountability for this law.
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.	MARCS Institute for Brain, Behaviour & Development - U62E Campus Safety & Security - U51IJA		
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.	Estate Master Planning and Strategy - U51IBA		
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.	Estate Master Planning and Strategy - U51IBA		
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	Assoc Director's Unit, Marketing Communications - U50RBD Directors Unit, Data Integrity, Quality & Ops - U50TAH Director's Unit, International Strategy, Mob & Ops - U62MAA		
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.	Senior Managers Unit, Environmental Sustainability - U51IDA		

Legislation	Purpose of Legislation	Relevance to the University	Assigned operating units within Division	Watchlist assigned unit/s	Watchlist reason
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.	Executive Office - J11BAA Secretariat - U53OCB		
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.	Financial Operations - U51BLB		
Crown Land Management Act 2016 (NSW)	An Act to make provision for the ownership, use and management of the Crown land of New South Wales. The objects of this Act are— (a) to provide for the ownership, use and management of the Crown land of New South Wales, and (b) to provide clarity concerning the law applicable to Crown land, and (c) to require environmental, social, cultural heritage and economic considerations to be taken into account in decision-making about Crown land, and (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 (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 appropriate, to enable the co-management of dedicated or reserved Crown land, and (f) to provide for the management of	The University owns, operates, or develops land that may vested in the Crown or a Minister of the Crown.	Estate Master Planning and Strategy - U51IBA		
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.	Campus Safety & Security - U51IA	MARCS Institute for Brain, Behaviour & Development - U62E	<i>For awareness purposes only for particular operating areas not directly involved in or solely accountable for operational compliance of legislative obligations but it affects their operations, or execution and/or implementation of mitigating controls.</i> - MARCS flies drones and must be aware of the liability and negligence consequences of their own drones, however the obligation and control ownership lies with CSS.
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).	Professional Team, Computer, Data & Math Sciences - U60FAB Research Impact & Integrity - U62OBD Professional Team, Eng. Design & Built Enviro. - U63IAB	MARCS Institute for Brain, Behaviour & Development - U62E	<i>For awareness purposes only for particular operating areas not directly involved in or solely accountable for operational compliance of legislative obligations but it affects their operations, or execution and/or implementation of mitigating controls.</i> - MARCS operates in this space and falls under the operations of the assigned unit who have accountability for this law.
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.	Strategic Partnerships & Growth - U62RCA		
Electronic Transactions Act 1999 (Cth)	An Act to facilitate electronic transactions, and for other purposes.	The University engages in transactions through electronic communications.	Financial Operations - U51BLB		
Electronic Transactions Act 2000 (NSW)	An Act to facilitate electronic transactions; and for other purposes.	The University engages in transactions through electronic communications.	Financial Operations - U51BLB		
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.	Senior Managers Unit, Environmental Sustainability - U51IDA		

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Legislation	Purpose of Legislation	Relevance to the University	Assigned operating units within Division	Watchlist assigned unit/s	Watchlist reason
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.	Estate Master Planning and Strategy - U51BA		
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.	Dean's Unit - School of Medicine - U40AAA		
ESOS FRAMEWORK Education Services for Overseas Students (Calculation of Refund) Specification 2014 (Cth)	Specification under subsections 46D(7) and 47E(4) of the Education Services for Overseas Students Act 2000.	The University recruits, enrolls, and teaches overseas students, its ability to do so applies to the University's agents as well.		Office of the Chief Student Experience Officer - U50REA Office of the DVC & Vice-President, Academic - U48AAA Director's Unit, International Strategy, Mob & Ops - U62MAA	<i>The law is applicable to the University and its operations but the law does not impose a direct or specific obligation onto the University for compliance, or it may be a voluntary instrument.</i> - There are no direct compliance obligations imposed, but this forms part of the larger ESOS suite of legislation, of which the University must be aware.
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.	Director's Unit, International Strategy, Mob & Ops - U62MAA	Office of the Chief Student Experience Officer - U50REA Office of the DVC & Vice-President, Academic - U48AAA	<i>For awareness purposes only for particular operating areas not directly involved in or solely accountable for operational compliance of legislative obligations but it affects their operations, or execution and/or implementation of mitigating controls.</i> - There are no direct compliance obligations imposed on Watchlist units, as the assigned units do it on behalf of them, but this forms part of the larger ESOS suite of legislation, of which they must be aware.
ESOS FRAMEWORK Education Services for Overseas Students (TPS Levies) Act 2012 (Cth)	An Act to impose the requirement to pay TPS levies	The University is liable to pay an annual TPS Levy as a registered provider, where the amount is determined by the Minister.		Office of the Chief Student Experience Officer - U50REA Office of the DVC & Vice-President, Academic - U48AAA Director's Unit, International Strategy, Mob & Ops - U62MAA	<i>The law is applicable to the University and its operations but the law does not impose a direct or specific obligation onto the University for compliance, or it may be a voluntary instrument.</i> - There are no direct compliance obligations imposed, but this forms part of the larger ESOS suite of legislation, of which the University must be aware.
ESOS FRAMEWORK Education Services for Overseas Students Act 2000 (Cth)	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.	Director's Office, English Language Centre - J11EHA Office of the DVC & Vice-President, Academic - U48AAA Director's Unit, International Strategy, Mob & Ops - U62MAA	Office of the Chief Student Experience Officer - U50REA MARCS Institute for Brain, Behaviour & Development - U62E Student Welfare Service - U50UAF Complaints Management & Resolution - U53NBA	<i>For awareness purposes only for particular operating areas not directly involved in or solely accountable for operational compliance of legislative obligations but it affects their operations, or execution and/or implementation of mitigating controls.</i> - The Watchlist assigned units must be aware of this legislation, as they may execute or have knowledge of operational compliance controls, on which the owners may consult.
ESOS FRAMEWORK Education Services for Overseas Students Regulations 2019 (Cth)	Supports the implementation of the ESOS Act by setting out: - information that must be entered on the register about the provider and each course by location - student details that providers must include on the Provider Registration and International Student Management System (PRISMS) - information about students that providers must give relating to student visa conditions - penalties and infringement notices - student records that a provider must keep	The University recruits, enrolls, and teaches overseas students, its ability to do so applies to the University's agents as well.		Office of the Chief Student Experience Officer - U50REA Office of the DVC & Vice-President, Academic - U48AAA Director's Unit, International Strategy, Mob & Ops - U62MAA Student Welfare Service - U50UAF Complaints Management & Resolution - U53NBA	<i>It is a subordinate legislation enabled by a principal Act on the Directory, and contains numerous prescriptive obligations.</i>
ESOS FRAMEWORK National Code of Practice for Providers of Education and Training to Overseas Students 2018 (Cth)	Promoting Australia's international education industry	The University recruits, enrolls, and teaches overseas students, its ability to do so applies to the University's agents as well.		Office of the Chief Student Experience Officer - U50REA Western Sydney University College - J Office of the DVC & Vice-President, Academic - U48AAA Director's Unit, International Strategy, Mob & Ops - U62MAA Student Welfare Service - U50UAF Complaints Management & Resolution - U53NBA	<i>It is a subordinate legislation enabled by a principal Act on the Directory, and contains numerous prescriptive obligations.</i>
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.	Research Impact & Integrity - U62OBD	MARCS Institute for Brain, Behaviour & Development - U62E	<i>For awareness purposes only for particular operating areas not directly involved in or solely accountable for operational compliance of legislative obligations but it affects their operations, or execution and/or implementation of mitigating controls.</i> - MARCS operates in this space and falls under the operations of the assigned unit who have accountability for this law.
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.	Financial Operations - U51BLB		

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Legislation	Purpose of Legislation	Relevance to the University	Assigned operating units within Division	Watchlist assigned unit/s	Watchlist reason
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.	Financial Operations - U51BLB		
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.	Research Impact & Integrity - U62OBD	MARCS Institute for Brain, Behaviour & Development - U62E	<i>For awareness purposes only for particular operating areas not directly involved in or solely accountable for operational compliance of legislative obligations but it affects their operations, or execution and/or implementation of mitigating controls.</i> - MARCS operates in this space and falls under the operations of the assigned unit who have accountability for this law.
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.	Financial Operations - U51BLB		
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.	Financial Operations - U51BLB		
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.	Research Impact & Integrity - U62OBD Cluster Managers Unit, Health TRTS - U48ZBD Hawkesbury Institute for the Environment - U62CAA	Dean's Unit - School of Medicine - U40AAA Dean's Unit School of Health Sciences - U57B Dean's Unit School of Science - U58B NICM Health Research Institute - U62IAA Work Health, Safety & Wellbeing - U50UAB	<i>For awareness purposes only for particular operating areas:</i> <i>i) not directly involved in or solely accountable for operational compliance of legislative obligations but it affects their operations, or execution and/or implementation of mitigating controls; or</i> <i>ii) for a law that is applicable to the University and its operations but a particular operating area does not have any current activities or situations to warrant active assignment.</i> - WHS is not the holder of any license (or pay for any license fees) or does not facilitate the Bio-Radiation Safety Committee. but should be aware of this Act to know what facilities and work is being done that may cause an incident. - Institutes and Schools should be aware of which legislation may affect its future or current projects/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.	Financial Operations - U51BLB		
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.	Equity, Support & Wellbeing - U50UAC		
Government Sector Finance Act 2018 (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. It is treated as a reporting Government Sector Finance agency. 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.	Financial Operations - U51BLB People & Advancement Division - U50		
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.	Professional Team - School of Psychology - U55KAB Professional Team, School of Health Sciences - U57MAB Dean's Unit - School of Nursing and Midwifery - U33AAA Dean's Unit - School of Medicine - U40AAA		

