

**Submission  
No 66**

## **INQUIRY INTO NEW SOUTH WALES UNIVERSITY SECTOR**

**Organisation:** Charles Sturt University

**Date Received:** 17 October 2025

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Charles Sturt  
University

# NSW Legislative Council Standing Committee on Social Issues – Inquiry into the New South Wales university sector

17 October 2025

Office of the Vice-Chancellor  
Charles Sturt University

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17 October 2025

The Hon. Dr Sarah Kaine MLC  
Chair, Legislative Council Standing Committee on Social Issues  
NSW Parliament House  
6 Macquarie St  
Sydney NSW 2000

By email: [socialissues@parliament.nsw.gov.au](mailto:socialissues@parliament.nsw.gov.au)

Dear Dr Kaine

### **Inquiry into the New South Wales University Sector**

Charles Sturt welcomes this opportunity to provide information to the committee on the University, its role in regional NSW, and how our governance and operational arrangements support that role.

While we are happy to demonstrate the strong governance and management in operation at Charles Sturt University, we caution against any view that governance and regulatory arrangements are a prime cause of a “crisis in the New South Wales university sector”. In truth there are many more relevant factors involved: chronic and systemic underfunding; overregulation; frequent poorly thought-out policy changes; and a ‘one size fits all’ approach to everything – including governance – that does not consider the needs of different students, different communities.

We also note that there are on-going federal reviews and inquiries into the governance of universities, as well as consultations on new funding arrangements for teaching and learning, student support, and research; a new regulatory framework; and a new oversight body, the Australian Tertiary Education Commission. Australia’s higher education sector is likely to look very different in a few years’ time.

In preference to rehearsing arguments that have already been aired in the media and several parliaments, we feel that this inquiry could look to the future and produce evidence, findings, and recommendations that will help ensure impending federal level legislative, regulatory and policy changes are in the best interests of the people of New South Wales.

Yours sincerely

**Professor Renée Leon PSM**  
**Vice-Chancellor and President**



## NSW Legislative Council Standing Committee on Social Issues – Inquiry into the New South Wales university sector

### About Charles Sturt University

Charles Sturt is Australia's largest regional university. We are a unique multi-campus institution based in some of New South Wales' most vibrant regional communities: Albury-Wodonga, Bathurst, Dubbo, Goulburn, Orange, Port Macquarie, and Wagga Wagga. All our campuses have strong connections to their surrounding regional, rural and remote communities. Charles Sturt is one of only a handful of genuinely multi-campus universities in Australia – that is, universities that have operated since their foundation across multiple locations. Our geographical footprint is exceeded only by one other regional university (not in NSW), although unlike other multi-campus institutions Charles Sturt is required by state legislation to have 'major campuses' in specific locations.

We are driven by our mission to expand access to higher education and to provide regional students, communities, and employers with all the benefits and opportunities provided by higher education. We act with integrity and with high standards of governance. Students welcome the care we take to focus on their wellbeing and to support their success in their chosen degrees.

Every year we graduate over 7,000 students with degrees in health care, agriculture, veterinary science, environmental science, engineering, IT, accounting, social work and many other vital skills, and who go on to provide these skills to Australian communities, particularly in regional Australia. With the majority of our students being the first in their families to attend university, we are providing opportunity for individuals and economic growth for communities.

In 2024 the University had more than 35,000 students and more than 2,200 full time equivalent staff. For context, those numbers mean that Charles Sturt has significantly more students and staff than other regional universities. In terms of student numbers, Charles Sturt is slightly larger than the University of Newcastle or the University of Wollongong. By staff numbers we are slightly smaller than both. Our annual revenue is larger than most other regional universities, on par with James Cook University and Victoria University but lower than the revenues of metropolitan universities with similar student populations or the median for the public higher education sector.

The difference in revenue between Charles Sturt University and others of similar size is a reflection of several factors, such as different course and student mixes, with a high proportion of students from regional and remote, First Nations, or disadvantaged backgrounds (23.9 per cent compared to the national average of 18.3 per cent and the NSW average of 18.6 per cent), and a high proportion of online and part-time students – around two-thirds of our students are online.

This diversity reflects the University's core purpose, our mission, and our identity as a regional institution committed to ensuring that the people, communities and employers of western and southern NSW have access to all the opportunities and benefits provided by higher education. The University has an important role in the economy of regional NSW and we make a significant contribution to regional, state and national goals in education, health, economic and community



development, employment and productivity, and, increasingly, energy transition and adaption to climate change.

In sum, Charles Sturt University is, in Australian terms, a mid-size university by most measures. What makes Charles Sturt different to other mid-size universities is that it is based in and conducts almost all of its operations in regional Australia – indeed, we are required to do so by our founding legislation. These basic characteristics – size, geography, and regional identity – make Charles Sturt University unique in the Australian higher education system. Some of the differences in our operating base are also the result of factors such as the historical and current funding arrangements for university teaching, learning and research, and, in recent years, having significantly fewer fee-paying international students than metropolitan universities.

