

# Southern Cross University Compliance Register

## Key Compliance Obligations

Legislation	Compliance Lead	Overview
Australian Code for the Responsible Conduct of Research 2018 (Cth)	Senior Deputy Vice Chancellor	Code governing research integrity in Australia.
Education Services for Overseas Students Act 2000 (Cth)	Pro Vice Chancellor (Academic Quality)	The Education Services for Overseas Students Act 2000 (the ESOS Act) regulates the education and training services provided to overseas students by providing tuition and financial assurance, as well as a provider registration requirement.
Fair Work Act 2009 (Cth)	Vice President (People & Culture)	This Act provides a safety net of minimum entitlements, enable flexible working arrangements and fairness at work and prevents discrimination against employees
Higher Education Standards Framework (Threshold Standards) 2021 (Cth)	Pro Vice Chancellor (Academic Quality)	Part A: Standards for Higher Education - These Standards represent the minimum acceptable requirements for the provision of higher education in or from Australia by higher education providers registered under the TEQSA Act. Part B: Criteria for Higher Education Providers - These criteria enable categorisation of different types of higher education providers according to certain characteristics; and whether a provider is responsible for self-accreditation of a course(s) of study it delivers.
Higher Education Support Act 2003 (Cth)	Vice President (Students) and Registrar	This Act codifies the existing aims of universities, recognises the status of universities in Australia and introduces measures to strengthen Australia's knowledge base.
National Code of Practice for Providers of Education and Training to Overseas Students 2018 (Cth)	Pro Vice Chancellor (Academic Quality)	Sets nationally consistent standards to support providers to deliver quality education and training to overseas students.
Privacy and Personal Information Protection Act 1998 (NSW)	Director, Governance Services	This Act deals with how NSW government agencies manage personal information.

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Public Interest Disclosures Act 2022 (NSW)	Director, Governance Services	The University is required to have a policy and processes in place for receipt and investigation of public interest disclosures.
Southern Cross University Act 1993 (NSW)	Director, Governance Services	This Act establishes Southern Cross University. It sets out the object and functions of the University for the promotion of scholarship, research, free inquiry, the interaction of research and teaching, and academic excellence. The Act deals with procedural matters concerning the University Council and Academic Board
Tertiary Education Quality and Standards Agency Act 2011 (Cth)	Pro Vice Chancellor (Academic Quality)	<p>The objects of this Act are:</p> <ul style="list-style-type: none"> <li>(a) to provide for national consistency in the regulation of higher education</li> <li>(b) to regulate higher education</li> <li>(c) to encourage and promote a higher education system that is appropriate to meet Australia's social and economic needs for a highly educated and skilled population</li> <li>(d) to protect students undertaking, or proposing to undertake, higher education in Australia by requiring the provision of quality higher education</li> <li>(e) to ensure students undertaking, or proposing to undertake, higher education, have access to information relating to higher education in Australia.</li> </ul>
Work Health and Safety legislation (Cth)	Vice President (People and Culture)	Various legislation relating to the health, safety and welfare of people at work

