

This report identifies and summaries the current NSW and Commonwealth laws that govern the University and the university sector's operations and activities.

Any enquiries, contact the Compliance Program Unit on compliance@westernsydney.edu.au. Report as at June 2021.

Legislation	Purpose of Legislation	Relevance to the University	Legislation Category	Assigned Division
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.	Tax, Finance & Procurement	Finance & Resources Division - U51
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.	Property Management	Finance & Resources Division - U51
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, operates, or develops Crown land that may be subject to Aboriginal land agreements or Native Title.	Property Management	Finance & Resources Division - U51

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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.	Equity (Staff and Students)	People & Advancement Division - U50
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.	Environment & Sustainability	Finance & Resources Division - U51
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.	Property Management	Finance & Resources Division - U51
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.	Research Ethics & Integrity	School of Medicine - U40 Academic Division - U48 School of Science - U58

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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 Ethics & Integrity	School of Medicine - U40 School of Science - U58 Research, Enterprise and International Division - U62
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.	Property Management	Finance & Resources Division - U51
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.	Industrial & Employment	People & Advancement Division - U50

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Annual Reports (Statutory Bodies) Act 1984 (NSW)	An Act to make provision with respect to the annual reports of certain statutory bodies.	<p>The University is a statutory body that is audited by the Auditor-General, and must prepare an annual report.</p> <p>The Board of Trustees of Western Sydney University is the statutory body that is required to submit an annual report.</p> <p>See Previous Annual Reports webpage for reports submitted since 2003, and Disclosure Log webpage.</p>	Governance	People & Advancement Division - U50
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.	<p>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.</p> <p>The University also reports to the Australian Workplace Equity Index, which is a non-mandatory benchmarking scheme.</p>	Equity (Staff and Students)	People & Advancement Division - U50

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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.	Tax, Finance & Procurement	Finance & Resources Division - U51
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.	Industrial & Employment	People & Advancement Division - U50
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.	Trade & Commerce	Research, Enterprise and International Division - U62
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.	Tax, Finance & Procurement	Division of the Senior Deputy Vice-Chancellor - U53

Legislation	Purpose of Legislation	Relevance to the University	Legislation Category	Assigned Division
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.	Tax, Finance & Procurement	Research, Enterprise and International Division - U62
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 Ethics & Integrity	Research, Enterprise and International Division - U62

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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.	Section 31 - The University must apply for a license to deal with controlled material or apparatus in order to protect the health and safety of people, and to protect the environment, from the harmful effects of radiation.	Hazardous Substances	People & Advancement Division - U50 Research, Enterprise and International Division - U62
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.	Tax, Finance & Procurement	Research, Enterprise and International Division - U62
Autonomous Sanctions Act 2011 (Cth)	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.	Security	People & Advancement Division - U50 Research, Enterprise and International Division - U62
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.	Property Management	Finance & Resources Division - U51 People & Advancement Division - U50

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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.	Hazardous Substances	People & Advancement Division - U50 Research, Enterprise and International Division - U62
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.	Environment & Sustainability	Finance & Resources Division - U51
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.	Security	Academic Division - U48 School of Science - U58 Research, Enterprise and International Division - U62

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Biosecurity Act 2015 (NSW)	<p>Provides a framework for:</p> <ul style="list-style-type: none"> - 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 <ul style="list-style-type: none"> (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. 	<p>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.</p>	<p>Environment & Sustainability</p>	<p>Finance & Resources Division - U51 Academic Division - U48 People & Advancement Division - U50 School of Science - U58 Research, Enterprise and International Division - U62</p>

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<p>Biosecurity Regulation 2017 (NSW)</p>	<p>The object of this Regulation is to make provision with respect to the following:</p> <ul style="list-style-type: none"> (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, (l) the offences for which penalty notices may be issued. <p>This Regulation is made under the Biosecurity Act 2015.</p>	<p>The University deals with pest species, animals, certain plants, etc specified in the Regulations.</p>	<p>Environment & Sustainability</p>	<p>Finance & Resources Division - U51 School of Science - U58 Research, Enterprise and International Division - U62</p>