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Legislation	Purpose of Legislation	Relevance to the University	Assigned operating units within Division	Watchlist assigned unit/s	Watchlist reason
Heritage Act 1977 (NSW)	An Act to conserve the environmental heritage of the State Heritage significance interpretation. In this Act: - 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. - 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. - 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. - Aboriginal heritage items and places are also covered by this act.	The University owns and develops land that may be subject to heritage orders, listing on the State Heritage Register or conservation management plans.	Estate Master Planning and Strategy - U51IBA		
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.	Directors Unit, Data Integrity, Quality & Ops - U50TAH		
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.	Medical & Allied Health TRTS - U48ZBC Dean's Unit - School of Medicine - U40AAA		
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.	Campus Safety & Security - U51IJA		
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.	HR Operations & Payroll - U50UBA		
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.	HR Operations & Payroll - U50UBA		
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.	Directors Unit, Strategy, Bus Dev and Procurement - U51JCA	Work Health, Safety & Wellbeing - U50UAB	<i>For awareness purposes only for particular operating areas not directly involved in or solely accountable for operational compliance of legislative obligations but it affects their operations, or execution and/or implementation of mitigating controls.</i> - WHS must provide a safe environment for all individuals, including students, employees, and independent contractors. WHS must be aware that the University hires independent contractors that operate on University grounds.
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.	Work Health, Safety & Wellbeing - U50UAB	Research Impact & Integrity - U62OBD	<i>For awareness purposes only for particular operating areas for a law that is applicable to the University and its operations but a particular operating area does not have any current activities or situations to warrant active assignment.</i> - Research does not currently have any applications to the BRSC stating it is in operations.
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.	HR Partnerships & Workplace Relations - U50UBB		
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.	Financial Operations - U51BLB		

Legislation	Purpose of Legislation	Relevance to the University	Assigned operating units within Division	Watchlist assigned unit/s	Watchlist reason
Local Land Services Act 2013 (NSW)	This Act: - 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, - to establish a governance framework to provide for the proper and efficient management and delivery of local land services, - 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, - to require decisions taken at a regional level to take account of State priorities for local land services, - to ensure the proper management of natural resources in the social, economic and environmental interests of the State, consistently with the principles of ecologically sustainable	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.	Commercial Services & Governance - U51IGA Senior Managers Unit, Environmental Sustainability - U51IDA		
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.	HR Partnerships & Workplace Relations - U50UBB		
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.	Equity, Support & Wellbeing - U50UAC	MARCS Institute for Brain, Behaviour & Development - U62E	<i>For awareness purposes only for particular operating areas not directly involved in or solely accountable for operational compliance of legislative obligations but it affects their operations, or execution and/or implementation of mitigating controls.</i> - MARCS operates in this space and falls under the operations of the assigned unit who have accountability for this law.
National Greenhouse and Energy Reporting Act 2007 (Cth)	This Act: - provides for a single national reporting framework for information related to greenhouse gas emissions, greenhouse gas projects, energy production and energy consumption. - includes regulations and guidelines for measurement of emissions, energy production and use to ensure standardisation of terms and measurement data. - aims to provide the basis for the future introduction of an emissions trading scheme.	The University and its controlled entities operate facilities that may emit greenhouse gases, and other energy production.	Senior Managers Unit, Environmental Sustainability - U51IDA		
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.	Post-Award, Data & Systems - U62OBC		
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.	Research Impact & Integrity - U62OBD	MARCS Institute for Brain, Behaviour & Development - U62E	<i>For awareness purposes only for particular operating areas not directly involved in or solely accountable for operational compliance of legislative obligations but it affects their operations, or execution and/or implementation of mitigating controls.</i> - MARCS operates in this space and falls under the operations of the assigned unit who have accountability for this law.
National Vocational Education and Training Regulator Act 2011	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 undertaking, or proposing to undertake, Australian VET by ensuring the provision of quality VET; and (f) to facilitate access to accurate	The University's controlled entity, The College, is a registered training organisation.	Executive Office - J11BAA	Office of the DVC & Vice-President, Academic - U48AAA	<i>For awareness purposes only for particular operating areas not directly involved in or solely accountable for operational compliance of legislative obligations but it affects their operations, or execution and/or implementation of mitigating controls.</i> - Academic area is accountable for overall TEQSA requirements and primary obligations and funding stem from these Cth Acts (TEQSA, HESA), but does not oversee VET courses in assigned unit.
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.	Estate Master Planning and Strategy - U51IBA		

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Legislation	Purpose of Legislation	Relevance to the University	Assigned operating units within Division	Watchlist assigned unit/s	Watchlist reason
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: https://www.ombo.nsw.gov.au/what-we-do/our-work/universities	Complaints Management & Resolution - U53NBA		
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.	Senior Managers Unit, Environmental Sustainability - U51IDA		
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.	Senior Managers Unit, Environmental Sustainability - U51IDA		
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.	HR Operations & Payroll - U50UBA		
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.	Strategic Partnerships & Growth - U62RCA	MARCS Institute for Brain, Behaviour & Development - U62E	<i>For awareness purposes only for particular operating areas not directly involved in or solely accountable for operational compliance of legislative obligations but it affects their operations, or execution and/or implementation of mitigating controls.</i> - MARCS operates in this space and falls under the operations of the assigned unit who have accountability for this law.
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.	HR Operations & Payroll - U50UBA		
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.	Senior Managers Unit, Environmental Sustainability - U51IDA		
Pesticides Regulation 2017 (NSW)	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. This Regulation makes provision with respect to the following: (a) licences to carry out prescribed pesticide work, (b) the persons qualified to use pesticides, (c) the records required to be kept with respect to the use of pesticides, (d) the obligation of public authorities to prepare pesticide use notification plans, (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 prior notification to residents, (f) the obligation of persons who carry out fumigation work or pest	The University has a Pesticide Use Notification Plan.	Senior Managers Unit, Environmental Sustainability - U51IDA		

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Legislation	Purpose of Legislation	Relevance to the University	Assigned operating units within Division	Watchlist assigned unit/s	Watchlist reason
Poisons and Therapeutic Goods Act 1966 (NSW)	An Act: - 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; - to establish a Poisons Advisory Committee and to define its powers, authorities, duties and functions. - with a number of provisions for the manufacture, wholesale supply, general supply, distribution, storage and dispensing of therapeutic goods or poisonous substances.	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. (NICM for Sch 8 and 9) WHS Sch 2, 3, 4, 9 WHS documentation Sch 4 (specific ie high risk)	Professional Team, School of Health Sciences - U57MAB Dean's Unit - School of Medicine - U40AAA Hawkesbury Institute for the Environment - U62CAA NICM Health Research Institute - U62IAA	Research Impact & Integrity - U62OBD Dean's Unit - School of Nursing and Midwifery - U33AAA Work Health, Safety & Wellbeing - U50UAB Teaching & Research Technical Services - U64DFA	<i>For awareness purposes only for particular operating areas:</i> <i>i) not directly involved in or solely accountable for operational compliance of legislative obligations but it affects their operations, or execution and/or implementation of mitigating controls; or</i> <i>ii) for a law that is applicable to the University and its operations but a particular operating area does not have any current activities or situations to warrant active assignment.</i> - Research, TRTS and WHS needs to be aware of the types of Sch drugs in place and use, and the restrictions on supply, possession, etc, of poisons and restricted substances. - SoNM uses only Sch 5 substances which requires no registration with the TGA, nor lists any prescriptive use, handling, or storage requirements. They should be aware should they use /store another Sch drug. The Poisons List contains 9 Schedules and the substances included in the list are classified as follows: Schedule One (not currently in use / regulator by regulator) may have moved to Sch 9. Substances which are of such extreme danger
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.	Research Impact & Integrity - U62OBD Professional Team, School of Health Sciences - U57MAB Dean's Unit - School of Medicine - U40AAA Senior Managers Unit, Environmental Sustainability - U51IDA		
Protection of the Environment Operations Act 1997 (NSW)	An Act to: - protect, restore and enhance the environment in NSW; - promote public access to information about pollution; - simplify the regulatory and administrative aspects of environment protection legislation; and - 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.	The University owns and controls industrial premises.	Senior Managers Unit, Environmental Sustainability - U51IDA		
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.	Work Health, Safety & Wellbeing - U50UAB		
Radiation Control 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.	Research Impact & Integrity - U62OBD	Professional Team, School of Health Sciences - U57MAB School of Engineering, Design & Built Environment - U63 Dean's Unit - School of Medicine - U40AAA Hawkesbury Institute for the Environment - U62CAA Work Health, Safety & Wellbeing - U50UAB	<i>For awareness purposes only for particular operating areas:</i> <i>i) not directly involved in or solely accountable for operational compliance of legislative obligations but it affects their operations, or execution and/or implementation of mitigating controls; or</i> <i>ii) for a law that is applicable to the University and its operations but a particular operating area does not have any current activities or situations to warrant active assignment.</i> - SoM and SoSc have staff members who use a laboratory which contains a confocal microscope area that contains class 4 and class 3 lasers (relating to levels of eye/skin exposure to the laser light). All these labs were approved for the respective class lasers and the researchers had their projects approved. - WHS need to know what is in operation for any management of potential incidents. - Other Schools / Institutes to be aware of which legislation may affect its future or current projects/operations. - Assigned to Research as on BRSC committee that speak to preventative measures of radiation.