### Current governance framework

The [\*Charles Sturt University Act 1989 No 76\*](#) charges the University with

*the dissemination, advancement, development and application of knowledge informed by free inquiry ... the provision of courses of study or instruction across a range of fields, and the carrying out of research, to meet the needs of the community ... [and] participation in public discourse*

Achieving these goals requires adherence to principles like freedom of academic inquiry and freedom of academic expression (“free inquiry”), principles which extend to how new knowledge is transmitted and the discussion of potentially contentious ideas or the articulation of discomfiting opinions (“participation in public discourse”).

These principles mean that universities should have the autonomy to decide what they inquire into and how, what they teach and how, and to determine the best way to meet their obligations under law while serving the needs of their students and stakeholders. The latter means that there must be some variation in governance arrangements to suit institutional differences and to encourage innovation. This in turn leads to institutional diversity and a resilient higher education system better able to meet the needs of students, communities, employers, and the nation as a whole.

Unfortunately, the current legislative and regulatory arrangements affecting university governance do not provide for much variation from a standard model, a state of affairs that limits the ability of universities and their governing bodies to adapt to evolving social, economic and political expectations.

The structure, powers and responsibilities of the Charles Sturt University Council are set out in the [\*Charles Sturt University Act 1989 No 76\*](#). The Act requires that the Council should have no less than 11 and no more than 22 members; that they should include official, elected and appointed members drawn from the University’s staff and students, and the wider community; that they should offer a mix of expertise including in financial management and commercial matters; and that the majority should come from outside the University. The Act also sets out how long a Council member can serve, how the Council can appoint or co-opt external members, and the provisions for Ministerial appointments to the Council.



The same structure is laid out in the Acts of other universities established under NSW legislation with only minor variations (the name of the governing body, for example – the University of Sydney has a Senate rather than a Council). Very similar arrangements prevail in other Australian states and territories, regardless of their different histories, locations or missions.

The various Acts for NSW universities also include virtually identical terms for the governing bodies' roles and responsibilities, including in relation to controlled entities, commercial activities, and their reporting to the NSW Parliament, Department of Education and NSW Auditor General. Only in the text relating to the objectives and functions of each university is there much variation: while all are expected to 'provide of facilities for education and research of university standard', Charles Sturt University is charged with "having particular regard to the needs and aspirations of the residents of western and south-western New South Wales" (Newcastle, Southern Cross, Western Sydney and Wollongong universities are similarly expected to serve specific regions). Charles Sturt University is also required to have campuses in specific locations (Albury, Bathurst, Dubbo and Wagga Wagga) – a requirement not imposed on other NSW universities.

The powers and responsibilities of the Minister are also largely the same across all NSW university Acts.

The governance of NSW universities must also conform with the requirements of an array of other state and federal legislation and regulations. Charles Sturt University's [compliance register](#) (Appendix A) lists almost 300 state and federal Acts and regulations, each with its own compliance framework. The University takes careful action to ensure conformity with this wide scope of legislative obligations. Our compliance register includes links to information on the Act or regulation, any associated legislation or instrument, the responsible university officer, the compliance obligations, record-keeping and reporting requirements, and other details. The compliance requirements encompass everything from our reporting obligations to the NSW Parliament to ensuring all official documents and communications include our TEQSA Provider Identification, our CRICOS Provider Number, and our ABN.

### Relevant federal legislation

At the level of federal legislation and regulation, university governance arrangements are covered by Domain 6 of the [Higher Education Standards Framework](#) (HESF). The Framework is managed by the Higher Education Standards Panel (HESP), an expert statutory advisory body established under the *Tertiary Education Quality and Standards Agency Act 2011* (TEQSA Act). The standards determined by the HESP are legislated by the Government and given expression in regulations managed by TEQSA.

Domain 6 sets out detailed standards for governance, such as ensuring the governing body is constituted by a legal instrument, that members of the governing body are fit and proper persons, and how the governing body must assure itself of proper corporate management and academic quality oversight. The standards require periodic independent reviews of the effectiveness of the governance, which TEQSA scrutinises when it undertakes cyclical Provider registration assessments. The associated guidance from TEQSA says that Domain 6 sits on top of all of the others, as good governance assures that all other requirements of the HESF can be met.



The current regulatory arrangements are intended to achieve the high-level policy outcomes of quality teaching and research and effective operation in a competitive market. The role of TEQSA, as the main regulator, is geared to those outcomes, and to the overarching principle of institutional autonomy: in setting and monitoring standards TEQSA expects universities to organise themselves and be accountable to their governing bodies for how they achieve the required standards.

That said, we can reassure the committee that TEQSA does in fact scrutinise universities very closely about their governance. Charles Sturt University's most recent submission to TEQSA for re-registration required detailed assessment and analysis of every policy and practice that supports education, student wellbeing, research, and governance, including providing evidence to TEQSA of the operation of all of these arrangements for TEQSA's scrutiny. Compiling the required information took more than 12 months, and the assessment by TEQSA took another eighteen months (and included two requests for further information).