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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).	Property Management	Finance & Resources Division - U51
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.	Governance	Division of the Senior Deputy Vice-Chancellor - U53
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.	Hazardous Substances	People & Advancement Division - U50 Research, Enterprise and International Division - U62
Cheques Act 1986 (Cth)	An Act relating to cheques and certain other negotiable instruments.	The University carries on business that issues and receives cheques.	Tax, Finance & Procurement	Finance & Resources Division - U51
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.	Industrial & Employment	School of Education - U37 People & Advancement Division - U50

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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 has students on campuses that may be less than 18 years of age, and also operates through a controlled entity child care facilities.	Industrial & Employment	School of Education - U37 People & Advancement Division - U50
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.	Industrial & Employment	People & Advancement Division - U50
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 students on campuses that may be less than 18 years of age, and also 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.	Industrial & Employment	People & Advancement Division - U50
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.	Intellectual Property	Research, Enterprise and International Division - U62

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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.	Security	People & Advancement Division - U50
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 (Staff and Students)	People & Advancement Division - U50
Competition and Consumer Act 2010 (Cth)	This Act is the key competition law in Australia, and its object is to: <ul style="list-style-type: none"> - 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: <ul style="list-style-type: none"> - 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 	Legal	People & Advancement Division - U50 Research, Enterprise and International Division - U62

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Copyright Act 1968 (Cth)	<p>The Act establishes copyright as a type of legal protection for people who express ideas and information in certain forms. The most common forms are writing, visual images, music and moving images.</p>	<p>The University is an educational institution that possesses copies of works for educational or other specified purposes, and is able to make special versions of works under statutory licences. Such statutory licences give the copyright owner a right to be paid equitable remuneration through an approved collecting society.</p> <p>Copying by the University may also be done without infringement of copyright when done by libraries and archives for students. Such copies and communications must be made in accordance with the strict conditions of copyright law and the rules of the licence.</p> <p>University employees and students also create copyright.</p>	Intellectual Property	Academic Division - U48

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Corporations Act 2001 (Cth)	<p>This Act:</p> <ul style="list-style-type: none"> - 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.	Governance	Division of the Senior Deputy Vice-Chancellor - U53
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.	Tax, Finance & Procurement	Finance & Resources Division - U51
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.	Security	People & Advancement Division - U50

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<p>Dangerous Goods (Road and Rail Transport) Act 2008 (NSW)</p>	<p>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.</p>	<p>The University stores and prepares dangerous goods for transport in vehicles owned and licensed by external suppliers (e.g. clinical and chemical waste contractors).</p>	<p>Trade & Commerce</p>	<p>People & Advancement Division - U50</p>
<p>Defence Trade Controls Act 2012 (Cth)</p>	<p>This Act: - controls the export, transfer, and brokering of defence and strategic goods and technologies as listed on the Defence and Strategic Goods List (DGSL); and - creates criminal offences for the intangible transfer, supply, brokering, or publication of software, goods, and technologies, or its details, listed on the DGSL, 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.</p>	<p>The University is a research facility that may be handling items on the DGSL, and may communicate its research or engage in its transfer outside Australia.</p>	<p>Research Ethics & Integrity</p>	<p>School of Engineering, Design & Built Environment - U63 School of Computer, Data and Mathematical Sciences - U60 Research, Enterprise and International Division - U62</p>

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Designs Act 2003 (Cth)	This Act prescribes the law regarding registered designs. It provides a range of features and benefits to register and protect a design (based on overall appearance of a product resulting from one or more visual features of the product)	The University generates products that may be registered as designs to protect the overall visual appearance of new and distinctive products for a fee.	Intellectual Property	Research, Enterprise and International Division - U62
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.	Equity (Staff and Students)	People & Advancement Division - U50
Electronic Transactions Act 1999 (Cth)	An Act to facilitate electronic transactions, and for other purposes.	The University engages in transactions through electronic communications.	Tax, Finance & Procurement	Finance & Resources Division - U51
Electronic Transactions Act 2000 (NSW)	An Act to facilitate electronic transactions; and for other purposes.	The University engages in transactions through electronic communications.	Tax, Finance & Procurement	Finance & Resources Division - U51

