


| \# | Description of delegation | Limit | Delegate | Code | ID | Note |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Expenditure - budgeted |  |  |  |  |  |  |
|  | Approve, commit or incur expenditure within approved budget. The delegate may authorise any employee under that delegate's supervision to exercise the delegation in the name of the delegate in accordance with the Delegations Rule and using the approved Authorisation Form, for transactions up to a maximum of $\$ 10,000$. | \$50,000.00 | Head of Work Unit | G4 | FN63 |  |
|  | Approve, commit or incur expenditure within approved budget. | \$200,000.00 | Executive | G3 | FN64 |  |
|  |  | \$100,000.00 | Director, Financial Operations | S4 | FN65 |  |
|  | Approve, commit or incur expenditure within approved budget. Amounts between $\$ 1 \mathrm{M}$ and $\$ 3.5 \mathrm{M}$ are reportable to Council. | \$3,500,000.00 | Vice Chancellor | G2 | FN85 |  |
| Expenditure - Council Approved Contracts |  |  |  |  |  |  |
|  | Approve, commit or incur expenditure for transactions arising from a Council approved contract and that fall within the framework and limit of the transactions previously approved by Council. | Total Contract Value | Council Secretary | NT3 | FN123 |  |
| Expenditure - crisis |  |  |  |  |  |  |
|  | Approve expenditure of funds in a crisis or emergency event in accordance with Emergency and Crisis Management Plan. Exercise of delegation is reportable to Council. | \$1,000,001.00 | Vice President (Finance) | NT2 | FN130 |  |
| Fees - approve |  |  |  |  |  |  |
|  | Approve and set student ancillary fees, residential fees, fines and penalties, and all other student related charges. |  | Director, Student <br> Administration Services | S4 | FN68 |  |
|  | Approve and set student contributions amounts. |  | Pro Vice Chancellor (Academic Quality) | S3 | FN125 |  |
|  | Approve and set tuition fees. |  | Pro Vice Chancellor (Academic Quality) | S3 | FN126 |  |
|  | Set other University fees, charges and fines within Policy settings. |  | Pro Vice Chancellor (Academic Quality) | S3 | FN127 |  |
|  | Approve Student Services and Amenities Fees |  | Vice Chancellor | G2 | FN124 |  |
| Financial Risk Management |  |  |  |  |  |  |
|  | Approve the University's use of authorised hedging instruments in accordance with Treasury Policy |  | Vice President (Finance) | S3 | FN93 |  |


| Description of delegation | Limit | Delegate | Code | ID | Note |
| :---: | :---: | :---: | :---: | :---: | :---: |
| Financial statements - annual |  |  |  |  |  |
| Adoption of annual financial statements. |  | Council | G1 | FN74 |  |
| Investment |  |  |  |  |  |
| Invest funds in accordance with the Treasury policy. |  | Vice President (Finance) | S5 | FN131 | NEW |
| Lending |  |  |  |  |  |
| Approve lending and guaranteeing (external) unless otherwise specified in this register. |  | Council | G1 | FN79 |  |
| Approve Student Loan. | \$1,500.00 | Student Financial Assistance Officer | S5 | FN80 |  |
| Scholarships and prizes |  |  |  |  |  |
| Approve conditions (including authorised decision makers) for the award of Scholarships and Prizes. |  | Academic Board | NT2 | FN82 |  |
|  |  | Executive | S3 | FN83 |  |
| Student grants |  |  |  |  |  |
| Approve a student grant. | \$3,500,000.00 | Vice Chancellor | G2 | FN87 |  |
| Taxation |  |  |  |  |  |
| Authority to act in respect of taxation and statutory compliance matters including but not limited to lodgement of returns, appointment of tax agents. |  | Director, Financial Operations | S4 | FN119 |  |