## Other Compliance Obligations

Legislation	Compliance Lead	Overview
Anatomy Act 1977 (NSW)	Executive Dean, Faculty of Health	An Act to regulate the conduct of anatomical examinations.
Animal Research Act 1985 (NSW)	Senior Deputy Vice Chancellor	An Act to protect the welfare of animals used in connection with Research.
Annual Holiday Act (NSW)	Vice President (People and Culture)	This Act requires the University to provide annual holidays to its employees
Anti-discrimination legislation (Cth)	Vice President (People and Culture)	Legislation requiring the University to ensure that people are not treated less favourable based on certain characteristics
Anti-Money Laundering and Counter-Terrorism Financing Act 2006 (Cth)	Vice President (Finance)	An Act providing the means to help detect and deter money laundering and terrorism financing.
Australian Charities and Not-for-profits Commission Act 2012 (Cth)	Director, Governance Services	An Act which regulates the operation of charitable entities in Australia.
Autonomous Sanctions Act 2011 (Cth)	Senior Deputy Vice Chancellor	This Act sets our restrictions on the interactions with people or organisations who are associated with countries on the sanctions list.
Biodiscovery Act 2004 (Qld)	Senior Deputy Vice Chancellor	This Act sets out a framework regulating biodiscovery with the purpose of facilitating sustainable access to Queensland's biodiversity and ensuring the fair and equitable sharing of any benefits derived from these activities with the State of Queensland.
Biodiversity Conservation Act 2016 (NSW)	Vice President (Operations)	This Act identifies and protects threatened species, populations and ecological communities in NSW.
Biological Control Act 1985 (NSW)	Vice President (Operations)	This Act makes provision for the biological control of pests in NSW.
Biosecurity Act 2015 (Cth)	Senior Deputy Vice Chancellor	This Act sets out how we manage biosecurity threats to plant, animal and human health in Australia.
Biosecurity Act 2015 (NSW) (NSW)	Senior Deputy Vice Chancellor	This Act provides a framework for the prevention, elimination and minimisation of biosecurity risks.
Building Act 1975 (Qld)	Vice President (Operations)	This Act governs all building work in Queensland, empowering the regulation of certain aspects of buildings and structures.

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Building and Construction Industry Security of Payment Act 1999 (NSW)	Vice President (Operations)	This Act ensures that any party that contracts to carry out construction work, or supply related goods or services, have the right to receive progress payments for work delivered.
Business Names Registration Act 2011 (Cth)	Vice President (Future Students and Outreach)	The University is required to register any names it uses in trade and commerce.
Charitable Fundraising Act 1991 (NSW)	Vice President (Future Students and Outreach)	This Act regulates public fundraising for charitable purposes.
Child Protection (Working with Children) Act 2012 (NSW)	Vice President (People and Culture)	This Act relates to checks and clearance for the purpose of working with children.
Circuit Layouts Act 1989 (Cth)	Senior Deputy Vice Chancellor	An Act protecting intellectual property rights in the layout plan or designs of electronic components in an integrated circuit, computer chips, or semi-conducts used in personal computers and computer-reliant equipment.
Competition and Consumer Act 2010 (Cth)	Director, Governance Services	This Act covers the relationships between suppliers, wholesalers, retailers and customers. Its purpose is to promote fair trading and competition, and provide protections to customers.
Contaminated Land Management Act 1997 (NSW)	Vice President (Operations)	An Act to promote the better management of contaminated land.
Copyright Act 1968 (Cth)	Senior Deputy Vice Chancellor	An Act protecting the work of creators and the investment of producers in things such as novels, films, paintings and the like.
Corporations Act 2001 (Cth)	Director, Governance Services	An Act regulating the formation and operation of companies.
Dangerous Goods (Road and Rail Transport) Act 2008 (NSW)	Vice President (Operations)	This Act regulates the transport of dangerous goods by road and rail in order to promote public safety and protect property and the environment.
Defence Trade Controls Act 2012 (Cth)	Senior Deputy Vice Chancellor	This Act puts in place measures to control the transfer of defence and strategic goods technologies to ensure exports of such proliferation-sensitive technology are consistent with Australia's security interests and international obligations.
Designs Act 2003 (Cth)	Senior Deputy Vice Chancellor	This Act protects the overall appearance of a product resulting from one or more visual features of the product.
Education Services For Overseas Students (Registration Charges) Act 1997 (Cth)	Pro Vice Chancellor (Academic Quality)	This Act imposes registration charges in relation to CRICOS.