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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.	Environment & Sustainability	Finance & Resources Division - U51
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.	Property Management	Finance & Resources Division - U51
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 handles and disposes of chemicals.	Hazardous Substances	People & Advancement Division - U50
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.	Research Ethics & Integrity	School of Medicine - U40
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.	International Students	Academic Division - U48 Research, Enterprise and International Division - U62
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.	International Students	Research, Enterprise and International Division - U62

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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.	International Students	Academic Division - U48 Research, Enterprise and International Division - U62
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.	International Students	Academic Division - U48 Division of the Senior Deputy Vice-Chancellor - U53 Research, Enterprise and International Division - U62
ESOS FRAMEWORK Education Services for Overseas Students Regulations 2019 (Cth)	Supports the implementation of the ESOS Act by setting out: <ul style="list-style-type: none"> - 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.	International Students	Academic Division - U48 Research, Enterprise and International Division - U62

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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.	International Students	Academic Division - U48 Research, Enterprise and International Division - U62
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 Ethics & Integrity	Research, Enterprise and International Division - U62
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.	Environment & Sustainability	School of Science - U58
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.	Hazardous Substances	People & Advancement Division - U50

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Fair Work Act 2009 (Cth)	<p>An Act to:</p> <ul style="list-style-type: none"> - 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. 	<p>The University is an employer and has Enterprise Agreements applicable to employees.</p> <p>The University facilitates student work experience including vocational placements.</p>	Industrial & Employment	<p>School of Engineering, Design & Built Environment - U63</p> <p>School of Law - U32</p> <p>School of Nursing and Midwifery - U33</p> <p>School of Business - U35</p> <p>School of Humanities and Communication Arts - U36</p> <p>School of Education - U37</p> <p>School of Medicine - U40</p> <p>People & Advancement Division - U50</p> <p>School of Psychology - U55</p> <p>School of Social Sciences - U56</p> <p>School of Health Sciences - U57</p> <p>School of Science - U58</p> <p>School of Computer, Data and Mathematical Sciences - U60</p> <p>Research, Enterprise and International Division - U62</p>
Financial Transaction Reports Act 1988 (Cth)	<p>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.</p>	<p>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.</p>	Tax, Finance & Procurement	<p>Finance & Resources Division - U51</p>

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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.	Tax, Finance & Procurement	Finance & Resources Division - U51
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.	Trade & Commerce	Research, Enterprise and International Division - U62
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.	Tax, Finance & Procurement	Finance & Resources Division - U51

Legislation	Purpose of Legislation	Relevance to the University	Legislation Category	Assigned Division
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.	Tax, Finance & Procurement	Finance & Resources Division - U51
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 Ethics & Integrity	Academic Division - U48 Research, Enterprise and International Division - U62
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	The University must make certain information publicly available through its website and release further information provided there is no overriding public interest against disclosure.	Right to Information	Finance & Resources Division - U51 Division of the Senior Deputy Vice-Chancellor - U53

Legislation	Purpose of Legislation	Relevance to the University	Legislation Category	Assigned Division
	restricted only when there is an overriding public interest against disclosure.			
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" for the purpose of reports/information on workforce diversity, under the Government Sector Employment Regulation 2014 made under this Act (section 3 of the Act).	Industrial & Employment	People & Advancement Division - U50
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 to ensure that exported, imported or transited waste is managed in an environmentally sound manner.	Hazardous Substances	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.	Higher Education & VET	School of Nursing and Midwifery - U33 School of Medicine - U40 School of Psychology - U55 School of Health Sciences - U57

Legislation	Purpose of Legislation	Relevance to the University	Legislation Category	Assigned Division
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.	Privacy & Records	Division of the Senior Deputy Vice-Chancellor - U53

Legislation	Purpose of Legislation	Relevance to the University	Legislation Category	Assigned Division
Heritage Act 1977 (NSW)	<p>An Act to conserve the environmental heritage of the State Heritage significance interpretation. In this Act:</p> <ul style="list-style-type: none"> - 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.	Property Management	Finance & Resources Division - U51

Legislation	Purpose of Legislation	Relevance to the University	Legislation Category	Assigned Division
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 a higher education provider.	Higher Education & VET	People & Advancement Division - U50
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.	Research Ethics & Integrity	School of Medicine - U40 Academic Division - U48
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.	Property Management	People & Advancement Division - U50
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.	Tax, Finance & Procurement	People & Advancement Division - U50