| \# Description of delegation <br> 2. Human Resources | Limit | Delegate | Code | ID | Note |
| :---: | :---: | :---: | :---: | :---: | :---: |
| 01. Industrial instruments |  |  |  |  |  |
| Sign Enterprise Agreements (EAs) on behalf of the University. |  | Vice Chancellor | G2 | HR1 |  |
| 02. Remuneration |  |  |  |  |  |
| Approve remuneration for appointments above normal academic and professional staff levels. |  | Vice Chancellor | G2 | HR2 |  |
| Determine remuneration for Vice Chancellor. |  | Remuneration Committee | NT2 | HR83 |  |
| Approve maximum annual percentage salary increase for staff at Head of Work Unit and above not covered by the SCU enterprise agreement. |  | Remuneration Committee | NT2 | HR84 |  |
| Approve remuneration to be offered on appointment where the commencing salary point is higher than the minimum salary for the classification. |  | Director, Human Resources | S3 | HR101 |  |
| 02. Remuneration - advanced payment |  |  |  |  |  |
| Approve payment in advance to staff where the advance is acknowledged as a debt to the University in cases of financial hardship. |  | Director, Financial Operations | S4 | HR6 |  |
|  |  | Director, Human Resources | S4 | HR7 |  |
| Approve payment of salary in advance to staff where Special Studies Program is approved in accordance with University Policy. |  | Director, Human Resources | S3 | HR102 |  |
| 02. Remuneration - allowances and payments |  |  |  |  |  |
| Approve Academic Special Duties Payments. |  | Head of Work Unit | G4 | HR9 |  |
| Approve additional responsibilities allowances. |  | Head of Work Unit | G4 | HR103 |  |
| 02. Remuneration - deferred salary |  |  |  |  |  |
| Approve deferred salary scheme arrangements in accordance with University Policy. |  | Head of Work Unit | G4 | HR12 |  |
| 02. Remuneration - motor vehicles |  |  |  |  |  |
| A. Approve access to a fully serviced University motor vehicle or other fringe benefit for staff. |  | Executive | G3 | HR13 |  |
| B. Approve access to a fully serviced University motor vehicle or other fringe benefit for staff where the relevant Executive delegate is unavailable. |  | Vice President (Finance) | S3 | HR14 |  |


| \# Description of delegation | Limit | Delegate | Cod | ID | Note |
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| 02. Remuneration - progression |  |  |  |  |  |
| Award accelerated incremental progression within the salary range in accordance with the appropriate industrial instrument and/or University policies. |  | Executive | G3 | HR15 |  |
| Withhold incremental progression in accordance with the appropriate industrial instrument and/or University policies. |  | Executive | G3 | HR17 |  |
| 03. Recruitment and appointment - approve |  |  |  |  |  |
| Approve recruitment in accordance with the appropriate industrial instrument and/or University policies for academic and professional staff covered by the Enterprise Agreement. |  | Executive | G3 | HR104 |  |
| Approve recruitment in accordance with the appropriate industrial instrument and/or University policies for all positions at Head of Work Unit or above and not covered by the Enterprise Agreement. |  | Vice Chancellor | G2 | HR105 |  |
| 03. Recruitment and appointment - approve selection panel recommendations |  |  |  |  |  |
| Executives, Directors, Deans, Heads of Work Unit, Professors - Approve the appointment of a candidate based on the recommendations of a selection panel. |  | Vice Chancellor | G2 | HR107 |  |
| Professional staff - Approve the appointment of a candidate based on the recommendations of a selection panel for all professional staff positions, excluding positions at or above the level of Heads of Work Unit, Directors and executive appointments. |  | Director, Human Resources | S3 | HR108 |  |
| Academic staff - Approve the appointment of a candidate based on the recommendations of a selection panel for all academic staff positions, excluding positions at or above the level of Professor, Deans, Directors and Executive appointments. |  | Pro Vice Chancellor (Academic Innovation) | S3 | HR106 |  |
| 03. Recruitment and appointment - by invitation |  |  |  |  |  |
| Approve appointments by invitation in accordance with University Policy unless otherwise specified in this register. |  | Vice Chancellor | G2 | HR26 |  |
| Approve temporary appointments by invitation (including casual and fixed term) for more than twelve months in accordance with University Policy. |  | Executive | G3 | HR27 |  |
| Approve temporary appointments by invitation (including casual and fixed term) for up to and including twelve months in accordance with University Policy. |  | Head of Work Unit | G4 | HR28 |  |