Legislation	Purpose of Legislation	Relevance to the University	Assigned operating units within Division	Watchlist assigned unit/s	Watchlist reason
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.	Commercial Services & Governance - U51IGA		
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.	Commercial Operations - U51GB		
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.	Work Health, Safety & Wellbeing - U50UAB		
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.	Work Health, Safety & Wellbeing - U50UAB		
Roads Act 1993 (NSW)	An Act to make provision for the roads of NSW.	The University owns and develops land with public roads.	Estate Master Planning and Strategy - U51IBA Campus Safety & Security - U51IJA		
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.	Estate Master Planning and Strategy - U51IBA Campus Safety & Security - U51IJA	Senior Managers Unit, Environmental Sustainability - U51IDA	<i>For awareness purposes only for particular operating areas not directly involved in or solely accountable for operational compliance of legislative obligations but it affects their operations, or execution and/or implementation of mitigating controls.</i> - ES heads up the Bushfire fighting team at Hawkesbury and manage fire hazard reductions in bushland areas. However, Security need oversight of this Act as they do with anything dealing with disasters and EP in terms of estate planning.
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.	Work Health, Safety & Wellbeing - U50UAB		
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.	Work Health, Safety & Wellbeing - U50UAB		
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.	Campus Safety & Security - U51IJA		
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.	Senior Managers Unit, Environmental Sustainability - U51IDA		
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.	Assoc Director's Unit, Marketing Communications - U50RBD		
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.	HR Operations & Payroll - U50UBA		
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.	Senior Managers Unit, Environmental Sustainability - U51IDA		

Legislation	Purpose of Legislation	Relevance to the University	Assigned operating units within Division	Watchlist assigned unit/s	Watchlist reason
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.	HR Operations & Payroll - U50UBA		
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.	HR Operations & Payroll - U50UBA		
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.	HR Operations & Payroll - U50UBA		
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.	HR Operations & Payroll - U50UBA		
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.	HR Operations & Payroll - U50UBA		
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.	HR Operations & Payroll - U50UBA		
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.	Digital Strategy, Security and Risk - U51DJA		
TEQSA FRAMEWORK - Tertiary Education Quality and Standards Agency Determination of Fees (Cth)	This instrument is made under subsection 158(1) of the Tertiary Education Quality and Standards Agency Act 2011 (Cth). It includes fees payable for the performance of TEQSA's functions, and other matters relating to the payment of fees (such as waiver and refund of fees, merits review).	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.		Office of the DVC & Vice-President, Academic - U48AAA	<i>The law is applicable to the University and its operations but the law does not impose a direct or specific obligation onto the University for compliance, as it may set up authority or formulation, or it may be a voluntary instrument.</i> - This instrument is made under made under subsection 158(1) of the Tertiary Education Quality and Standards Agency Act 2011 (Cth) which is principally assigned to the Academic Division for operational compliance.
TEQSA FRAMEWORK - Higher Education Standards Framework 2021 (Cth)	The Higher Education Standards Framework (the Framework) is established by section 58 of the Tertiary Education Quality and Standards Agency Act 2011 (Cth). The Framework comprises: (a) the Threshold Standards made under paragraph 58(1)(a) of the TEQSA Act, and (b) any other standards made under paragraph 58(1)(b) of the TEQSA Act. It sets out the Threshold Standards against which the quality of education can be assessed for the purposes of paragraph 58(1)(a) of the TEQSA Act.	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.		Office of the DVC & Vice-President, Academic - U48AAA	<i>The law is applicable to the University and its operations but the law does not impose a direct or specific obligation onto the University for compliance, as it may set up authority or formulation, or it may be a voluntary instrument.</i> - For awareness purposes, as this instrument is made under subsection 58(1) of the Tertiary Education Quality and Standards Agency Act 2011 (Cth) which is principally assigned to the Academic Division for operational compliance.
TEQSA FRAMEWORK - Tertiary Education Quality and Standards Agency (Register) Guidelines 2017 (Cth)	This instrument is made under section 204 of the Tertiary Education Quality and Standards Agency Act 2011 (Cth). These Guidelines set out the information that the Tertiary Education Quality and Standards Agency (TEQSA) must include on the National Register of Higher Education Providers (National Register).	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.		Office of the DVC & Vice-President, Academic - U48AAA	<i>The law is applicable to the University and its operations but the law does not impose a direct or specific obligation onto the University for compliance, as it may set up authority or formulation, or it may be a voluntary instrument.</i> - For awareness purposes, as this instrument is made under made under section 204 of the Tertiary Education Quality and Standards Agency Act 2011 (Cth) which is principally assigned to the Academic Division for operational compliance.
TEQSA FRAMEWORK - Tertiary Education Quality and Standards Agency Act 2011 (Cth)	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.	Executive Office - J11BAA Office of the DVC & Vice-President, Academic - U48AAA	Complaints Management & Resolution - U53NBA	<i>For awareness purposes only for particular operating areas not directly involved in or solely accountable for operational compliance of legislative obligations but it affects their operations, or execution and/or implementation of mitigating controls.</i> - CRU oversees complaints and should be aware of this Act, including existence of, and authority to disclose by TEQSA (s195B).

Legislation	Purpose of Legislation	Relevance to the University	Assigned operating units within Division	Watchlist assigned unit/s	Watchlist reason
Therapeutic Goods Act 1989 (Cth)	An Act relating to therapeutic goods	The National Institute of Complementary Medicine is involved in therapeutic goods (and poisons where applicable) that are used in Australia, whether produced in Australia or elsewhere.	NICM Health Research Institute - U62IAA		
Therapeutic Goods Act 1989 (Cth)	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. The Poisons Standard has been presented with a view to promoting uniform scheduling of substances and uniform labelling and packaging requirements throughout Australia. The Poisons Standard is the legal title of the Standard for the Uniform Scheduling of Medicines and Poisons (SUSMP).	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.	Professional Team, School of Health Sciences - U57MAB Cluster Managers Unit, Science TRTS - U48ZCC Dean's Unit - School of Medicine - U40AAA Hawkesbury Institute for the Environment - U62CAA NICM Health Research Institute - U62IAA	Dean's Unit - School of Nursing and Midwifery - U33AAA Work Health, Safety & Wellbeing - U50UAB	<i>For awareness purposes only for particular operating areas:</i> i) not directly involved in or solely accountable for operational compliance of legislative obligations but it affects their operations, or execution and/or implementation of mitigating controls; or ii) for a law that is applicable to the University and its operations but a particular operating area does not have any current activities or situations to warrant active assignment. - Research, TRTS and WHS needs to be aware of the types of Sch drugs in place and use, and the restrictions on supply, possession, etc, of poisons and restricted substances. - SoNM uses only Sch 5 substances which requires no registration with the TGA, nor lists any prescriptive use, handling, or storage requirements. They should be aware should they use /store another Sch drug. The Poisons List contains 9 Schedules and the substances included in the list are classified as follows: Schedule One (not currently in use / regulator by regulator) may have moved to Sch 9. Substances which are of such extreme danger
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.	Assoc Director's Unit, Marketing Communications - U50RBD NICM Health Research Institute - U62IAA Strategic Partnerships & Growth - U62RCA	MARCS Institute for Brain, Behaviour & Development - U62E	<i>For awareness purposes only for particular operating areas not directly involved in or solely accountable for operational compliance of legislative obligations but it affects their operations, or execution and/or implementation of mitigating controls.</i> - MARCS operates in this space and falls under the operations of the assigned unit who have accountability for this law.
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.			
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.	Registered Training Office - J11EFA		
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.	Senior Managers Unit, Environmental Sustainability - U51IDA		
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.	Senior Managers Unit, Environmental Sustainability - U51IDA		
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.	Director's Unit, Governance Services - U53OCA		
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.	Work Health, Safety & Wellbeing - U50UAB		
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.	Work Health, Safety & Wellbeing - U50UAB		
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 its employees reside and work.	Work Health, Safety & Wellbeing - U50UAB		
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.	Work Health, Safety & Wellbeing - U50UAB		