Legislation	Purpose of Legislation	Relevance to the University	Legislation Category	Assigned Division
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.	Tax, Finance & Procurement	People & Advancement Division - U50
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.	Governance	Division of the Senior Deputy Vice-Chancellor - U53

Legislation	Purpose of Legislation	Relevance to the University	Legislation Category	Assigned Division
Independent Contractors Act 2006 (Cth)	This Act allows independent contractors to make their own commercial arrangement, free from the constraints of industrial and employment law.	The University engages independent contractors and is involved in services contracts and the payment of payroll tax, group tax and compulsory employer superannuation contributions.	Industrial & Employment	People & Advancement Division - U50
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.	Hazardous Substances	People & Advancement Division - U50
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.	Tax, Finance & Procurement	Finance & Resources Division - U51

Legislation	Purpose of Legislation	Relevance to the University	Legislation Category	Assigned Division
Local Land Services Act 2013 (NSW)	<p>This Act:</p> <ul style="list-style-type: none"> - 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 	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.	Property Management	Finance & Resources Division - U51

Legislation	Purpose of Legislation	Relevance to the University	Legislation Category	Assigned Division
	<p>sustainable development (described in section 6 (2) of the Protection of the Environment Administration Act 1991),</p> <ul style="list-style-type: none"> - to apply sound scientific knowledge to achieve a fully functioning and productive landscape, - to encourage collaboration and shared responsibility by involving communities, industries and non-government organisations in making the best use of local knowledge and expertise in relation to the provision of local land services, - to establish mechanisms for the charging of rates, levies and contributions on landholders and fees for services, - to provide a framework for financial assistance and incentives to landholders, including, but not limited to, incentives that promote land and biodiversity conservation. 			

Legislation	Purpose of Legislation	Relevance to the University	Legislation Category	Assigned Division
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.	Industrial & Employment	People & Advancement Division - U50
Modern Slavery Act 2018 (Cth)	To combat modern slavery in relation to operational and supply chains.	Impacts procurement, placements, international, schools, finance, human resources.	Equity (Staff and Students)	Division of the Senior Deputy Vice-Chancellor - U53
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 (Staff and Students)	People & Advancement Division - U50
National Greenhouse and Energy Reporting Act 2007 (Cth)	This Act: <ul style="list-style-type: none"> - 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 	The University and its controlled entities operate facilities that may emit greenhouse gases, and other energy production.	Environment & Sustainability	Finance & Resources Division - U51

Legislation	Purpose of Legislation	Relevance to the University	Legislation Category	Assigned Division
	future introduction of an emissions trading scheme.			
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.	Tax, Finance & Procurement	Research, Enterprise and International Division - U62

Legislation	Purpose of Legislation	Relevance to the University	Legislation Category	Assigned Division
National Health Security Act 2007 (Cth)	An Act to provide for National Health Security. The Act seeks to: <ul style="list-style-type: none"> - 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 stores, possesses, uses and transports Security Sensitive Biological Agents (SSBA).	Work Health & Safety	People & Advancement Division - U50
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 Ethics & Integrity	Research, Enterprise and International Division - U62
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.	Property Management	Finance & Resources Division - U51

Legislation	Purpose of Legislation	Relevance to the University	Legislation Category	Assigned Division
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.	Hazardous Substances	People & Advancement Division - U50
Ombudsman Act 1976 (NSW)	An Act to provide for the appointment of, and to define the functions of, the NSW Ombudsman. The Ombudsman has functions including investigating and making determinations in respect of reportable conduct. 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.	NSW Ombudsman can investigate universities.	Governance	Division of the Senior Deputy Vice-Chancellor - U53
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.	Environment & Sustainability	Finance & Resources Division - U51

Legislation	Purpose of Legislation	Relevance to the University	Legislation Category	Assigned Division
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.	Environment & Sustainability	Finance & Resources Division - U51
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.	Industrial & Employment	People & Advancement Division - U50
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.	Intellectual Property	Research, Enterprise and International Division - U62

Legislation	Purpose of Legislation	Relevance to the University	Legislation Category	Assigned Division
<p>Payment Times Reporting Act 2020 (Cth)</p>	<p>An Act to provide for certain entities to report payment terms and practices.</p> <p>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.</p> <p>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.</p> <p>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.</p> <p>A reporting entity is required to</p>	<p>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).</p> <p>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).</p>	<p>Tax, Finance & Procurement</p>	<p>Finance & Resources Division - U51</p>

Legislation	Purpose of Legislation	Relevance to the University	Legislation Category	Assigned Division
	keep records of information used to prepare a payment times report for 7 years.			