| \# | Description of delegation | Limit | Delegate |  | ID | Note |
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| 06. Employment strategy |  |  |  |  |  |  |
|  | Approve the targeting of positions in accordance with the University's Indigenous Employment Strategy. |  | Executive | G3 | HR115 |  |
| 07. Workload matters - allocation |  |  |  |  |  |  |
|  | Allocate individual workloads for academic staff in accordance with University policy. |  | Head of Work Unit | G4 | HR46 |  |
| 07. Workload matters - attendance |  |  |  |  |  |  |
|  | Approve professional staff working hours in accordance with the Enterprise Agreement. |  | Head of Work Unit | G4 | HR49 |  |
| 07. Workload matters - duties |  |  |  |  |  |  |
|  | Reassign duties at the same classification level within work unit. |  | Head of Work Unit | G4 | HR50 |  |
| 09. Relieving appointments |  |  |  |  |  |  |
|  | Approve relieving appointments (acting arrangements) for Executive. |  | Vice Chancellor | G2 | HR54 |  |
|  | Approve relieving appointments (acting arrangements) for Head of Work Unit. |  | Executive | G3 | HR55 |  |
|  | Approve relieving appointments (acting arrangements) for positions below the level of Head of Work Unit for periods exceeding twelve months continuous service in a relieving position. |  | Executive | G3 | HR56 |  |
|  | Approve relieving appointments (acting arrangements) for positions below the level of Head of Work Unit for periods up to twelve months continuous service in a relieving position. |  | Head of Work Unit | G4 | HR57 |  |
|  | Approve relieving appointments (acting arrangements) for the Vice Chancellor. |  | Vice Chancellor | G2 | HR82 |  |
| 10. Employment classification |  |  |  |  |  |  |
|  | Approve the reclassification of new and existing professional staff positions in accordance with University policy. |  | Director, Human Resources | S4 | HR88 |  |
|  | Approve the outcome of a review of classification decision for professional positions in accordance with University policy. |  | Vice President (Finance) | S3 | HR97 |  |
| 11. Leave - without pay |  |  |  |  |  |  |
|  | Approve leave without pay applications in excess of 6 months. |  | Executive | G3 | HR90 |  |
|  | Approve leave without pay applications up to and including 6 months. |  | Head of Work Unit | G4 | HR91 |  |


| \# Description of delegation | Limit | Delegate | Code | ID | Note |
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| 13. Disciplinary action |  |  |  |  |  |
| Approve disciplinary action for unsatisfactory performance or misconduct in accordance with the appropriate industrial instrument or University policies. |  | Executive | G3 | HR116 |  |
| 14. Terminate employment - other |  |  |  |  |  |
| Terminate employment (except via resignation/retirement). |  | Vice Chancellor | G2 | HR76 |  |
| 14. Terminate employment - resignation |  |  |  |  |  |
| Provide formal letter of acceptance. |  | Director, Human Resources | S4 | HR77 |  |
| 14. Terminate employment - resignation/retirement |  |  |  |  |  |
| Accept or withdraw resignation from Executive staff. |  | Vice Chancellor | G2 | HR78 |  |
| Accept or withdraw resignation from Head of Work Unit. |  | Executive | G3 | HR79 |  |
| Accept or withdraw resignation from employees below the level of Head of Work Unit. |  | Head of Work Unit | G4 | HR95 |  |
| 15. First Aid Officers |  |  |  |  |  |
| Appoint First Aid Officers and approve payment of a first aid allowance in accordance with the appropriate industrial instrument. |  | Manager, Workplace Health \& Safety |  | HR96 |  |