Legislation	Purpose of Legislation	Relevance to the University	Assigned operating units within Division	Watchlist assigned unit/s	Watchlist reason
Workers' Compensation and Injury Management Act 1981 (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.	Work Health, Safety & Wellbeing - U50UAB		
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.	Work Health, Safety & Wellbeing - U50UAB		
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).	Equity, Support & Wellbeing - U50UAC		
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.	Work Health, Safety & Wellbeing - U50UAB		
WATCHLIST - Anti-Discrimination and Human Rights Legislation Amendment (Respect at Work) Act 2022 (Cth)	To amend the law relating to discrimination, human rights and gender equality. It also: - implements seven of the recommendations (16, 17, 18, 19, 23, 25 and 43) of the Respect@Work Report and significantly strengthen the legal and regulatory frameworks relating to sexual harassment in Australia. - expands the role of the Commission in preventing sexual harassment and other forms of sex discrimination. This suite of reforms is critical for ensuring safer, respectful and more equitable workplaces in Australia. - makes a number of ancillary amendments arising from the changes made by the Respect at Work Act 2021 to provide consistency across the Commonwealth anti-discrimination framework.	The University is an employer, and must comply with various Commonwealth and NSW anti-discrimination legislation (which this Act amends).		HR Partnerships & Workplace Relations - U50UBB Equity, Support & Wellbeing - U50UAC	<i>It is an Act that has not yet commenced.</i> - This is an amending Act, and will be removed when all provisions have been commenced (~late Dec 2023). When it was a Bill, it was set to commence the day after it receives the Royal Assent (mid-December 2022). Schedule 2, Part 2, Division 2 (Compliance of the positive duty) will commence the day after the end of the period of 12 months beginning on the day of Royal Assent.
WATCHLIST - Australian Human Rights Commission Act 1986 (Cth)	An Act to establish the Australian Human Rights Commission, to make provision in relation to human rights and in relation to equal opportunity in employment.	The University is an employer, where it may be possible to receive complaints made to the Australian Human Rights Commission.			<i>The law is applicable to the University and its operations but the law does not impose a direct or specific obligation onto the University for compliance, as it may set up authority or formulation, or it may be a voluntary instrument.</i> - No direct obligation on the University but provides authority for the Commission.
WATCHLIST - Building Code of Australia (Cth)	The goals of the BCA are to enable the achievement and maintenance of acceptable standards of structural sufficiency, safety (including safety from fire), health and amenity for the benefit of the community now and in the future.	The University has buildings on each of its campuses which must comply with the expected standards of conduct for all building industry participants that seek to be, or are, involved in Commonwealth funded building work.			<i>The law is applicable to the University and its operations but the law does not impose a direct or specific obligation onto the University for compliance, as it may set up authority or formulation, or it may be a voluntary instrument.</i> - Not a legislative instrument but placed for awareness purposes only.
WATCHLIST - Charities Act 2013 (Cth)	An Act to define charity and charitable purpose, and for related purposes.	The University is a charity, as defined by section 5 of the Act. Charity means an entity: (a) that is a not-for-profit entity; and (b) has a charitable purpose (per s 12 i.e. the purpose of advancing education) that is for the public benefit (per s 7 i.e. advancing education is presumed to be for the public benefit, and (c) none of the purposes of which are disqualifying purposes (per s 11 i.e. engaging in, or promoting, activities that are unlawful or contrary to public policy); and (d) that is not an individual, a political party or a government entity.			<i>The law is applicable to the University and its operations but the law does not impose a direct or specific obligation onto the University for compliance, as it may set up authority or formulation, or it may be a voluntary instrument.</i> - No direct obligations, but for awareness purposes only of status of University as an entity.

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Legislation	Purpose of Legislation	Relevance to the University	Assigned operating units within Division	Watchlist assigned unit/s	Watchlist reason
WATCHLIST - Chemical Weapons (Prohibition) Act 1994 (Cth)	An Act relating to the prohibition of the development, production, stockpiling or use of chemical weapons and the control of certain chemicals capable of being used as chemical weapons, and related provisions.	The University stores chemicals for the purposes of research, and other teaching activities.		Centralised Research Facilities - U62OBE Work Health, Safety & Wellbeing - U50UAB Teaching & Research Technical Services - U64DFA Campus Safety & Security - U51IJA	<i>The law is applicable to the University and its potential (but not current) operations. (It is part of an annual verification control to ensure the applicability is not triggered.)</i> The University does not currently engage in any activity that requires a permit under the convention i.e. Centralised Research Facilities do not use any chemicals that are listed in the Schedules of the Chemical Weapons (Prohibition) Act. Permits are required for: <ul style="list-style-type: none"> it produces, acquires, retains, uses, consumes or transfers any amount of Schedule 1 chemical (permit not required for a Schedule 1 chemical if no production, and use less than 100 g in a year, and intended for research, medical or pharmaceutical purposes.); it produces, processes or consumes a Schedule 2 chemical above the Schedule 2 permit threshold (permit limits for Schedule 2 chemicals are Schedule 2A 100kg or 1 kg, and Schedule 2B 1 tonne); or a plant within the facility produces more than 30 tonnes of a Schedule 3 chemical.
WATCHLIST - Civil Liability Act 2002 (NSW)	An Act to make provision in relation to the recovery of damages for death or personal injury caused by the fault of a person; to amend the Legal Profession Act 1987 in relation to costs in civil claims; and for other purposes.	The University has a controlled entity that provides early childhood care and education (Early Learning Limited) to children, and must be aware of the Act's imposition of a duty of care that forms part of a cause of action in negligence.		Western Sydney University Early Learning Ltd - N	<i>The law is applicable to the University and its operations but the law does not impose a direct or specific obligation onto the University for compliance, as it may set up authority or formulation, or it may be a voluntary instrument.</i> - No direct obligations but for awareness purposes to understand the scope of civil liability.
WATCHLIST - Code of Practice for Supply Diversion into Illicit Drug Manufacture	The Code of Practice for Supply Diversion into Illicit Drug Manufacture offers best practice principles to assist companies in the prevention of diversion of legitimate industrial chemicals into illicit drug manufacture. Note: It is important to note that compliance with the Code is voluntary, and compliance with the Code will not ensure compliance with current legislative requirements. The relevant legislation in each jurisdiction must be consulted.	The University stores chemicals for the purposes of research.		Work Health, Safety & Wellbeing - U50UAB	<i>The law is applicable to the University and its operations but the law does not impose a direct or specific obligation onto the University for compliance, as it may set up authority or formulation, or it may be a voluntary instrument.</i> - It is important to note that compliance with the Code is voluntary. WHS maintains a ChemWatch database with these included.
WATCHLIST - Commons Management Act 1989 (NSW)	An Act to provide for the establishment of trusts in relation to commons and the election of trust boards, and in certain cases the appointment of local authorities or administrators, to manage the affairs of those trusts; to provide for the care, control and management of commons; to provide for related matters; and to repeal the Commons Regulation Act 1898 and certain other enactments.	The University is on a land district as defined in section 3A of the Act.		Office of Estate and Commercial - U51I	<i>The law is applicable to the University and its operations but it does not have any current activities or situations (more than 10 years when a relevant situation occurred).</i> - This Act may only be relevant, and it may not be, for a small portion of land in Hawkesbury campus when particular events are triggered.
WATCHLIST - Conveyancing Act 1919 (NSW)	An Act to amend and consolidate the law of property and to simplify and improve the practice of conveyancing; and for such purposes to amend certain Acts relating thereto.	The University owns and develops land that may be subject to contracts for the sale or transfer of any land, including land subject to the provisions of the Real Property Act 1900.		Financial Operations - U51BLB University General Counsel's Unit - U53NAA	<i>The law is applicable to the University and its operations but the law does not impose a direct or specific obligation onto the University for compliance, as it may set up authority or formulation, or it may be a voluntary instrument.</i> - No direct and specific legislative obligation imposed on the University. Kept on Watchlist to ensure awareness of the type of situation where the general and non-specific controls of each Watchlist unit is executed as per normal procedure, such as complying with Section 52A.