TEQSA's regulation of the sector appropriately considers how governance systems are designed and operate. But TEQSA is not and should not be equated with the governing body of the institution itself and does not make specific decisions that, properly, fall to appropriately constituted governing bodies. Under current arrangements, when specific issues arise TEQSA will contact a provider to ask how the governing body assured itself that the relevant standard was being met regarding the matter, will scrutinise the institution's justification behind its systems and decisions and recommend actions to improve processes where necessary.

This approach to standard-setting, monitoring and evaluation is a strength of the current regulatory arrangements for universities. TEQSA's role, by definition, is *qualitative* evaluation of higher education providers' policies, procedures, practices, courses, and governance and management. A more prescriptive framework, which seems to be the desired end of much of the current public debate about university governance in Australia, would lead to a monolithic and unresponsive system, one bogged down in mechanistic compliance and potentially subject to a high level of inappropriate regulation unsuited to each individual institution.

Already we are seeing a level of prescription being applied to universities that is at odds with the regulatory framework set out in legislation. As higher education policy expert Professor Andrew Norton said in an [article published in the Australian Financial Review on 7 February 2025](#): "... the government has introduced a range of policies ... which, whatever the other merits, are going to substantially increase costs on a substantially financially constrained sector. That has to have negative consequences." The AFR went on to spell out the scale of the problem: "These include new compliance requirements that increase red tape, a new National Student Ombudsman, which is predicting 15,000 complaints annually, rising bureaucratic costs against a background of no increase in public funding, and reductions in private funding from international students."

### Composition, functions and accountability of the CSU Council

TEQSA does not prescribe the composition of providers' governing bodies. The TEQSA standards require that the governing body be constituted by a formal legal instrument, including under legislation or under the Corporations Act.

Consistent with the requirements set out in the *Charles Sturt University Act 1989 No 76*, the University Council has 17 members in total.



Two members of the University Council are appointed by the NSW Minister, three are ex-officio, eight are external to the University, and there is one elected student member, one elected graduate member and two elected staff members. Information about the members of the Charles Sturt University Council, including their experience and background, is [available on our web site](#) along with a range of other information about its operations. This does not extend to details reporting on Council deliberations; all Council business is deemed to be confidential as it often deals with sensitive commercial or internal matters. The University does publish a summary of the items covered at Council meetings.

The Council manages its membership to achieve as far as is practicable at least 40% of each gender, at least 50% of new appointees having connection to rural and regional areas, and at least one First Nations member.

At present, the University Council has 10 female, six male and two First Nations members. One external member position is vacant and is in the process of being filled.

The Council has a skills matrix to ensure that among the members there is a good balance of people with expertise and experience in higher education, financial and investment management, corporate governance, regulatory compliance, strategy, management, stakeholder engagement, relevant industries, technology, philanthropy, and other relevant skills.

Council members complete a Declaration of Material Interests annually, with the consolidated register of interests available for all Council members to view at all times. Changes to the register are updated as they occur throughout the year, including at meetings of Council and its committees, where Declarations of Interest is a standing agenda item. Council members absent themselves from discussions or decisions when necessary to manage a conflict of interest.

In addition to appointing Members with appropriate expertise and experience, the Council ensures high standards of governance by providing for all new appointments to Council to undertake Australian Institute of Company Directors (AICD) training on good governance principles and practice. Most complete the full Company Directors Course and attain GAICD status.

AICD courses are supplemented by professional development sessions on key strategic or governance issues held regularly with the Council. Recent examples of this include a research session with the Chief Defence Scientist, a cybersecurity session delivered by Ernst & Young (our Internal Auditor), training for responding to Critical Incidents (facilitated by the Chief Security Officer), and a presentation on generative AI within an academic context (facilitated by an internal expert).

The performance of the University Council is evaluated every two years by the AICD using its Governance Analysis Tool. In 2024 AICD assessed the performance of the Charles Sturt University Council as 'mature' for 'the vast majority of items' with comparisons demonstrating improvements in item ratings over time. The University also commissions periodic expert external reviews of governance, sometimes with a specific focus (e.g. an evaluation of governance instruments and delegations in 2020, of academic governance in 2023).

One important role for the Council – a role in which their diverse experience and expertise is brought to bear – is the annual review of senior management remuneration. This process is undertaken with advice and benchmarking from independent expert advisers.



The remuneration of Vice-Chancellors and other senior executives has been the subject of much criticism in the past year or so, with some seeking to make a link between executive remuneration and the quality of education provision or asserting that universities would be financially able to offer a better quality of student experience by reducing Vice-Chancellor pay. At Charles Sturt, and at all universities, executive pay is a tiny percentage of expenditure. Even steep reductions in Vice-Chancellor remuneration would make an imperceptible difference to the budget available for education, facilities or research.

In any event, at Charles Sturt, the University Council is guided by independent remuneration advice (including from expert organisations such as Mercer and Aon Australia) that benchmarks against remuneration for CEOs of public and not-for-profit organisations of similar scale and complexity. Unlike most public sector departments, universities have long been expected to operate in many ways like businesses and are required to compete for revenue share in national and global markets: for research funding, for industry partners, for students, and for leadership including people who can run a large, complex, customer-facing business.