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Electrical Safety Act 2002 (Qld)	Vice President (Operations)	The purpose of this Act is to prevent people from being killed or injured and property from being destroyed or damaged by electricity
ELICOS Standards 2018 (Cth)	Pro Vice Chancellor (Academic Quality)	Standards which set nationally consistent requirements for English Language Intensive Courses for Overseas Students within Australia.
Environment Protection and Biodiversity Conservation Act 1999 (Cth)	Vice President (Operations)	This Act provides for the protection of the environment, especially matters of national environmental significance. conserve Australian biodiversity. ... promote ecologically sustainable development through the conservation and ecologically sustainable use of natural resources.
Environmental Planning and Assessment Act 1979 (NSW)	Vice President (Operations)	This Act is the legislative umbrella for land use planning in NSW.
Environmental Protection Act 1994 (Qld)	Vice President (Operations)	This Act is intended to protect Queensland's environment while allowing for development that improves the total quality of life.
Environmentally Hazardous Chemicals Act 1985 (NSW)	Vice President (Operations)	This Act provides for control of the effects on the environment of chemicals and chemical wastes.

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Foreign Influence Transparency Scheme Act 2018 (Cth)	Senior Deputy Vice Chancellor	<p>This legislation aims to provide the public and government decision-makers with visibility of the nature, level and extent of foreign influence on Australia's government and political process. Under the scheme, people or entities that undertake certain activities on behalf of a foreign principal for the purpose of political or governmental influence are required to register unless an exemption applies.</p> <p>A foreign principal includes: a foreign government; a foreign political organisation; a foreign government related entity and a foreign government related individual.</p> <p>Categories of registerable activities include: parliamentary lobbying on behalf of a foreign government; parliamentary lobbying on behalf of other kinds of foreign principals for the purpose of political or governmental influence; general political lobbying for the purpose of political or governmental influence; communications activities for the purpose of political or government influence; disbursement activities for the purpose of political or governmental influence; activities undertaken by former Cabinet ministers on behalf of a foreign principal</p> <p>activities undertaken by recent designated position holders in the 15 year period immediately following their public role where those activities draw on the knowledge, skills or experience gained in their previous role.</p>
Gene Technology Act 2000 (Cth)	Senior Deputy Vice Chancellor	<p>This Act protects the health and safety of people and the environment by identifying risks posed by or as a result of gene technology and by managing those risks through regulating certain dealings with genetically modified organisms.</p>
General Data Protection Regulation (EU)	Director, Governance Services	<p>The General Data Protection Regulation (GDPR) is a European Union law that was implemented May 25, 2018, and requires organizations to safeguard personal data and uphold the privacy rights of anyone in EU territory. The GDPR applies to the University to the extent that it offers goods and services in the EU or monitor the behaviour of individuals in the EU.</p>
Government Information (Public Access) Act 2009 (NSW)	Director, Governance Services	<p>This Act creates rights to information which are designed to meet community expectations of more open and transparent government.</p>
Government Sector Employment Act 2013 (NSW)	Vice President (People and Culture)	<p>This Act requires to University to report on workforce diversity</p>

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Government Sector Finance Act 2018 (NSW)	Vice President (Finance)	The Acts sets out the financial reporting requirements for the University.
Health Practitioner Regulation National Law (NSW)	Executive Dean, Faculty of Health	The Health Practitioner Regulation National Law establishes a national registration and accreditation scheme for the regulation of health practitioners and the registration of students undertaking programs of study that provide a qualification for registration in a health profession; or clinical training in a health profession. A health practitioner is defined as an individual who practises a health profession.
Health Records and Information Privacy Act 2002 (NSW)	Director, Governance Services	This Act promotes the fair and responsible handling of health information by protecting the privacy of an individual's health information and enabling individuals to access their health information.
Heritage Act 1977 (NSW)	Vice President (Operations)	This Act provides for the protection and conservation of historical places and objects of cultural heritage significance and the registration of such places and objects.
Higher Education Provider Guidelines 2012 (Cth)	Vice President (Students) and Registrar	<p>The Higher Education Provider Guidelines set out:- the tuition assurance requirements</p> <ul style="list-style-type: none"> <li>- particular obligations on certain providers</li> <li>- the grievance and review procedures</li> <li>- the name of the quality auditing body which will undertake quality auditing of higher education providers</li> <li>- publication and other requirements for student contribution amounts and transition fees</li> <li>- fees in respect of overseas students, and</li> <li>- fees for goods and services incidental to studies.</li> </ul>
Higher Education Support (Administration) Guidelines 2022 (Cth)	Vice President (Students) and Registrar	<p>The Administration Guidelines contain requirements for:- Determining and publishing student services and amenities fees</p> <ul style="list-style-type: none"> <li>- Determining when special circumstances apply</li> <li>- Commonwealth Assistance Notice (the notice to students)</li> <li>- Work Experience in Industry (WEI)</li> <li>- Publication of unit of study census dates and EFTSL values</li> <li>- Determining the EFTSL value of a unit of study</li> <li>- Electronic communications</li> </ul>