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Legislation	Purpose of Legislation	Relevance to the University	Assigned operating units within Division	Watchlist assigned unit/s	Watchlist reason
WATCHLIST - Copyright Amendment (Access Reform) Bill 2021 (Cth) (Exposure Draft)	A Bill for an Act to amend the Copyright Act 1968, and for related purposes.	The University must comply with the Copyright Act 1968 (Cth) as 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. 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. University employees and students also create copyright.		Director's Unit, Library Services - U48GEA	<i>It is a Bill awaiting to be enacted (as only current Acts of Parliament are listed on the Directory).</i> - Submissions on an exposure draft of the Copyright Amendment (Access Reforms) Bill 2021 and on the technological protection measure exceptions in the Copyright Regulations 2017 by emailing copyright.consultation@communications.gov.au by 5pm 11 February 2022.
WATCHLIST - Criminal Records Act 1991 (NSW)	An Act to limit the effect of a person's conviction for a relatively minor offence if the person completes a period of crime-free behaviour, and to make provision with respect to quashed convictions and pardons.	The University may be considered a public authority under section 4. It collects, uses, discloses, and stores personal and health information about its staff and students at different intervals, including recruitment, and also has an educational care facilities (i.e. day cares) as a controlled entity. This Act only contains personal liability offences but provides a scope of authority for disclosing spent convictions in relation to working with children checks.		Policy & Governance Unit - U53OCC	<i>The law is applicable to the University and its operations but the law does not impose a direct or specific obligation onto the University for compliance, as it may set up authority or formulation, or it may be a voluntary instrument.</i> - This Act only contains personal liability offences but provides a scope of authority for disclosing spent convictions in relation to working with children checks.
WATCHLIST - Customs Act 1901 (Cth)	An Act to amend the law relating to Duties of Customs.	The University may import and export goods and technology out of Australia for teaching and research purposes.		Financial Operations - U51BLB	<i>The law is applicable to the University and its operations but it does not have any current activities or situations (more than 10 years when a relevant situation occurred).</i> - Currently not applicable to Finance, Procurement, or Research Services re importing and exporting tangible goods and technology as it relates to research and/or have a customs duty/tariff attached. Kept on Watchlist in the event it becomes applicable to activities.
WATCHLIST - Customs Tariff Act 1995 (Cth)	An Act to impose duties of Customs, to repeal the Customs Tariff Act 1987, and for related purposes.	The University may import goods which may be subject to a customs duty.		Financial Operations - U51BLB	<i>The law is applicable to the University and its operations but it does not have any current activities or situations (more than 10 years when a relevant situation occurred).</i> - Currently not applicable to Finance, Procurement, or Research Services re importing and exporting tangible goods and technology as it relates to research and/or have a customs duty/tariff attached. Kept on Watchlist in the event it becomes applicable to activities.
WATCHLIST - Dangerous Goods (Road and Rail Transport) Act 2008 (NSW)	An Act to make provision for safety in the transport of dangerous goods by road and rail as part of the system of nationally consistent road and rail transport laws, to ensure that dangerous goods are transported efficiently and safely to minimise impacts on people, property and the environment.	The University may store and prepare dangerous goods for transport in vehicles owned and licensed by external suppliers (e.g. clinical and chemical waste contractors). Currently only the suppliers use road and rail transport to the University only.		Research Impact & Integrity - U62OBD Teaching & Research Technical Services - U48ZFA Work Health, Safety & Wellbeing - U50UAB	<i>The law is applicable to the University and its potential (but not current) operations. (It is part of an annual verification control to ensure the applicability is not triggered.)</i> - The University currently only receives and stores dangerous goods that may reach placard limits. It does not bulk transport them out of the University.
WATCHLIST - Data Sharing (Government Sector) Act 2015 (NSW)	An Act with respect to the sharing of government sector data with a government data analytics centre and between other government sector agencies and to the privacy and other safeguards that apply to the sharing of that data.	The University collects, uses, discloses, and stores personal and health information of its staff and students.		Policy & Governance Unit - U53OCC	<i>The law may be ambiguous as to whether it applies to the University.</i> - The University may be defined as a Government sector agency under section 4 (CF the University is only considered a Government sector agency under the Government Sector Employment Act 2013 (NSW) for the purposes of workplace diversity reports, and not whole of Act). Under section 5(2) the University may be permitted or required to: (a) to collect, use, disclose, protect, keep, retain or dispose of any government sector data that is health information or personal information otherwise than in compliance with the privacy legislation, or (b) to disclose any government sector data that is: (i) excluded information of an agency specified in Schedule 2 to the Government Information (Public Access) Act 2009 (being any information that relates to any function specified in that Schedule in relation to the agency), or (ii) information of a kind described in Schedule 1 to that Act, or (c) to deal with any government sector data to which the State Records Act 1998 applies

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WATCHLIST - Electricity Supply Act 1995 (NSW)	The objects of this Act are— (a) to promote the efficient and environmentally responsible production and use of electricity and to deliver a safe and reliable supply of electricity, and Note— Customer choice and rights in relation to electricity connections and electricity supply are provided for by the National Energy Retail Law (NSW). (b) to confer on network operators such powers as are necessary to enable them to construct, operate, repair and maintain their electricity works, and (c) (Repealed) (d) to promote and encourage the safety of persons and property in relation to the generation, transmission, distribution and use of electricity, and (e) to ensure that any significant disruption to the supply of electricity in an emergency is managed effectively.	The University has a Work Health Safety and Wellbeing framework for safety purchasing, maintenance testing, and tagging as it relates to managing electrical risks in the workplace, construction and demolition sites, and electrical installations.			<i>The law is applicable to the University and its operations but the law does not impose a direct or specific obligation onto the University for compliance, as it may set up authority or formulation, or it may be a voluntary instrument.</i> - Awareness purposes only. OEC and WHS would be the ones who should be most aware of it.
WATCHLIST - Employees Liability Act 1991 (NSW)	An Act relating to the liability of employees in respect of torts committed by them; and to repeal the Employee's Liability (Indemnification of Employer) Act 1982.	The University is an employer, and should be aware of sections 3 and 6 (tort liability, and insurance policy).		HR Partnerships & Workplace Relations - U50UBB	<i>The law is applicable to the University and its operations but the law does not impose a direct or specific obligation onto the University for compliance, as it may set up authority or formulation, or it may be a voluntary instrument.</i> - No direct obligations, awareness purposes only.
WATCHLIST - Environmentally Hazardous Chemicals Act 1985 (NSW)	An Act to provide for control of the effect on the environment of chemicals and chemical wastes.	The University may handle and dispose of chemicals considered environmentally hazardous.		Research Impact & Integrity - U62OBD Dean's Unit - School of Medicine - U40AAA Senior Managers Unit, Environmental Sustainability - U51IDA Dean's Unit School of Health Sciences - U57B Dean's Unit School of Science - U58B Hawkesbury Institute for the Environment - U62CAA NICM Health Research Institute - U62IAA Work Health, Safety & Wellbeing - U50UAB Teaching & Research Technical Services - U64DFA	<i>The law is applicable to the University and its potential (but not current) operations. (It is part of an annual verification control to ensure the applicability is not triggered.)</i> - Currently the University does hold any chemicals as outlined by this Act but it is on the Watchlist for awareness purposes to ensure the University maintains its operations as such, or if it changes to ensure it will become an active assignment should it need to comply with any chemicals control order or licenses issued by the EPA, or to apply to the EPA for approval if it wanted to undertake a prohibited activity.
WATCHLIST - EU General Data Protection Regulation	Related to Privacy legislation and Personal information	Impacts Research collaboration, participants, IT systems, EU students and staff, marketing, products. An international Act that has potential to affect internal operations and domestic legal obligations, currently being discussed. Will always be on Watchlist due to international status, and any changes due to Act are folded into the PMP.		Policy & Governance Unit - U53OCC	<i>It is an international law/instrument (as only Australian Federal and State laws are listed on the Directory).</i>
WATCHLIST - Excise Act 1901 (Cth)	An Act relating to Excise. Excise duty is a tax on alcohol, tobacco, fuel and petroleum products (excisable goods) produced or manufactured in Australia.	The University may manufacture and store excisable goods and may need to pay duty on goods delivered into the Australian domestic market.		Financial Operations - U51BLB	<i>The law is applicable to the University and its operations but it does not have any current activities or situations (more than 10 years when a relevant situation occurred).</i> - Currently not applicable to Finance, Procurement, or Research Services re importing and exporting tangible goods and technology as it relates to research and/or have a customs duty/tariff attached. Kept on Watchlist in the event it becomes applicable to activities.
WATCHLIST - Exhibited Animals Protection Act 1986 (NSW)	An Act with respect to the exhibition of animals at marine or zoological parks, circuses and other places.	The University may have animals on display, for example during open day and for educational purposes.		Professional Team, School of Health Sciences - U57MAB	<i>The law is applicable to the University and its potential (but not current) operations.</i> - The School has no plans to exhibit any animals in the future, and none were exhibited since 2021(all animals were removed by 2021). Left on Watchlist for awareness purposes only in case this changes in the future.