Mindful of our role and identify as a regional university, at Charles Sturt we balance the expectations of government and communities, our budget, and the need for good leadership. The University's Vice-Chancellor is well-remunerated but is paid less than the heads of comparable Australian Public Service departments. If political and community sentiment concludes that this level of remuneration is still too high, the appropriate response by government might be to address this issue holistically by tackling the substantial and growing disparity between the pay of CEOs and workers in every sector of the economy rather than focusing only on the manifestation of this issue in higher education.

### Reporting to the NSW Parliament and government

The University provides an annual report to Parliament, as required by our Act and subject to NSW Treasury guidelines. The University is also subject to other state legislative requirements, such as the *Government Sector Finance Act 2018*, that effectively treat the University as a NSW Government agency.

As part of this reporting process, we prepare financial statements in accordance with Australian Accounting Standards. These are subject to external audit through the NSW Audit Office, so our finances are examined annually by the State Auditor-General. Our reporting includes expenditure on consultants, and on the operation of controlled entities.

Charles Sturt University has comparatively few controlled entities or commercial operations. Those we do run are strongly aligned to our mission. Examples include the AgriPark, which helps agricultural producers and firms in the Riverina innovate and grow; University Life, which provides accommodation, food and beverage and other services for students and staff; childcare centres used by students and staff; the farm on our Wagga Wagga campus; and our veterinary and dental clinics, which provide critical services in underserved areas and to people who cannot afford costly private sector care.

These operations generate revenue that supports other activities, including, for example, our student support services, which are not fully funded by government. We have a high proportion of students who are the first in their family to go to university, from First Nations, low SES or



disadvantaged backgrounds, and many need additional support to succeed at university, so it's important that these services are properly resourced.

### The role of the Council in achieving our mission

The primary responsibility of Council is ensuring that Charles Sturt University is achieving its mission as a public institution serving the public good, and in particular that it is serving the economic, cultural, social, and skills and workforce needs of regional students, communities and employers through education and research.

To help exercise this responsibility the Council has established six subcommittees to monitor and oversight the performance of the University against the objectives and key performance indicators set out in the University Strategy and other institutional planning documents. These are:

- the Academic Senate
- the Council Executive Committee
- the Audit and Risk Committee
- the Finance, Investment and Infrastructure Committee
- the Foresighting Committee, and
- the Nomination and Remuneration Committee.

The various rules guiding the work of these committees are available on the University website.

The Academic Senate has its own subcommittees including the Academic Quality and Standards Committee, the University Courses Committee, the University Research Committee, and the Faculty Boards. These are comprised of academic staff of the university, who play a central role in ensuring academic governance. The Chair of Academic Senate is a full member of the University Council.

Each committee has an annual plan which is available to all staff and to the student members of the committee. The committees report to every meeting of Council, providing an opportunity for issues to be highlighted and escalated.

Council also receives an annual report from each committee to assure the University's governing body that the various committees have discharged their responsibilities as required and provide insights on the important issues considered during the year. Committees and subcommittees also provide Council with *ad hoc* reports as required.

More importantly, the committees and subcommittees provide regular reports on:

- students: student safety, security and wellbeing; student performance; student support; workplace learning (for courses involving an element of work integrated learning); graduate outcomes; activities of the student leadership team; and third-party education arrangements,
- staff: engagement and feedback from surveys; scholarly activity (e.g. research publications, grants, collaborations with industry); and academic freedom and freedom of speech,
- students and staff: academic integrity and misconduct; other forms of misconduct; complaints management; sexual assault and harassment; research integrity; and research ethics,



- financial management: budget; financial performance; investment performance and investment risk; capital development; commercial activities and strategic projects; modern slavery; philanthropic activities; and external audits, and
- risk and compliance issues.

As an illustration of the effectiveness of these arrangements, in 2021 the University launched an ambitious strategy to improve our performance in student retention and success, research, staff engagement, regional impact and other measures. The strategy included KPIs and strategic initiatives for key activities. Our overarching goal was to become Australia's leading regional university.

Monitoring progress against the strategy is the responsibility of the Foresighting Committee, which receives an update at every meeting and in turn provides information to Council along with advice and recommendations for action if required.

In support of the strategy we have, over the past few years, introduced a new learning management system and a well-received student services chatbot, enhanced student support services, and developed a new framework for pathways into higher education for non-school leavers, TAFE students or graduates, those in the workforce, or people from generally under-represented student cohorts (including First Nations and low SES backgrounds).

At the mid-point of this strategy we can confirm strong progress against KPIs. More students are applying to study at Charles Sturt University. There have been measurable improvements in student retention, progress and satisfaction, all well on track for our 2030 targets. There has been a corresponding decrease in attrition, especially among first year students. We have launched campuses for international students in Sydney and Melbourne, with solid growth in enrolments providing the University with much-needed revenue to support teaching, learning and support for domestic students.

In support of our research mission the University has increased the research time available to academics across the university and established new institutes for agricultural and environmental research, agricultural technology and innovation, and regional health. The creation of the research institutes has led to strong growth in research income, publication quality, and industry engagement, with most metrics on track for or ahead of our 2030 targets.