Legislation	Purpose of Legislation	Relevance to the University	Legislation Category	Assigned Division
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.	Tax, Finance & Procurement	People & Advancement Division - U50
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.	Hazardous Substances	Finance & Resources Division - U51

Legislation	Purpose of Legislation	Relevance to the University	Legislation Category	Assigned Division
Pesticides Regulation 2017 (NSW)	<p>The amendments made by this Regulation include adding to the list of fumigants, adding a new category of prescribed pesticide work (ground applicator work), requiring trainees to obtain a permit, updating record keeping requirements and providing exemptions from licensing requirements.</p> <p>This Regulation makes provision with respect to the following:</p> <ul style="list-style-type: none"> (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 management technician work in common areas of residential 	The University has a Pesticide Use Notification Plan.	Environment & Sustainability	Finance & Resources Division - U51

Legislation	Purpose of Legislation	Relevance to the University	Legislation Category	Assigned Division
	<p>complexes to give notification to residents, (g) the general requirements for records made or kept under this Regulation, (h) the control of prohibited residues in agricultural produce, (i) creating an exemption for using a pesticide contrary to an approved label, (j) prescribing fees for clean up notices and prevention notices, (k) prescribing offences as penalty notice offences, (l) savings and formal matters</p>			

Legislation	Purpose of Legislation	Relevance to the University	Legislation Category	Assigned Division
<p>Poisons and Therapeutic Goods Act 1966 (NSW)</p>	<p>An Act:</p> <ul style="list-style-type: none"> - 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. 	<p>The University is involved in research activities, teaching activities, delivery of Health and Veterinary Services and in the Facilities Management storage of chemicals used for landscape management.</p> <p>(NICM for Sch 8 and 9) WHS Sch 2, 3, 4, 9 WHS documentation Sch 4 (specific ie high risk)</p>	<p>Hazardous Substances</p>	<p>Academic Division - U48 People & Advancement Division - U50 Research, Enterprise and International Division - U62</p>

Legislation	Purpose of Legislation	Relevance to the University	Legislation Category	Assigned Division
Poisons Standard (Cth)	<p>The Poisons Standard consists of decisions regarding the classification of medicines and poisons into Schedules for inclusion in the relevant legislation of the States and Territories. The Poisons Standard also includes model provisions about containers and labels, a list of products recommended to be exempt from these provisions, and recommendations about other controls on drugs and poisons.</p> <p>The Poisons Standard has been presented with a view to promoting uniform scheduling of substances and uniform labelling and packaging requirements throughout Australia.</p> <p>The Poisons Standard is the legal title of the Standard for the Uniform Scheduling of Medicines and Poisons (SUSMP).</p>	The University works with drugs and poisons classified into Schedules, and must also comply with correlating the Poisons and Therapeutic Goods Act. This standard sets the level of control on the availability of drugs and poisons.	Hazardous Substances	School of Medicine - U40 Academic Division - U48 People & Advancement Division - U50 School of Science - U58 Research, Enterprise and International Division - U62
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 Ethics & Integrity	Finance & Resources Division - U51 School of Medicine - U40 School of Science - U58 Research, Enterprise and International Division - U62

Legislation	Purpose of Legislation	Relevance to the University	Legislation Category	Assigned Division
Privacy Act 1988 (Cth)	<p>This Act:</p> <ul style="list-style-type: none"> (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 privacy. 	<p>The University collects, stores, uses, discloses, and destroys information of individuals (e.g. staff, students) - tax file number information only under the Commonwealth Act - the NSW Act prevails for everything else. The University entities have additional obligation under the Commonwealth Act.</p>	Privacy & Records	Division of the Senior Deputy Vice-Chancellor - U53