| \# | Description of delegation | Limit | Delegate |  | ID | Note |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Agreements - University land |  |  |  |  |  |  |
|  | Lease any university lands provided the term of the lease does not exceed 21 years and is otherwise consistent with the requirements of the SCU Act. | \$200,000.00 | Vice President (Operations) | S3 | LG81 |  |
|  | Exercise Council powers in relation to real property unless otherwise delegated in this Schedule A. | ecified in the SCU Act | Council | G1 | LG79 |  |
|  | Exercise Council's power to sell, lease and develop University real property, or lease land from another party, for transactions within the specified financial limit and other limits imposed by the SCU Act. | \$3,500,000.00 | Vice Chancellor | G2 | LG115 |  |
| Deeds |  |  |  |  |  |  |
|  | Execute Deeds without affixing the Seal of the University. Delegation must be jointly exercised by the Vice Chancellor and Council Secretary subject to the Vice Chancellor's expenditure limit. |  | Council Secretary | S4 | LG111 |  |
|  |  | \$3,500,000.00 | Vice Chancellor | G2 | LG110 |  |
| External lawyers |  |  |  |  |  |  |
|  | Appoint and manage external lawyers to represent the University on human resource/staffing matters. |  | Director, Human Resources | S4 | LG50 |  |
|  | Appoint and manage external lawyers to represent the University. | \$3,500,000.00 | Vice Chancellor | G2 | LG86 |  |
|  |  | \$50,000.00 | Director, Governance Services | S3 | LG52 |  |
|  |  | \$20,000.00 | Senior Lawyer | S4 | LG83 |  |
|  |  | \$5,000.00 | University Lawyer | S5 | LG53 |  |
| Intellectual property rights |  |  |  |  |  |  |
|  | Approve assignment of Intellectual Property (IP) rights in accordance with University Policy, as it relates to Research. |  | Deputy Vice Chancellor (Research) | S3 | LG59 |  |
|  | Approve assignment of Intellectual Property (IP) rights in accordance with University Policy, as it relates to Teaching. |  | Pro Vice Chancellor (Academic Innovation) | S3 | LG95 |  |
|  | Approve applications, maintenance, prosecution and registration of intellectual property (including copyright, circuit layouts, know how, patents and plant breeder's rights). The exercise of this delegation is to be reported to the following meeting of Council for noting. |  | Deputy Vice Chancellor (Research) | S3 | LG112 |  |


| Description of delegation | Limit | Delegate | Code | ID | Note |
| :---: | :---: | :---: | :---: | :---: | :---: |
| Litigation |  |  |  |  |  |
| Commence litigation or alternative dispute resolution for any University matter. | \$3,500,000.00 | Vice Chancellor | G2 | LG113 |  |
| Settlements |  |  |  |  |  |
| Settle court, legal or other proceedings and bind the University. | \$3,500,000.00 | Vice Chancellor | G2 | LG88 |  |
| Subpoenas, summons, writs, searches, warrants |  |  |  |  |  |
| Accepting service of court processes or subpoenas on behalf of the University. |  | University Legal Office Staff | NT2 | LG66 |  |
| University premises |  |  |  |  |  |
| Ban persons other than students from University premises. |  | Vice Chancellor | G2 | LG67 |  |


| 4. Description of delegation <br> 4. Governance | Limit | Delegate | Code | ID | Note |
| :---: | :---: | :---: | :---: | :---: | :---: |
| Campus |  |  |  |  |  |
| Approve establishment of a new University campus |  | Council | G1 | GV122 |  |
| Charitable grants, donations and transfer of property |  |  |  |  |  |
| Accept charitable grants, donations or transfer of property in accordance with University Policy where the value is less than the financial limit | \$3,500,000.00 | Vice Chancellor | G2 | GV88 |  |
|  | \$500,000.00 | Vice President (Engagement) | S3 | GV89 |  |
| Clinical trial approval |  |  |  |  |  |
| Approve submission of clinical trial notifications to the Therapeutic Goods Administration. |  | Head, Office of Research | S4 | GV80 |  |
| Approve submission of clinical trial details to the Australian New Zealand Clinical Trails Registry. |  | Head, Office of Research | S4 | GV81 |  |
| Approve related clinical trial documentation such as Investigators Borchure and Protocols. |  | Head, Office of Research | S4 | GV82 |  |
| Commercial activities - facilities |  |  |  |  |  |
| Approve Commercial Activities involving the use of University facilities by third parties whether the estimated value of the activity is less than the specified limit. | \$3,500,000.00 | Vice Chancellor | S2 | GV101 |  |
|  | \$200,000.00 | Vice President (Operations) | S3 | GV100 |  |
| Commercial activities - other |  |  |  |  |  |
| Approve Commercial Activities not otherwise covered in this Schedule where the estimated value of the activites is less than the specified limit | \$3,500,000.00 | Vice Chancellor | S2 | GV102 |  |