Through improved engagement with donors and tight alignment with our strengths in teaching and research, philanthropic revenue has grown steadily, exceeding \$7 million in 2024, and is on track to meet our 2030 target of \$15 million.

While we still face significant challenges, especially from rising costs and changes to public policy and funding for universities, we remain committed to our strategic goals. Our success to date shows that, with the right mix of expertise and experience on Council and an experienced and highly capable senior executive team, a regional university can have good corporate governance and management systems and remain focused on its mission and true to its identity.



### Opportunities for legislative reform to university governance

It is our hope that the recommendations arising from the Senate inquiry into university governance, the work of the Expert Council on University Governance, and this inquiry serve as the beginning of a conversation rather than a prescription for top-down change. Universities, their students and staff have not been well-served by the latter approach.

Ideally, the end result will be more flexible provisions that allow for, and encourage, differentiation across the sector. While some standardised clauses are useful – for example a base level of common governance arrangements – if they are too prescriptive they can constrain universities' ability to adapt to changing circumstances and the needs of students, communities and employers. An example is the requirement in the Charles Sturt University Act for us to operate campuses in specific locations without regard to local demographics or demand.

On the other hand, there are common provisions that can be removed. For example, most NSW university acts include a section on the Convocation, a largely symbolic body made up of current and previous Council members, students, graduates, current and former staff and others. Convocations are a carryover from a time when universities were much smaller (and largely based on a single campus). This section has already been removed from the Acts of some NSW universities and could be removed from the others without impact on the operations or governance of universities.

Other potential changes will, we hope, emerge from discussions at the state and federal level about the role of universities in the life of the nation and in local and regional communities and economies. The interim report of the Senate inquiry provides a useful starting point, although some of its recommendations (for example on public reporting about the composition of councils and the skills of their members) are already in effect, at least in NSW, and others will necessarily wait on consultations on updating the TEQSA Act.

Whatever their genesis, the current federal reviews and inquiries into university governance and operations have created an opportunity to consider the legislative arrangements for Australian universities to ensure they reflect the needs and aspirations of the people of the nation. For Charles Sturt University this would include recognition of our distinctive regional identity and mission, rather than a resort to further prescriptive regulation.



## Appendix A – Charles Sturt University compliance register

- A New Tax System (Family Assistance) (Administration) Act 1999 (Cth)
- A New Tax System (Goods and Services Tax Imposition - (Recipients) - Excise) Act 2005 (Cth)
- A New Tax System (Goods and Services Tax Imposition - (Recipients) - General) Act 2005 (Cth)
- A New Tax System (Goods and Services Tax Imposition - (Recipients) Customs) Act 2005 (Cth)
- A New Tax System (Goods and Services Tax Imposition - Customs) Act 1999 (Cth)
- A New Tax System (Goods and Services Tax Imposition - Excise) Act 1999 (Cth)
- A New Tax System (Goods and Services Tax Imposition - General) Act 1999 (Cth)
- A New Tax System (Goods and Services) Act 1999 (Cth)
- A New Tax System (Pay As You Go) Act 1999 (Cth)
- A New Tax System (Wine Equalisation Tax Imposition - Customs) Act 1999 (Cth)
- A New Tax System (Wine Equalisation Tax Imposition - Excise) Act 1999 (Cth)
- A New Tax System (Wine Equalisation Tax Imposition - General) Act 1999 (Cth)
- A New Tax System (Wine Equalisation Tax) Act 1999 (Cth)
- Aboriginal Land Rights Act 1983 (NSW)
- Aboriginal and Torres Strait Islander Heritage Protection Act 1984 (Cth)
- Age Discrimination Act 2004 (Cth)
- Agricultural Livestock (Disease Control Funding) Act 1998 (NSW)
- Agricultural and Veterinary Chemicals Code Act 1994 (Cth)
- Anatomy Act 1977 (NSW)
- Animal Research Act 1985 No 123 (NSW)
- Animal Research Regulation 2021 (NSW)
- Animal Welfare Code of Practice - Breeding Dogs and Cats (NSW)
- Animals Act 1977 (NSW)
- Annual Holidays Act 1944 (NSW)
- Anti-Discrimination Act 1977 (NSW)
- Anti-Money Laundering and Counter Terrorism Financing Act 2006 (Cth)
- Apprenticeship and Traineeship Act 2001 (NSW)
- Australia's Foreign Relations (State and Territory Arrangements) Act 2020 (Cth)
- Australia's Foreign Relations (State and Territory Arrangements) Rules 2020 (Cth)
- Australian Animal Welfare Standards and Guidelines for Cattle 2016 (NSW)
- Australian Animal Welfare Standards and Guidelines for Sheep 2016 (NSW)
- Australian Charities and Not-for-profits Commission Act 2012 (Cth)
- Australian Charities and Not-for-profits Commission Regulations 2022 (Cth)
- Australian Code for the Care and Use of Animals for Scientific Purposes 8th Edition 2013 (Updated 2021) (Cth)
- Australian Code for the Responsible Conduct of Research, 2018 (Cth)