Legislation	Purpose of Legislation	Relevance to the University	Legislation Category	Assigned Division
Privacy and Personal Information Protection Act 1998 (NSW)	<p>This Act:</p> <ul style="list-style-type: none"> - 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. <p>Privacy NSW is established by the Act as the Office of the NSW Privacy Commissioner.</p>	The University collects, stores, uses, discloses, and destroys information of individuals (e.g. staff, students).	Privacy & Records	Division of the Senior Deputy Vice-Chancellor - U53
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.	Environment & Sustainability	People & Advancement Division - U50 Research, Enterprise and International Division - U62

Legislation	Purpose of Legislation	Relevance to the University	Legislation Category	Assigned Division
Protection of the Environment Operations Act 1997 (NSW)	An Act to: <ul style="list-style-type: none"> - 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.	Environment & Sustainability	Finance & Resources Division - U51
Public Finance and Audit Act 1983 (NSW)	An Act to make provision with respect to the administration and audit of public finances.	The University is audited by the NSW Auditor General and accountable for control of funds.	Tax, Finance & Procurement	Finance & Resources Division - U51
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	People & Advancement Division - U50

Legislation	Purpose of Legislation	Relevance to the University	Legislation Category	Assigned Division
Public Interest Disclosures Act 1994 (NSW)	This Act seeks to provide protection for public officials who make reports/disclosures concerning corrupt conduct, maladministration and waste in the public sector.	The University must comply with the Act for the reports of wrongdoings by employees.	Right to Information	Division of the Senior Deputy Vice-Chancellor - U53
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.	Equity (Staff and Students)	People & Advancement Division - U50
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.	Hazardous Substances	People & Advancement Division - U50 Research, Enterprise and International Division - U62
Real Property Act 1900 (NSW)	An Act for the declaration of titles to land and the facilitation of its transfer. The Act establishes the Registrar-General as responsible for the administration of the Act.	The University owns and develops land and must record title particulars of dealings on a Register for land as prescribed by the Act.	Property Management	Finance & Resources Division - U51

Legislation	Purpose of Legislation	Relevance to the University	Legislation Category	Assigned Division
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.	Property Management	Finance & Resources Division - U51
Roads Act 1993 (NSW)	An Act to make provision for the roads of NSW.	The University owns and develops land with public roads.	Property Management	People & Advancement Division - U50
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.	Property Management	Finance & Resources Division - U51 People & Advancement Division - U50
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	People & Advancement Division - U50
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.	Security	People & Advancement Division - U50
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.	Equity (Staff and Students)	People & Advancement Division - U50

Legislation	Purpose of Legislation	Relevance to the University	Legislation Category	Assigned Division
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.	Environment & Sustainability	People & Advancement Division - U50
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.	Environment & Sustainability	Finance & Resources Division - U51
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.	Information Technology	People & Advancement Division - U50
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.	Tax, Finance & Procurement	People & Advancement Division - U50

Legislation	Purpose of Legislation	Relevance to the University	Legislation Category	Assigned Division
State Records Act 1998 (NSW)	An Act to make provision for the creation, management and protection of the records of public offices of the State and to provide for public access to those records, to establish the State Records Authority; and for other purposes.	<p>The University makes, keeps, receives state records in the course of its operations (see further note on public office). Records that are required to be kept as part of the state archives must be properly protected while they remain in the University's custody. A State archive is a State record that State Records (Office) has control over under the State Records Act 1998.</p> <p>The State Records Act does not specifically name Universities as a Public Office - The University is a 'public office' for the purposes of the Act - any body, office or institution that exercises any public functions and that is declared by the regulations to be a public office for the purposes of this Act (whether or not the body, office or institution is a public office under some other paragraph of this definition).</p>	Right to Information	Division of the Senior Deputy Vice-Chancellor - U53

Legislation	Purpose of Legislation	Relevance to the University	Legislation Category	Assigned Division
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.	Environment & Sustainability	Finance & Resources Division - U51
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.	Tax, Finance & Procurement	People & Advancement Division - U50
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.	Tax, Finance & Procurement	People & Advancement Division - U50
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.	Tax, Finance & Procurement	People & Advancement Division - U50

Legislation	Purpose of Legislation	Relevance to the University	Legislation Category	Assigned Division
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.	Tax, Finance & Procurement	People & Advancement Division - U50
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 Technology	Finance & Resources Division - U51 People & Advancement Division - U50
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.	Tax, Finance & Procurement	People & Advancement Division - U50
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.	Tax, Finance & Procurement	People & Advancement Division - U50