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Higher Education Support (Administration) Guidelines 2022 (Cth)	Vice President (Students) and Registrar	These Guidelines support the Higher Education Support Act. It contains obligations in relation to:- tuition protection - Higher education provider application fee - having grievance and review procedures - tuition fees - SSAF fees - quality, accountability and other administrative requirements
Higher Education Support (Other Grants) Guidelines 2022 (Cth)	Vice President (Students) and Registrar	The Other Grants Guidelines contain requirements on grants payable to higher education providers and other eligible bodies for a variety of purposes.
Independent Commission Against Corruption Act 1988 (NSW)	Director, Governance Services	This Act establishes the Independent Commission against Corruption which is responsible for eliminating and investigating corrupt activities and enhancing the integrity of the public administration in NSW.
Independent Contractors Act 2006 (Cth)	Vice President (Operations)	This Act sets up a national unfair contracts scheme for independent contractors where they can ask a court to set aside a contract if it is harsh or unfair.
Indigenous Student Assistance Grant Guidelines 2017 (Cth)	Vice President (Students) and Registrar	Guidelines concerning the Indigenous Student Support Program Funding.
Industrial Chemicals Act 2019 (Cth)	Vice President (Operations)	This legislation requires registration of entities that are introducing industrial chemicals to Australian.
Industrial Relations Act 2016 (Qld)	Vice President (People and Culture)	This Act requires the University to provide long service leave entitlements to its employees in Queensland.
Liquor Act 1992 (Qld)	Vice President (Operations)	This Act regulates and controls the sale and supply of liquor and the use of premises on which liquor is sold or supplied in Qld.
Liquor Act 2007 (NSW)	Vice President (Operations)	This Act regulates and controls the sale and supply of liquor and the use of premises on which liquor is sold or supplied in NSW.
Local Land Services Act 2013 (NSW)	Vice President (Operations)	This Act relates to the sustainable management and conservation of native vegetation.
Long Service Leave Act 1955 (NSW)	Vice President (People and Culture)	This Act sets out long service leave entitlements for full-time, part-time and casual workers in NSW.



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Migration Act 1958 (Cth)	Vice President (People and Culture)	This Act regulates the coming into and presence in Australia of non-citizens
Modern Slavery legislation (Cth)	Vice President (Finance)	This legislation requires the University to take action in relation to preventing and combatting modern slavery
Multicultural NSW Act 2000 (NSW)	Vice President (People and Culture)	This Act establishes multicultural principles as the policy of the States, constitutes Multicultural NSW and provides for its objectives and functions.
National Health Security Act 2007 (Cth)	Vice President (Operations)	This Act sets out arrangements for sharing information about communicable disease, releases of chemical, biological or radiological agents, and the occurrence of other public health events of national and international significance.
Nuclear Non-Proliferation (Safeguards) Act 1987 (Cth)	Senior Deputy Vice Chancellor	This Act gives effect to certain obligations that Australia has as a party to the Non Proliferation Treaty, the Agency Agreement, the Supplementary Agency Agreements and the prescribed international agreements.
Ombudsman Act 1974 (NSW)	Director, Governance Services	This Act provides for the appointment of an Ombudsman and his functions.
Ozone Protection Act 1989 (NSW)	Vice President (Operations)	This Act empowers 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.
Ozone Protection and Synthetic Greenhouse Gas Management Act 1989 (Cth)	Vice President (Operations)	This Act protects the environment by reducing emissions of ozone depleting substances and synthetic greenhouse gases.
Paid Parental Leave Act 2010 (Cth)	Vice President (People and Culture)	This Act provides to eligible working parents to get tax-payer funded pay when they take time off work to care for a newborn or recently adopted child.
Patents Act 1990 (Cth)	Senior Deputy Vice Chancellor	This Act provides for legally enforceable rights for a device, substance, method or process.
Personal Property Securities Act 2009 (Cth)	Vice President (Finance)	This Act relates to security interests in personal property.
Pesticides Act 1999 (NSW)	Vice President (Operations)	This Act regulates and controls the use of pesticides.
Plant Breeders Rights Act 1994 (Cth)	Senior Deputy Vice Chancellor	This Act provides for protection of new varieties of plants.