Legislation	Purpose of Legislation	Relevance to the University	Assigned operating units within Division	Watchlist assigned unit/s	Watchlist reason
WATCHLIST - Explosives Act 2003 (NSW)	An Act to provide for the regulation and control of the handling of explosives and explosive precursors, and to provide for the regulation of certain other dangerous goods. The Act establishes the Workcover Authority as the regulatory authority for the purposes of this Act.	The University may handle explosives and explosive precursors.		Research Impact & Integrity - U62OBD Teaching & Research Technical Services - U48ZFA Senior Managers Unit, Environmental Sustainability - U51IDA Work Health, Safety & Wellbeing - U50UAB Campus Safety & Security - U51IJA	<i>The law is applicable to the University and its potential (but not current) operations. (It is part of an annual verification control to ensure the applicability is not triggered.)</i> - The University currently does not handle, store, or use explosives, nor does it have specialised facilities and licensing to handle them. - The University does not currently hold enough or any of the particular classes or types of explosives as required how and when to be handled by the Act. - WSU will only require a license to use security sensitive ammonium nitrate for education, research or analytical purposes if the amount exceeds 3 kg. - Unauthorised explosives may be handled under a license to manufacture for research and development. - It also only uses and stores organic fertilizer, such as seasol (seaweed). In the event of purchasing chemical fertilizer, the amounts will not have enough precursors in it without an exemption which the University does not have.
WATCHLIST - Gene Technology (Licence Charges) Act 2000 (Cth)	An Act to impose charges on licences issued under the Gene Technology Act 2000, and for related purposes.	The University must pay annual charge for GMO licenses.		Finance & Resources Division - U51	<i>The law is applicable to the University and its operations but the law does not impose a direct or specific obligation onto the University for compliance, as it may set up authority or formulation, or it may be a voluntary instrument.</i> - No specific control deployed - BAU procedures executed on Watchlist for awareness purposes of what TYPE of invoices may be paid.
WATCHLIST - Government Information (Information Commissioner) Act 2009 (NSW)	An Act to create the office of Information Commissioner; and for other purposes.	The University is a public authority (aka agency) for the purposes of the Government Information (Public Access) Act 2009, and may be investigated by the Commissioner under section 21 of this Act.	Record & Archives Management Services - U53OCD		<i>The law is applicable to the University and its operations but the law does not impose a direct or specific obligation onto the University for compliance, as it may set up authority or formulation, or it may be a voluntary instrument.</i> - No direct obligation, to be aware of the authority of the Commissioner.
WATCHLIST - Hazardous Waste (Regulation of Exports and Imports) Act 1989 (Cth)	An Act to provide for the regulation of the export, import and transit of hazardous waste, and for related purposes.	The University must apply and obtain a permit for the export, import and transit of hazardous waste in the event to export, import, or transit waste to ensure it is managed in an environmentally sound manner.		Research Impact & Integrity - U62OBD Teaching & Research Technical Services - U48ZFA Senior Managers Unit, Environmental Sustainability - U51IDA Work Health, Safety & Wellbeing - U50UAB Campus Safety & Security - U51IJA	<i>The law is applicable to the University and its potential (but not current) operations. (It is part of an annual verification control to ensure the applicability is not triggered.)</i> - The University does not currently import or export or transports hazardous waste as part of its operations. It generates hazardous waste that is collected, transported, and disposed of by licenced waste contractors. This is on the Watchlist for preventative and awareness reasons, and also should this situation ever change.
WATCHLIST - Insurance Contracts Act 1984 (Cth)	An Act to reform and modernise the law relating to certain contracts of insurance so that a fair balance is struck between the interests of insurers, insureds and other members of the public and so that the provisions included in such contracts, and the practices of insurers in relation to such contracts, operate fairly, and for related purposes.	The University may enter into insurance contracts as an insured party.		Financial Operations - U51BLB University General Counsel's Unit - U53NAA	<i>The law is applicable to the University and its operations but the law does not impose a direct or specific obligation onto the University for compliance, as it may set up authority or formulation, or it may be a voluntary instrument.</i> - BAU of general and non-specific controls of each Watchlist unit is executed as per normal procedure, such as complying with sections 13, and 21. Also to be mindful of sections 22, 35, and 54.
WATCHLIST - Jury Act 1977 (NSW)	An Act to amend and consolidate the law relating to juries; to repeal the Jury Act 1912 and certain other Acts; and to amend the Mental Health Act 1958, the Coroners Act 1960 and the Supreme Court Act 1970.	The University is an employer, and its employees may be called for jury service.		HR Partnerships & Workplace Relations - U50UBB	<i>The law is applicable to the University and its operations but the law does not impose a direct or specific obligation onto the University for compliance, as it may set up authority or formulation, or it may be a voluntary instrument.</i> - See Sections 69A and 69 (dismissal, leave, reimbursement).
WATCHLIST - Liquor Act 2007 (NSW)	An Act to regulate and control the sale and supply of liquor and the use of premises on which liquor is sold or supplied.	The University may have premises/venues, activities, and events which may involve the promotion and service of alcohol, either University-run or by another party where the relevant licences must be obtained.			<i>The law is applicable to the University and its potential (but not current) operations.</i> - In the event when the University requires to obtain licence for particular venues.
WATCHLIST - Local Government Act 1993 (NSW)	An Act to provide for local government in New South Wales.	The University is exempt from rates under s 556.		Office of Estate and Commercial - U51I	<i>The law is applicable to the University and its operations but the law does not impose a direct or specific obligation onto the University for compliance, as it may set up authority or formulation, or it may be a voluntary instrument.</i> - To ascertain exemption status.
WATCHLIST - Medicines, Poisons and Therapeutic Goods Act 2022 (NSW)	An Act to regulate activities involving scheduled substances and certain therapeutic goods to protect public health and safety; to repeal the Poisons and Therapeutic Goods Act 1966 and certain instruments under that Act; and to make consequential amendments to other legislation.	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. It must comply with the Poisons and Therapeutic Goods Act 1966 (NSW), which is proposed to be repealed by this Act once proclaimed for commencement.		NICM Health Research Institute - U62IAA Work Health, Safety & Wellbeing - U50UAB	<i>It is an Act that has not yet commenced.</i> - This rest of this Act commences on a day or days to be appointed by proclamation, which is yet unknown.

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WATCHLIST - Migration Act 1958 (Cth)	An Act relating to the entry into, and presence in, Australia of non-citizens, and the departure or deportation from Australia of non-citizens and certain other persons.	The University recruits, enrolls and teaches overseas students, and may have to comply with requests and/or searches regarding student visas from the ABF Commissioner and/or authorised officers.		Graduate Research School - U62OAA Director's Unit, International Strategy, Mob & Ops - U62MAA University General Counsel's Unit - U53NAA Campus Safety & Security - U511JA	<i>The law is applicable to the University and its operations but the law does not impose a direct or specific obligation onto the University for compliance, as it may set up authority or formulation, or it may be a voluntary instrument.</i> - BAU procedures/controls executed when dealing with search warrants, visa conditions, visa cancellations, visa refusals, and requests for information. Should be aware of scope of authority and potential outcomes from Ministerial direction.
WATCHLIST - Museums of History NSW Act 2022 (NSW)	An Act to establish and confer functions on Museums of History NSW and repeal the Historic Houses Act 1980; to amend the State Records Act 1998 to transfer certain functions of the State Archives and Records Authority of New South Wales to Museums of History NSW and consequently rename the Authority; and for other purposes.	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. 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).		Estate Master Planning and Strategy - U51IBA Whitlam Institute - U53JAA Record & Archives Management Services - U53OCD	<i>The law is applicable to the University and its operations but the law does not impose a direct or specific obligation onto the University for compliance, as it may set up authority or formulation, or it may be a voluntary instrument.</i>
WATCHLIST - My Health Records Act 2012 (Cth)	Related to Privacy legislation and Personal information	Potentially impacts IT systems, health clinics		Digital Strategy, Security and Risk - U51DJ Policy and Governance Unit - U53HEC	<i>The law is applicable to the University and its potential (but not current) operations.</i>
WATCHLIST - National Code of Practice for Chemicals of Security Concern	The Code is designed to help prevent chemicals falling into the wrong hands. It encourages companies and individuals that manage or handle chemicals of security concern to consider the risk of terrorism in their security planning processes. The Code provides guidance and information on a range of practical security measures that businesses and individuals can take. There are 15 chemicals that are assessed as being particularly high-risk. These 15 are covered by the National Code of Practice for Chemicals of Security Concern. Note: The code is voluntary, and has been developed by Australian governments in partnership with industry. The code is based on good business practices that prevent the loss and theft of chemicals. It encourages organisations to consider and examine their own risks from a national security perspective and to take steps to reduce risks to ensure that chemicals are not stolen or diverted for terrorist purposes.	The University stores chemicals for the purposes of research.		Work Health, Safety & Wellbeing - U50UAB	<i>The law is applicable to the University and its operations but the law does not impose a direct or specific obligation onto the University for compliance, as it may set up authority or formulation, or it may be a voluntary instrument.</i> - It is important to note that compliance with the Code is voluntary. WHS maintains a ChemWatch database with these included.
WATCHLIST - National Consumer Credit Protection Act (Cth)	Related to Student loans	Impacts Marketing, finance, students		Financial Operations - U51BLB	<i>The law is applicable to the University and its operations but it does not have any current activities or situations (more than 10 years when a relevant situation occurred).</i> - Finance records show there have been no student loans issued since 2012, with no outstanding student loan balances in the Finance system. Loans are still advertised though to eligible students, so while not currently applicable, it may be applicable in the future.