Legislation	Purpose of Legislation	Relevance to the University	Legislation Category	Assigned Division
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.	Information Technology	Finance & Resources Division - U51
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.	Higher Education & VET	Academic Division - U48
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.	Hazardous Substances	Research, Enterprise and International Division - U62

Legislation	Purpose of Legislation	Relevance to the University	Legislation Category	Assigned Division
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.	Intellectual Property	People & Advancement Division - U50
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.	Property Management	Finance & Resources Division - U51
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.	Property Management	Finance & Resources Division - U51
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 goods (including documents) or services that are prohibited under this Act, unless a permit has been provided by the Minister authorising such action.	Security	Finance & Resources Division - U51

Legislation	Purpose of Legislation	Relevance to the University	Legislation Category	Assigned Division
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.	Governance	Division of the Senior Deputy Vice-Chancellor - U53
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	People & Advancement Division - U50
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.	Work Health & Safety	People & Advancement Division - U50

Legislation	Purpose of Legislation	Relevance to the University	Legislation Category	Assigned Division
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 (Staff and Students)	People & Advancement Division - U50
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	People & Advancement Division - U50
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.	Information Technology	Finance & Resources Division - U51 Division of the Senior Deputy Vice-Chancellor - U53
WATCHLIST - Charitable Trusts Act 1993 (NSW)	An Act to make further provision for the protection of charitable trusts; to authorise the Attorney General to establish schemes for the administration of charitable trusts; and for other purposes.	The University manages charitable trusts.	Governance	
WATCHLIST - 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.	Property Management	

Legislation	Purpose of Legislation	Relevance to the University	Legislation Category	Assigned Division
WATCHLIST - 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.	Property Management	
WATCHLIST - 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 NSW EPA may undertake an investigation or remediation order under the Act. The University must comply with any order for land owned or under its control.	Environment & Sustainability	
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.	Tax, Finance & Procurement	
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.	Tax, Finance & Procurement	

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WATCHLIST - EU General Data Protection Regulation	Related to Privacy legislation and Personal information	<p>Impacts Research collaboration, participants, IT systems, EU students and staff, marketing, products.</p> <p>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.</p>	Privacy & Records	
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.	Tax, Finance & Procurement	
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.	Tax, Finance & Procurement	
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.	Security	

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WATCHLIST - My Health Records Act 2012	Related to Privacy legislation and Personal information	Potentially impacts IT systems, health clinics	Privacy & Records	
WATCHLIST - National Consumer Credit Protection Act (Cth)	Related to Student loans	Impacts Marketing, finance, students	Tax, Finance & Procurement	
WATCHLIST - National Vocational Education and Training Regulator Act 2011 (Cth)	Relates to VET qualifications and attainment.	Impacts Students, accreditation	Higher Education & VET	

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WATCHLIST - Payment Times Reporting Bill 2020 (Cth)	To establish a new Payment Times Reporting Scheme which requires large businesses and large government enterprises, with an annual total income of over \$100 million, to publicly report on their payment terms and practices for their small business suppliers (entities with an annual turnover of less than \$10 million).	<p>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 of the Bill and therefore may bring it within the meaning of a reporting entity under s.7, see <i>Quickenden v O'Connor</i> [2001] FCA 303 (which was an industrial law cases, as many constitutional cases are).</p> <p>The University must publicly report on its payment terms and practices for its small business suppliers (entities with an annual turnover of less than \$10 million).</p> <p>A reporting entity is required to keep records of information used to prepare a payment times report for 7 years.</p>		

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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.	Environment & Sustainability	
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.	Tax, Finance & Procurement	
WATCHLIST - Religious Discrimination Bill 2019 (Cth)	The Bill prohibits discrimination in certain areas of public life on the ground of religious belief or activity.	The University includes staff and students of various religious beliefs practising various religious activities.	Equity (Staff and Students)	
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 Ethics & Integrity	
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.	Tax, Finance & Procurement	

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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 Ethics & Integrity	
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.	Tax, Finance & Procurement	
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.	Environment & Sustainability	