- Australian Human Rights Commission Act 1986 (Cth)
- Australian Qualifications Framework (Second Edition January 2013) (Cth)
- Australian Radiation Protection and Nuclear Safety Act 1998 (Cth)
- Australian Research Council Act 2001 (Cth)
- Autonomous Sanctions Act 2011 (Cth)
- Autonomous Sanctions Regulations 2011 (Cth)
- Biodiversity Conservation Act 2016 (NSW)
- Biological Control Act 1985 (NSW)
- Biosecurity Act 2015 (NSW)
- Biosecurity Regulation 2017 (NSW)
- Broadcasting Services Act 1992 (Cth)
- Building and Construction Industry Security of Payment Act 1999 No 46 (NSW)
- Business Names Registration Act 2011 (Cth)
- Census and Statistics Act 1905 (Cth)
- Charles Sturt University Act 1989 No 76 (NSW)
- Charles Sturt University By-law 2005 (NSW)
- Charter of Human Rights and Responsibilities Act 2006 (VIC) - None
- Charter of the United Nations (Dealing with Assets) Regulations 2008 (Cth)
- Charter of the United Nations Act 1945 (Cth)
- Chemical Weapons (Prohibition) Act 1994 (Cth)
- Child Care Subsidy Minister's Rules 2017 (Cth)
- Child Protection (Offenders Prohibition Orders) Act 2004 (NSW)
- Child Protection (Working with Children) Act 2012 No 51 (NSW)
- Child Support (Registration and Collection) Act 1988 (Cth)
- Children (Education and Care Services) National Law (NSW)
- Children and Young Persons (Care and Protection) Act 1998 (NSW)
- Children's Guardian Act 2019 (NSW)
- Circuit Layouts Act 1989 (Cth)
- Civil Aviation Act 1988 (Cth)
- Civil Aviation Regulations 1988 (Cth)
- Civil Aviation Safety Regulations 1998 (Cth)
- Classification (Publications, Film and Computer Games) Enforcement Act 1995 (NSW)
- Companion Animals Act 1998 (NSW)
- Competition and Consumer Act 2010 (Cth)
- Contaminated Land Management Act 1997 (NSW)
- Contracts Review Act 1980 (NSW)
- Conveyancing Act 1919 (NSW)
- Copyright Act 1968 (Cth)



- Copyright Regulation 2017 (Cth)
- Corporations (Relevant Providers Degrees, Qualifications and Courses Standard) Determination 2021 (Cth)
- Corporations Act 2001 (Cth)
- Crimes (Taxation Offences) Act 1980 (Cth)
- Crimes Act 1900 (NSW)
- Crimes Act 1914 (Cth)
- Criminal Code Act 1899 (QLD)
- Criminal Code Act 1995 (Cth)
- Crown Land Management Act 2016 No 58 (NSW)
- Crown Land Mgt Regulation 2018 (NSW)
- Customs (Prohibited Exports) Regulations 1958 (Cth)
- Customs (Prohibited Imports) Regulations 1956 (Cth)
- Customs Act 1901 (Cth) - Level 5
- Customs Tariff Act 1995 (Cth) - Level 5
- Cyber Security Act (Cth)
- Dangerous Goods (Road and Rail Transport) Act 2008 (NSW)
- Defence Act 1909 (Cth)
- Defence Reserve Service (Protection) Act 2001 (Cth) - Level 5
- Defence Trade Controls Act 2012 (Cth)
- Defence Trade Controls Regulation 2013 (Cth)
- Designs Act 2003 (Cth)
- Disability (Access to Premises - Buildings) Standards 2010 (Cth)
- Disability Discrimination Act 1992 (Cth)
- Disability Standards for Education 2005 (Cth)
- Discrimination Act 1991 (ACT)
- Dividing Fences Act 1991 (NSW)
- Drug Misuse and Trafficking Act 1985 (NSW)
- Education Services for Overseas Students (Registration Charges) Act 1997 (Cth)
- Education Services for Overseas Students (TPS Levies) Act 2012 (Cth)
- Education Services for Overseas Students Act 2000 (Cth)
- Education Services for Overseas Students Amendment (Cost Recovery and Other Measures) Act 2021 (Cth)
- Education Services for Overseas Students Regulations 2019 (Cth)
- Education and Care Services National Regulations 2011 (NSW)
- Electronic Transactions Act 1999 (Cth)
- Electronic Transactions Act 2000 (NSW)
- Employees Liability Act 1991 (NSW) - Level 5
- Energy and Utilities Administration Act 1987 (NSW)