| \# | Description of delegation | Limit | Delegate |  | ID | Note |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Commercial activities - research |  |  |  |  |  |  |
|  | equivalent for financial liability. |  | Deputy Vice Chancellor (Research) | S3 | GV2 |  |
|  | Approve Commercial Activities involving the delivery of consultancy services by University staff to an external party for a fee where the estimated value of the activity is less than the specified limit. | \$3,500,000.00 | Vice Chancellor | S2 | GV96 |  |
|  |  | \$200,000.00 | Deputy Vice Chancellor <br> (Research) | S3 | GV95 |  |
|  |  | \$50,000.00 | Executive Dean | G4 | GV94 |  |
|  | Approve Commercial Activities involving the delivery of research to a private organisation where the estimated value of the activity is less than the specified limit. | \$3,500,000.00 | Vice Chancellor | S2 | GV99 |  |
|  |  | \$500,000.00 | Deputy Vice Chancellor <br> (Research) | S3 | GV98 |  |
|  |  | \$50,000.00 | Head, Office of Research | S4 | GV97 |  |
|  |  |  |  |  |  |  |
| Commercial activities - teaching and learning |  |  |  |  |  |  |
|  | Approve Commercial Activities involving the delivery of professional development activities by the University where the estimated financial value of the activity is less than the specified limit. | \$3,500,000.00 | Vice Chancellor | S2 | GV93 |  |
|  |  | \$200,000.00 | Pro Vice Chancellor (Academic Innovation) | S3 | GV92 |  |
|  |  | \$50,000.00 | Executive Dean | G4 | GV91 |  |
|  | Approve Commercial Activities involving the delivery of University courses by a third party. |  | Council | G1 | GV90 |  |


| \# | Description of delegation | Limit | Delegate | Code | ID | Note |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Companies, controlled entities and foundations |  |  |  |  |  |  |
|  | Appoint directors or other representatives of the University to controlled or affiliated commercial entities. |  | Council | G1 | GV9 |  |
|  | Approve the establishment and/or winding up of related controlled entities, companies and foundations of the University. |  | Council | G1 | GV10 |  |
|  | Authorise the University becoming a member/shareholder of a not-for-profit incorporated association, where the total financial liability exposure for the University is limited to less than $\$ 10,000$. | \$10,000.00 | Vice Chancellor | G2 | GV11 |  |
|  | Authorise the University becoming a member/shareholder of a research related entity. Membership or shareholding must not be related to investment but rather to participation and governance of the related research collaboration. |  | Vice Chancellor | G2 | GV12 |  |
|  | Authorise the University becoming a member/shareholder of an entity unless otherwise specified in this register. |  | Council | G1 | GV13 |  |
|  | Authority to exercise all of the other powers that Council may exercise in relation to a company of which the University is a member or shareholder (including a company that is a controlled entity of the University) at meetings of its members or of its creditors and debenture holders and in respect of resolutions to be passed without meetings. The exercise of such powers including a decision not to exercise such powers, must be reported to the forthcoming meeting of Council. |  | Council Secretary | NT2 | GV15 |  |
| Corporate identity |  |  |  |  |  |  |
|  | Approve the use of University name and logo. |  | Chief Marketing Officer | S3 | GV83 |  |
|  | Approve registration or deregistration of a business name or trade mark under which the University conducts a business. |  | Vice Chancellor | G2 | GV106 |  |