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Poisons and Therapeutic Goods Act 1966 (NSW)	Executive Dean, Faculty of Health	This Act imposes limitations on the use of potent medicines, drugs and poisons by restricting their distribution, prescription and administration to appropriately qualified and authorised persons.
Privacy Act 1988 (Cth)	Director, Governance Services	This Act promotes and protects the privacy of individuals and regulates how certain organisations handle personal information.
Protection of Movable Cultural Heritage Act 1986 (Cth)	Senior Deputy Vice Chancellor	This Act regulates the export of cultural heritage objects from Australia. It protects objects which, if exported, would significantly diminish Australia's cultural heritage.
Protection of the Environment Operations Act 1997 (NSW)	Vice President (Operations)	This Act enables the NSW government to set out explicit protection of the environment policies (PEPs) and adopt more innovative approaches to reducing pollution. PEPs are instruments for setting environmental standards, goals, protocols and guidelines. They provide both the framework for Government decisions that affect the environment and the means of adopting Australia-wide environment protection measures set by the National Environment Protection Council.
Public Health Act 2010 (NSW)	Vice President (People and Culture)	This Act provides for the protection and promotion of public health, the control of risks to public health, the promotion of control of infectious diseases and the prevention of the spread of infectious diseases.
Radiation Control Act 1990 (NSW)	Vice President (Operations)	The Act relates to the protection of persons and the environment from exposure to ionising and harmful non-ionising radiation to the maximum extent that is reasonably practicable, taking into account social and economic factors and recognising the need for the use of radiation for beneficial purposes
Radiation Safety Act 1999 (Qld)	Vice President (Operations)	This Act relates to the protection of persons from health risks associated with exposure to particular sources of ionising radiation and harmful non-ionising radiation.
Recreation Vehicles Act 1983 (NSW)	Vice President (Operations)	This Act regulates the off-road use of motor vehicles.
Retail Leases Act 1994 (NSW)	Vice President (Operations)	This Act makes provision with respect to the leasing of certain retail shops and the rights and obligations of lessors and lessees of those shops in NSW.
Retail Shop Leases Act 1994 (Qld)	Vice President (Operations)	This Act makes provision with respect to the leasing of certain retail shops and the rights and obligations of lessors and lessees of those shops in QLD.