- Environment Protection and Biodiversity Conservation Act 1999 (Cth)
- Environmental Planning and Assessment (Development Certification and Fire Safety) Regulation 2021 (NSW)
- Environmental Planning and Assessment Act 1979 (NSW)
- Environmental Planning and Assessment Regulation 2021 (NSW)
- Environmentally Hazardous Chemicals Act 1985 (NSW)
- Epidemiological Studies (Confidentiality) Act 1981 (Cth)
- Equal Opportunity Act 2010 (VIC)
- Ethical conduct in research with Aboriginal and Torres Strait Islander Peoples and Communities: Guidelines for researchers and stakeholders 2018 (Cth)
- Excise Act 1901 (Cth)
- Exhibited Animals Protection Act 1986 (NSW)
- Explosives Act 2003 (NSW)
- Fair Trading Act 1987 (NSW)
- Fair Work Act 2009 (Cth)
- Fair Work Regulations 2009 (Cth)
- Firearms Act 1996 (NSW)
- Food Act 2003 (NSW)
- Foreign Influence Transparency Scheme Act 2018 (Cth)
- Foreign Influence Transparency Scheme Rules 2018 (Cth)
- Fringe Benefits Tax Act 1986 (Cth)
- Fuel Tax Act 2006 (Cth)
- Gene Technology (GM Crop Moratorium) Act 2003 (NSW)
- Gene Technology (Licence Charges) Act 2000 (Cth)
- Gene Technology (New South Wales) Act 2003 (NSW)
- Gene Technology Act 2000 (Cth)
- Gene Technology Regulations 2001 (Cth)
- Government Information (Public Access) Act 2009 (NSW)
- Government Information (Public Access) Regulation 2018 (NSW)
- Government Sector Audit Act 1983 (NSW)
- Government Sector Employment Act 2013 (NSW)
- Government Sector Finance Act 2018 (NSW)
- Guidelines to counter foreign interference in the Australian university sector (October 2021) (Cth)
- Hazardous Waste (Regulation of Exports and Imports) Act 1989 (Cth)
- Health Care Liability Act 2001 (NSW)
- Health Practitioner Regulation National Law (NSW) No 86a of 2009 (NSW)
- Health Records (Privacy and Access) Act 1997 (ACT)
- Health Records Act 2001 (VIC)



- Health Records and Information Privacy Act 2002 (NSW)
- Health Records and Information Privacy Code of Practice 2005 (NSW) - None
- Health Records and Information Privacy Regulation 2017 (NSW)
- Heritage Act 1977 (NSW)
- Higher Education Act 2001 No 102 (NSW)
- Higher Education Funding Act 1988 (Cth)
- Higher Education Standards Framework (Threshold Standards) 2021 (Cth)
- Higher Education Support Act 2003 (Cth)
- Holidays Act 1958 (ACT)
- Home Building Act 1989 (NSW)
- Human Cloning for Reproduction and Other Prohibited Practices Act 2003 (NSW)
- Human Rights Act 2004 (ACT)
- Human Tissue Act 1983 (NSW)
- Impounding Act 1993 (NSW)
- Inclosed Lands Protection Act 1901 No 33 (NSW)
- Independent Commission Against Corruption Act 1988 No 35 (NSW)
- Independent Contractors Act 2006 (Cth)
- Indigenous Education (Targeted Assistance) Act 2000 (Cth)
- Industrial Chemicals Act 2019 (Cth)
- Industry Research and Development Act 1986 (Cth)
- Insurance Act 1902 (NSW)
- Insurance Contracts Act 1984 (Cth)
- Interpretation Act 1987 No 15 (NSW) - Level 5
- Intoxication Guidelines (NSW)
- Juries Act 1967 (ACT)
- Juries Act 2000 (VIC)
- Jury Act 1977 (NSW)
- Land Acquisition (Just Terms Compensation) Act 1991 (NSW)
- Liquor Act 2007 No 90 (NSW)
- Liquor Promotion Guidelines 2019 (NSW)
- Liquor Regulation 2018 (NSW)
- Local Government (General) Regulation 2005 (NSW)
- Local Government Act 1993 (NSW)
- Local Land Services Act 2013 (NSW)
- Long Service Leave Act 1955 (NSW)
- Long Service Leave Act 1976 (ACT)
- Long Service Leave Act 2018 (VIC)
- Migration Act 1958 (Cth)



- Minors (Property and Contracts) Act 1970 (NSW)
- Modern Slavery Act 2018 (NSW) (NSW)
- Modern Slavery Act 2018 (Cth) (Cth)
- Multicultural NSW Act 2000 (NSW)
- NSW Animal Welfare Code of Practice No 3 - Horses in Riding Centres and Boarding Stables (NSW) - None
- NSW Code of Practice No 9 - Security Dogs (NSW) - None
- National Code of Practice for Providers of Education and Training to Overseas Students 2018 (Cth)
- National Construction Code 2019 (Cth) - None
- National Greenhouse and Energy Reporting Act 2007 (Cth)
- National Health Security Act 2007 (Cth)
- National Health and Medical Research Council Act 1992 (Cth)
- National Parks and Wildlife Act 1974 (NSW)
- National Statement on Ethical Conduct in Human Research 2023 (Cth)
- National Statement on Ethical Conduct in Human Research 2025 (Cth)
- National model codes of practice for the welfare of livestock (Cth) - None
- Native Title Act 1993 (Cth)
- Nuclear Non-Proliferation (Safeguards) Act 1987 (Cth)
- Occupational Health and Safety Act 2004 (VIC)
- Occupational Health and Safety Regulations 2007 (VIC)
- Ombudsman Act 1974 (NSW)
- Online Safety Act 2021 (Cth)
- Ozone Protection and Synthetic Greenhouse Management Act 1989 (Cth)
- Paid Parental Leave Act 2010 (Cth)
- Paid Parental Leave Rules 2021 (Cth)
- Patents Act 1990 (Cth)
- Payroll Tax Act 2007 (NSW)
- Pesticides Act 1999 (NSW)
- Pesticides Regulation 2017 (NSW)
- Plant Breeders Rights Act 1994 (Cth)
- Plastic Reduction and Circular Economy Act 2021 (NSW)
- Poisons and Therapeutic Goods Act 1966 (NSW)
- Prevention of Cruelty to Animals Act 1979 No 200 (NSW)
- Prevention of Cruelty to Animals Regulation 2012 (NSW)
- Prevention of Intoxication on Licensed Premises Guidelines 2020 (NSW) (NSW) - None
- Privacy (Tax File Number) Rule 2015 (Cth)
- Privacy Act 1988 (Cth)
- Privacy and Personal Information Protection Act 1998 No 133 (NSW)