Legislation	Purpose of Legislation	Relevance to the University	Assigned operating units within Division	Watchlist assigned unit/s	Watchlist reason
WATCHLIST - National Health Security Act 2007 (Cth)	An Act to provide for National Health Security. The Act seeks to: - provide a national system of public health surveillance to enhance the capacity to identify, and respond to, significant public health events including the occurrence of:- certain communicable diseases; certain releases of chemical, biological or radiological agents; public health risks; overseas mass casualties; and - provide for the sharing of information with the World Health Organization; and countries affected by an event relating to public health or an overseas mass casualty; and - support the Commonwealth, States and Territories in giving effect to the International Health Regulations.	The University may store, possess, use or transport Security Sensitive Biological Agents (SSBA).		Research Impact & Integrity - U62OBD School of Medicine - U40 Dean's Unit School of Health Sciences - U57B Dean's Unit School of Science - U58B Hawkesbury Institute for the Environment - U62CAA NICM Health Research Institute - U62IAA Work Health, Safety & Wellbeing - U50UAB Teaching & Research Technical Services - U64D	<i>The law is applicable to the University and its potential (but not current) operations. (It is part of an annual verification control to ensure the applicability is not triggered.)</i> - The University does not currently handle Security Sensitive Biological Agents (SSBA). Entities/facilities that handle SSBA are required to maintain and review:- records of authorised/ approved personnel; incident reports; inventory records; decontamination procedures; transport, handling and management of SSBA; SSBA risk assessment and risk management plans; Policy, procedures relating to SSBA. The University must comply with any direction given by Govt, DFAT, Department of Health, and Safe Work to minimise the risk of communicable diseases / any biological transferable diseases, and with the requirements concerning the regulations for the secure storage, possession, use and transport of biological agents in order to minimise the risk of use for terrorism purposes.
WATCHLIST - National Parks and Wildlife Act 1974 (NSW)	An Act to consolidate and amend the law relating to the establishment, preservation and management of national parks, historic sites and certain other areas and the protection of certain Aboriginal objects; to repeal the Wild Flowers and Native Plants Protection Act 1927, the Fauna Protection Act 1948, the National Parks and Wildlife Act 1967 and certain other enactments; to amend the Local Government Act 1919 and certain other Acts in certain respects; and for purposes connected therewith.	The University owns, occupies, controls, and manages land that includes Crown land. This Act poses limitations of particular land in sections 30C and 30D.		Estate Master Planning and Strategy - U51IBA	<i>The law is applicable to the University and its potential (but not current) operations.</i>
WATCHLIST - New Business Tax System (Venture Capital Deficit Tax) Act 2003 (Cth)	An Act to impose a tax in respect of venture capital sub-account deficits of pooled development funds, and for related purposes.	The University is an entity as defined in section 3 of the Act, where it must also comply with the Income Tax Assessment Act 1997 (Cth). In the event that the University is liable to pay venture capital deficit tax, it must comply with section 5 of the Act.		Financial Operations - U51B	<i>The law is applicable to the University and its operations but the law does not impose a direct or specific obligation onto the University for compliance, as it may set up authority or formulation, or it may be a voluntary instrument.</i> - Should be aware of what circumstances and when venture capital deficit tax is imposed. To date, the University has not had to pay venture capital deficit tax. There is a venture capital fund for research to springboard any endeavours (Western Sydney Ventures).
WATCHLIST - Nuclear Non-Proliferation (Safeguards) Act 1987 (Cth)	An Act to make provision in relation to the non-proliferation of nuclear weapons and to establish, in accordance with certain international treaties and agreements to which Australia is a party, a system for the imposition and maintenance of nuclear safeguards in Australia, and for related matters.	If the University possesses or transports nuclear material or runs a nuclear facility it must obtain appropriate permits; this is only necessary if the materials/facilities being used fall under the definitions found in the relevant treaties.		Research Impact & Integrity - U62OBD Work Health, Safety & Wellbeing - U50UAB	<i>The law is applicable to the University and its potential (but not current) operations. (It is part of an annual verification control to ensure the applicability is not triggered.)</i>
WATCHLIST - Payment Times Reporting Act 2020 (Cth)	An Act to provide for certain entities to report payment terms and practices. This Act requires certain entities that carry on an enterprise in Australia to report their payment terms and practices in relation to their small business suppliers. Other entities may elect to report voluntarily. A reporting entity must give the Payment Times Reporting Regulator a report for each period of 6 months. The Regulator keeps the reports on a publicly available register, known as the Payment Times Reports Register. The Regulator is to be an SES employee in the Department. The functions of the Regulator include monitoring and enforcing compliance with this Act. Note: reporting entities are those with an annual total income of over \$100 million, small business suppliers are entities with an annual turnover of less than \$10 million.	The University has an annual total income of over \$100 million and must publicly report on its payment terms and practices for its small business suppliers (entities with an annual turnover of less than \$10 million). Universities have been held to be trading corporations within the meaning of s.51xx of the Australian Constitution which makes a constitutionally covered entity for the purposes of s.6 and therefore may bring it within the meaning of a reporting entity under s.7, see Quickenden v O'Connor [2001] FCA 303 (which was an industrial law cases, as many constitutional cases are).		Financial Operations - U51BLB	<i>The law is applicable to the University and its operations but the law does not impose a direct or specific obligation onto the University for compliance, as it may set up authority or formulation, or it may be a voluntary instrument.</i> - While some of the key obligations and controls are similar to what is already being executed at the University, the University is a registered charity and is exempt from the direct obligations of this Act. There are provisions to report voluntarily.
WATCHLIST - Personal Data Protection Decree (Vietnam)	Following international trends, in particular the European Union's General Data Protection Regulation (GDPR), the PDPD seeks to strengthen rules on the collection, processing and transfer of personal data.	The University operates campuses in Vietnam, and has students from Vietnam.		Policy & Governance Unit - U53OCC	<i>It is an international law/instrument (as only Australian Federal and State laws are listed on the Directory).</i>