| \# | Description of delegation | Limit | Delegate | Code | ID | Note |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Governance Documents - 1. Rules |  |  |  |  |  |  |
|  | Approve, amend or rescind Rules relating to academic and research matters as set out in the Terms of Reference - Academic Board Rule |  | Academic Board | NT2 | GV107 |  |
|  | Approve, amend or rescind Rules for, or with respect to, the conduct and management of the academic, administrative, financial and other business of the University in accordance with the Southern Cross University By-Law 2005 unless otherwise specified in this register. |  | Vice Chancellor | G2 | GV108 |  |
|  | Approve departure from a Council or Academic Board approved Rule where it is causing hardship to students (requires two delegates acting jointly). <br> Must be reported to next Council or Academic Board meeting. |  | Vice Chancellor | S2 | GV104 |  |
|  |  |  | Chair, Academic Board | NT2 | GV105 |  |
|  |  |  |  |  |  |  |
| Governance Documents - 2. Policy |  |  |  |  |  |  |
|  | Approve Internal Audit Policies. |  | Audit and Risk Management Committee | NT2 | GV25 |  |
|  | Approve Policies related to the Investment of University funds. |  | Council | G1 | GV28 |  |
|  | Approve Policies relating to all aspects of University marketing, promotion, advertising and other electronic and print material and media production (excluding scholarly work externally published). |  | Vice President (Engagement) | S3 | GV84 |  |
|  | Approve Policies relating to the University's Commercial Activities. |  | Council | G1 | GV30 |  |
|  | Approve SCU Health Clinic Policies. |  | Clinical Governance Board | NT2 | GV31 |  |
|  | Approve the Policies of the University except where otherwise designated by Council. |  | Vice Chancellor | G2 | GV33 |  |
|  | Approve University's banking arrangements Policy. |  | Council | G1 | GV34 |  |
|  | Approve departures from Vice Chancellor approved Policies. |  | Vice Chancellor | G2 | GV110 |  |
|  | Approve, amend or rescind Policies relating to academic and research matters as set out in the Terms of Reference - Academic Board Rule |  | Academic Board | NT2 | GV109 |  |




| \# Description of delegation <br> 5. Student Administration | Limit | Delegate | Code | ID | Note |
| :---: | :---: | :---: | :---: | :---: | :---: |
|  |  |  |  |  |  |
| Admission |  |  |  |  |  |
| Approve readmission after Expulsion from the University. |  | Pro Vice Chancellor (Academic Quality) | S3 | SA11 |  |
| Admission - Coursework courses |  |  |  |  |  |
| Approve minimum English language proficiency requirements for admission to coursework courses and the criteria for meeting the requirements. |  | Academic Board | NT1 | SA14 |  |
| Approve senior secondary studies, English language test scores, courses, qualifications and professional experience as comparable to English language proficiency requirements approved by Academic Board for coursework courses. |  | Pro Vice Chancellor <br> (Academic Quality) | NT3 | SA15 |  |
| Determine whether an applicant meets the minimum English language proficiency requirements approved by the Academic Board where they do not meet the criteria set by Academic Board. |  | Pro Vice Chancellor <br> (Academic Quality) | NT3 | SA16 |  |
| Approve minimum academic standards for admission to coursework courses. |  | Academic Board | NT2 | SA17 |  |
| Approve Minimum ATARs for admission to coursework courses. |  | Pro Vice Chancellor <br> (Academic Quality) | NT3 | SA18 |  |
| Approve method of calculating Selection Ranks for the purpose of determining eligibility for admission to coursework courses. |  | Pro Vice Chancellor (Academic Quality) | NT3 | SA19 |  |
| Determine whether an applicant's qualifications and professional experience are comparable to the academic standards for admission to a coursework course approved by Academic Board. |  | Executive Dean | S3 | SA20 |  |
| Admit students to coursework awards in accordance with University Rules, Policies and Procedures. <br> (The delegate may authorise appropriately qualified officers to exercise this delegation where the officer is not required to personally exercise a significant discretion.) |  | Director, Student Administration Services | S4 | SA21 |  |
| Admission - Higher Degree by Research Awards |  |  |  |  |  |
| Approve student admission for Higher Degrees by Research awards in accordance with University Rules, Policies and Procedures. |  | Dean, Graduate Studies | S4 | SA13 |  |
| Approve minimum English language proficiency and academic standards for admission to Higher Degree by Research awards. |  | Academic Board | NT2 | SA12 |  |