- Privacy and Data Protection Act 2014 (Vic) (VIC)
- Protection from Harmful Radiation Act 1990 (NSW)
- Protection from Harmful Radiation Regulation 2013 (NSW)
- Protection of Cultural Objects on Loan Act 2013 (Cth)
- Protection of Movable Cultural Heritage Act 1986 (Cth)
- Protection of the Environment Operations Act 1997 No 156 (NSW)
- Psychotropic Substances Act 1976 (Cth)
- Public Health Act 2010 No 127 (NSW)
- Public Health Regulation 2012 (NSW)
- Public Holidays Act 1993 (VIC)
- Public Holidays Act 2010 (NSW)
- Public Holidays Order 2011 (NSW)
- Public Interest Disclosures Act 2022 (NSW)
- Public Interest Disclosures Regulation 2022 (NSW)
- Public Works and Procurement Act 1912 (NSW)
- Racial Discrimination Act 1975 (Cth)
- Racial and Religious Tolerance Act 2001 (VIC)
- Radiocommunications Act 1992 (Cth)
- Real Property Act 1900 (NSW)
- Recreation Vehicles Act 1983 (NSW)
- Research Involving Human Embryos Act 2002 (Cth)
- Residential Tenancies Act 2010 (NSW)
- Retail Leases Act 1994 (NSW)
- Roads Act 1993 No 33 (NSW)
- Rural Fires Act 1997 (NSW)
- Sale of Goods Act 1923 (NSW)
- Security Industry Act 1997 No 157 (NSW)
- Security Industry Regulation 2016 (NSW)
- Security of Critical Infrastructure Act 2018 (Cth)
- Sex Discrimination Act 1984 (Cth) (Cth)
- Smoke-free Environment Act 2000 No 69 (NSW)
- Smoke-free Environment Regulation 2016 (NSW)
- Soil Conservation Act 1938 (NSW)
- Spam Act 2003 (Cth)
- State Authorities Non-contributory Superannuation Act 1987 (NSW)
- State Authorities Superannuation Act 1987 (NSW)
- State Authorities Superannuation Act 1987 (NSW)
- State Emergency and Rescue Management Act 1989 No 165 (NSW)



- State Public Service Superannuation Act 1985 (NSW)
- State Records Act 1998 No 17 (NSW)
- Statement on Consumer and Community Participation in Health and Medical Research 2016 (Cth)
- Stock Medicines Act 1989 (NSW)
- Strata Schemes Management Act 2015 (NSW)
- Strata Schemes Management Regulation 2016 (NSW)
- Superannuation Act 1916 (NSW)
- Superannuation Act 2005 (Cth) - None
- Superannuation Guarantee Charge Act 1992 (Cth)
- Surveillance Devices Act 1999 (VIC)
- Surveillance Devices Act 2007 No 64 (NSW)
- Taxation Administration Act 1953 (Cth)
- Taxation Administration Act 1996 (NSW)
- Teacher Accreditation Act 2004 (NSW)
- Telecommunications (Interception and Access) Act 1979 (Cth)
- Tertiary Education Quality and Standards Agency Act 2011 (Cth)
- Trade Marks Act 1995 (Cth)
- Trustee Act 1925 (NSW)
- Unclaimed Money Act 1995 (NSW)
- Uncollected Goods Act 1995 (NSW)
- Veterinary Practice Act 2003 (NSW)
- Wage Theft Act 2020 (VIC)
- Water Act 1912 (NSW)
- Water Management Act 2000 (NSW)
- Weapons Prohibition Act 1998 No 127 (NSW)
- Weapons of Mass Destruction (Prevention of Proliferation) Act 1995 (Cth)
- Work Health and Safety Act 2011 (ACT) (ACT)
- Work Health and Safety Act 2011 (Cth)
- Work Health and Safety Act 2011 (NSW) (NSW)
- Work Health and Safety Regulation 2011 (Cth)
- Work Health and Safety Regulation 2017 (NSW)
- Workers Compensation Act 1987 No 70 (NSW)
- Workplace Gender Equality Act 2012 (Cth)
- Workplace Injury Management and Workers Compensation Act 1998 (NSW)
- Workplace Privacy Act 2011 (ACT)
- Workplace Surveillance Act 2005 (NSW)