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Return to Work Act 2014 (SA)	Vice President (People and Culture)	Return to Work Act 2014 SA This Act provides for compensation and rehabilitation of the University's workers in South Australia in respect of work-related injuries.
Smoke-free Environment Act 2000 (NSW)	Vice President (People and Culture)	This Act establishes smoke free areas in NSW
Soil Conservation Act 1938 (NSW)	Vice President (Operations)	This Act makes provision for the conservation of soil resources and farm water resources and for the mitigation of erosion.
Spam Act 2003 (Cth)	Vice President (Future Students and Outreach)	This Act sets up a scheme for regulating commercial email and other types of commercial electronic messages.
State Records Act 1998 (NSW)	Director, Governance Services	This Act provides for the creation, management and protection of the records of public offices of the State and for public access to those records.
Superannuation Guarantee (Administration) Act 1992 (Cth)	Vice President (People and Culture)	This Act sets out the administrative arrangements for the Superannuation Guarantee Scheme. The Superannuation Guarantee is the minimum amount employers are required to pay to their eligible employees. The University is obliged to pay superannuation to eligible employees, contribute to the correct superannuation fund and pay contributions by a specified date.
Taxation legislation (Cth)	Vice President (Finance)	Various legislation relating to taxation regimes
Telecommunications (Interception and Access) Act 1979 (Cth)	Vice President (Operations)	This legislation requires the University to retain data relating to user access to its telecommunications services unless it falls within an exemption.
Telecommunications Act 1997 (Cth)	Vice President (Operations)	This Act regulates the activities of participants in the telecommunications industry.
Therapeutic Goods Act 1989 (Cth)	Senior Deputy Vice Chancellor	This Act provides for the establishment and maintenance of a national system of controls relating to the quality, safety, timely availability and, where necessary, efficacy, of therapeutic goods.
Tobacco and Other Smoking Products Act 1998 (Qld)	Vice President (People and Culture)	This Act provides for non-smoking areas in Qld.
Trade Marks Act 1995 (Cth)	Vice President (Future Students and Outreach)	This Act provides for the registration of trade marks, collective trademarks, certification trademarks and defensive trademarks and sets out and protects the rights deriving from registration.

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Transplantation and Anatomy Act 1979 (Qld)	Executive Dean, Faculty of Health	This Act makes provision for and in relation to the removal of human tissues for transplantation and other medical and scientific purposes, for post-mortem examinations, for the definition of death, for the regulation of schools of anatomy.
Trustee Act 1925 (NSW)	Vice President (Future Students and Outreach)	This Act sets out the law relating to trustees and trust property
Waste Avoidance and Resource Recovery Act 2001 (NSW)	Vice President (Operations)	This Act promotes waste avoidance and resource recovery.
Waste Reduction and Recycling Act 2011 (Qld)	Vice President (Operations)	This Act contains a suite of measures to reduce waste generation and landfill disposal and encourage recycling.
Water Management Act 2000 (NSW)	Vice President (Operation)	This Act was established to promote the sustainable and integrated management of NSW's water.
Workers Compensation Act 1951 (ACT)	Vice President (People and Culture)	This Act provides for compensation and rehabilitation of workers in the ACT in respect of work-related injuries.
Workers Compensation Act 1987 (NSW)	Vice President (People and Culture)	This Act provides for compensation and rehabilitation of workers in respect of work related injuries by the University.
Workers' Compensation and Injury Management Act 1981 (WA)	Vice President (People and Culture)	This Act provides for compensation and rehabilitation of the University's workers in WA in respect of work-related injuries.
Workers' Compensation and Rehabilitation Act 2003 (Qld)	Vice President (People and Culture)	This Act provides for compensation and rehabilitation of the University's workers in Qld in respect of work-related injuries.
Workers Rehabilitation and Compensation Act 1988 (Tas)	Vice President (People and Culture)	This Act provides for compensation and rehabilitation of the University's workers in Tasmania in respect of work-related injuries.
Working with Children (Risk Management and Screening) Act 2000 (Qld)	Vice President (People and Culture)	This Act establishes a scheme requiring the development and implementation of risk management strategies, and the screening of persons employed in particular employment or carrying on particular businesses, to promote and protect the rights, interests and wellbeing of children in Queensland
Workplace Gender Equality Act 2012 (Cth) (Cth)	Vice President (People and Culture)	An Act to promote gender equality in employment.

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Workplace Injury Management and Workers Compensation Act 1998 (NSW)	Vice President (People and Culture)	This Act requires the University to provide effective management of work-related injuries, medical and vocational rehabilitation, compensation and income support, and other reasonable treatment and other related expenses.
Workplace Injury Rehabilitation and Compensation Act 2013 (Vic)	Vice President (People and Culture)	This Act provides for compensation and rehabilitation of the University's workers in Vic in respect of work-related injuries.
Workplace Surveillance Act 2005 (NSW)	Vice President (Operations)	This Act regulates the use of camera, audio, computer surveillance and geographical tracking in Australia.