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Legislation	Purpose of Legislation	Relevance to the University	Assigned operating units within Division	Watchlist assigned unit/s	Watchlist reason
WATCHLIST - Privacy and Personal Information Protection Amendment Act 2022 (NSW)	An Act to amend the Privacy and Personal Information Protection Act 1998 to introduce a mandatory notification of data breach scheme; to extend the Act's application to State owned corporations that are not subject to the Privacy Act 1988 of the Commonwealth; and for other purposes.	The University collects, stores, uses, discloses, and destroys information of individuals (e.g. staff, students) pursuant to the Privacy and Personal Information Protection Act 1998 (NSW), which will be substantially amended by this Act.		Policy & Governance Unit - U53OCC	<i>It is an Act that has not yet commenced.</i> - The OUS via the Privacy Office is accountable for the operational compliance of Privacy and Personal Information Protection Act 1998 (NSW), which will be substantially amended by this Act once it commences 28 November 2023 (once commenced, it will be moved to the main Directory).
WATCHLIST - Protection of Cultural Objects on Loan Act 2013 (Cth)	An Act to encourage the loan of objects from overseas for temporary public exhibition in Australia, and for related purposes.	The University imports (on loan), collects, and publicly exhibits in Australia objects that are normally in a foreign country for temporary public exhibition and are of interest for archaeological, artistic, ethnological, historical, literary, scientific or technological reasons.		Institute for Australian & Chinese Arts & Culture - U62QAA Western Sydney Creative - U47CAA	<i>The law is applicable to the University and its potential (but not current) operations.</i>
WATCHLIST - Protection of Movable Cultural Heritage Act 1986 (Cth)	An Act to protect Australia's heritage of movable cultural objects, to support the protection by foreign countries of their heritage of movable cultural objects, and for related purposes.	The University may deal with objects that are significant to Australian history, significant cultural material, or foreign cultural property, where license and export/acquisition/return requirements must be met.		Institute for Australian & Chinese Arts & Culture - U62QAA Western Sydney Creative - U47CAA	<i>The law is applicable to the University and its potential (but not current) operations.</i> - The Institute does not engage any type of exportation of Australian projected objects, regardless of the current global pandemic.
WATCHLIST - Public Holidays Act 2010 (NSW)	An Act to provide for the public holidays to be observed in the State; and for other purposes.	The University, as an employer, is required to follow the public holidays declared in ss 4 and 7 of the Act for its employees.		HR Operations & Payroll - U50UBA	<i>The law is applicable to the University and its operations but the law does not impose a direct or specific obligation onto the University for compliance, as it may set up authority or formulation, or it may be a voluntary instrument.</i> - See Section 7 - Employee entitlements on public holidays (Part 2 - Public holidays) where the University must comply with the following provisions of the Fair Work Act 2009 (Cth), which apply as laws of New South Wales to and in respect of employees and employers in the State: - section 114 (Entitlement to be absent from employment on public holiday) - section 116 (Payment for absence on public holiday)
WATCHLIST - Public Works and Procurement Act 1912 (NSW)	Relates to Procurement of goods and services for New South Wales government agencies (excludes Universities for the moment in its definition)	Impacts Procurement and Development.		Directors Unit, Strategy, Bus Dev and Procurement - U51JCA	<i>The law may be ambiguous as to whether it applies to the University.</i> - Currently excludes Universities for the moment in its definition, as directed from NSW Procurement.
WATCHLIST - Research Involving Human Embryos Act 2002 (Cth)	An Act to regulate certain activities involving the use of human embryos, and for related purposes.	The University undertakes research involving human embryos, however no direct legislative obligations under this Act applies.		Research Impact & Integrity - U62OBD	<i>The law is applicable to the University and its operations but the law does not impose a direct or specific obligation onto the University for compliance, as it may set up authority or formulation, or it may be a voluntary instrument.</i> - While the University undertakes research involving human embryos, the legislative obligations under this Act applies to the external agency / committee to which WSU researchers apply so no operational compliance directly imposed on the University. WSU, per the policy, stills retains responsibility for overall compliance and must be on the Watchlist. If WSU operations change, then this may be moved from the Watchlist to the main directory.
WATCHLIST - Road Transport Act 2013 (NSW)	An Act to make provision with respect to road transport law in New South Wales. An object of the Act is to facilitate the recovery of expenses incurred in the administration of this Act (particularly, in connection with driver licensing and vehicle registration) and the collection of fees and charges payable under this Act and the statutory rules.	The University, under the Road Transport (General) Regulation 2021 (NSW), which is made under the Road Transport Act, is a 'declared organisation' i.e a parking authority who may establish and operate a pay parking scheme for a road and road related areas within its area of operations (the listed campuses in Sch 2).		Campus Safety & Security - U511JA	<i>The law is applicable to the University and its operations but the law does not impose a direct or specific obligation onto the University for compliance, as it may set up authority or formulation, or it may be a voluntary instrument.</i> - Being listed in Sch 2 of the Regs authorises the University's areas of operations to a) set aside pay parking spaces or pay parking areas in a road within its area of operations in accordance with TfNSW guidelines, and (b) fix the fees for parking a vehicle in a pay parking space or pay parking area. - It may also install devices for use in connection with payment of the fees (pay parking device), and use Revenue NSW SEINS system for enforcement of fines of parking infringements
WATCHLIST - Sale of Goods Act 1923 (NSW)	An Act to codify and amend the law relating to the Sale of Goods.	The University may be involved in contracts where it transfers or agrees to transfer its right of ownership in goods.		Financial Operations - U51BLB Strategy, Business Development and Procurement - U51J Office of University Secretary and General Counsel - U53H	<i>The law is applicable to the University and its potential (but not current) operations.</i>
WATCHLIST - Statement on Consumer and Community Participation in Health and Medical Research 2016 (Cth)	Statement on consumer and Community Participation in Health and Medical Research.	The University conducts research with consumer and community participation at all levels and across all types of health and medical research.		Research Impact & Integrity - U62OBD	<i>It is a subordinate legislation enabled by a principal Act on the Directory, and contains numerous prescriptive obligations.</i> - There are many Statements that are in existence, and are referenced in the National Statement of Ethical Conduct which is on the Directory. It should not be called out as a primary Statement above all others.

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Legislation	Purpose of Legislation	Relevance to the University	Assigned operating units within Division	Watchlist assigned unit/s	Watchlist reason
WATCHLIST - The Indigenous Education (Targeted Assistance) Act 2000	An Act to provide targeted financial assistance to advance the education of Indigenous persons, and for related purposes.	The University is a higher education provider as defined in section 4 of the Act. The University also offers an Aboriginal and Torres Strait Islander Pathway Program which is available for Aboriginal and Torres Strait Islander students only. The University aligns with Part 2 Section 5 of the Act which is to equitable and appropriate educational outcomes for Indigenous people.			<i>The law is applicable to the University and its operations but the law does not impose a direct or specific obligation onto the University for compliance, as it may set up authority or formulation, or it may be a voluntary instrument.</i>
WATCHLIST - The People's Republic of China's Personal Information Protection Law	Related to Privacy legislation and Personal information	This international law may capture foreign entities which conduct business in China or deal with Chinese residents, regardless of whether these foreign entities have a physical presence in China or not. In this context, the Law is particularly relevant to multinational corporations. Its scope covers the provision of goods or services to residents in China; the analysis or evaluation of the behaviour of residents in China; or any other purpose as prescribed by law or regulations. An international Act that has potential to affect internal operations and domestic legal obligations, currently being discussed. Will always be on Watchlist due to international status, and any changes due to Act are folded into the PMP.		Policy & Governance Unit - U53OCC	<i>It is an international law/instrument (as only Australian Federal and State laws are listed on the Directory).</i>
WATCHLIST - Trustee Act 1925 (NSW)	An Act to amend and consolidate the law relating to trustees and trust property; to amend in certain respects the law relating to executors and administrators; to amend the Wills, Probate and Administration Act 1898 and certain other Acts; and for purposes connected therewith.	The University may hold the title of property for the benefit of another, or is a beneficiary.		Financial Operations - U51BLB University General Counsel's Unit - U53NAA	<i>The law is applicable to the University and its operations but the law does not impose a direct or specific obligation onto the University for compliance, as it may set up authority or formulation, or it may be a voluntary instrument.</i> - Should be aware of the type of situation where the general and non-specific controls of each Watchlist unit is executed as per normal procedure.
WATCHLIST - VET Student Loans (Charges) Act 2016 (Cth)	An Act to impose approved course provider charge, and for related purposes.	The College is a VET provider.		Registered Training Office - J11EFA	<i>The law is applicable to the University and its operations but the law does not impose a direct or specific obligation onto the University for compliance, as it may set up authority or formulation, or it may be a voluntary instrument.</i> - The VET Student Loans (Charges) acts did not contain any direct obligations relevant to The College, implementing the approved course provider charge as a tax.
WATCHLIST - VET Student Loans (VSL Tuition Protection Levy) Act 2020 (Cth)	An Act to impose VSL tuition protection levy, and for related purposes.	The College is a VET provider.		Registered Training Office - J11EFA	<i>The law is applicable to the University and its operations but the law does not impose a direct or specific obligation onto the University for compliance, as it may set up authority or formulation, or it may be a voluntary instrument.</i> - The VET Student Loans (VSL Tuition Protection Levy) does not contain any direct obligations relevant to The College. It seemed that the VET Student Loans (VSL Tuition Protection Levy) act prescribed how the levy is to be calculated.
WATCHLIST - Waste Avoidance and Resource Recovery Act 2001 (NSW)	An Act to encourage resource efficiency, waste avoidance, and environmental harm reduction in accordance with ecologically sustainable development principles.	The University owns and controls land whereby resource management planning, strategies and programs apply.		Senior Managers Unit, Environmental Sustainability - U51IDA	<i>The law is applicable to the University and its operations but the law does not impose a direct or specific obligation onto the University for compliance, as it may set up authority or formulation, or it may be a voluntary instrument.</i> - This Act applies to industry to reduce waste and to come up with programs to encourage everyone to decrease waste and reduce the use of materials in manufacturing, so on waste companies, such as Suez and manufactures like Coke a Cola. It also allows the 'Return and Earn' scheme to operate. Everything the University does in this space is voluntary and not compelled by the Act, but by its own ethics.

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Legislation	Purpose of Legislation	Relevance to the University	Assigned operating units within Division	Watchlist assigned unit/s	Watchlist reason
WATCHLIST - Weapons of Mass Destruction (Prevention and Proliferation) Act 1995 (Cth)	An Act to prohibit the supply or export of goods that will or may be used in, and the provision of services that will or may assist, the development, production, acquisition or stockpiling of weapons capable of causing mass destruction or missiles capable of delivering such weapons.	The University must ensure its employees do not supply or export or provide services re goods (including documents) or services that are prohibited under this Act, unless a permit has been provided by the Minister authorising such action.		Research Impact & Integrity - U62OBD Work Health, Safety & Wellbeing - U50UAB Teaching & Research Technical Services - U64DFA Campus Safety & Security - U51IJA	<i>The law is applicable to the University and its potential (but not current) operations. (It is part of an annual verification control to ensure the applicability is not triggered.)</i> - Currently the University does not hold any permits for use/research related to WMDs. University facilities are not equipped/certified to deal with material of this nature and there are no researchers at the University working in this area. - Re CSS - To be aware of goods that may cause an incident. - Re WHSW and TRTS - to be aware of goods in labs that may cause an incident stemming from chemical safety. Note that BRSC does not cover chemical safety. - The BRSC approves items of a biological or nuclear nature.