This is the first periodic newsletter from Enterprise Compliance that focuses on areas of compliance that may be shifting due to recent changes or amendments to legislation or other regulatory instruments. It identifies various compliance themes that may be influenced by key reports from across the sector, and may draw attention to articles that may influence or guide academic and professional practices.

The aim is to raise awareness amongst stakeholder groups with regard to new, emerging, and existing compliance themes and obligations. The following flags are used for each news item:

- **For Action**: is likely to require changes or review of existing practices within a particular scope or context;
- **For Consideration**: may require enhancement or changes of existing practices within a particular scope or context; and
- **For Information**: may be used to inform or enhance existing practices.

Do not hesitate to contact Rene Ferm (Senior Compliance Officer) via email: r.ferm@uq.edu.au if you have any questions in relation to any of the items in the newsletter. We would also welcome any suggestions in relation to how we may improve the newsletter, or any items that should be included in future editions.

### The Modern Slavery Act 2018 (MSA)

<table>
<thead>
<tr>
<th>Flag:</th>
<th>For Action</th>
</tr>
</thead>
<tbody>
<tr>
<td>Theme(s):</td>
<td>Supply Chains; Operations; Slavery; Annual Statement</td>
</tr>
<tr>
<td>Article:</td>
<td>Commonwealth (Cth) Legislation</td>
</tr>
<tr>
<td>Commencement:</td>
<td>1 January 2019</td>
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<td>Notes:</td>
<td>The MSA places obligations on regulated entities (with annual consolidated revenue of at least AU$100 million), to assess and manage risks with regard to eight types of serious exploitation as identified under the MSA in relation to its operations and supply chains. The annual reporting component under the MSA requires regulated entities to submit a statement that will be placed on a public register. First reporting period for UQ will be no later than 30 June 2021.</td>
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**Link(s):** [The Modern Slavery Act 2018 (Cth)](#)
The Human Rights Act 2019 (HRA)

Flag: For Action  
Theme(s): Human Rights; Decision Making  
Article: Qld Legislation  
Commencement: 1 January 2020  
Notes: The HRA places obligations on regulated entities to show respect, protect and promote the (23 human) rights of individuals living in Queensland. See the legal fact sheet from the UQ Legal Services team that provides an overview and guidance on the HRA available here. HRA complaints processes will primarily be handled through the Queensland Human Rights Commission (QHRC), formerly the Anti-Discrimination Commission Queensland.  
Link(s): The Human Rights Act 2019 (Qld)  

Find out more >>

Australian Research Council (ARC) Amendment Act 2020

Flag: For Information  
Theme(s): Research Funding  
Article: Cth Legislation  
Commencement: Passed 26 February 2020  
Notes: Minor changes to S.48(2), S.49 (t) to (v); and S.49. with the annual cap on funding remaining at $786,212,000 (2019 level) up to and including the financial year commencing on 1 July 2022.  
Link(s): ARC Amendment Act 2020  

Find out more >>


Flag: For Consideration  
Theme(s): Intellectual Property; Licensing  
Article: Cth Legislation  
Commencement: Passed 26 February 2020  
Notes: Several amendment to the IP Act particularly in relation to crown use of IP (Patents and Designs) and licensing.  
Link(s): IP Laws Amendment Act 2020  

Find out more >>

Export Control Act 2020 (ECA)

Flag: For Action  
Theme(s): Export Control; International Safeguards; Prohibited Goods  
Article: Cth Legislation  
Commencement: 6 March 2020  
Notes: The ECA seeks to consolidate and streamline existing legislation and create a framework for regulating the export of goods, including agricultural products and food, from Australian
## Student Identifiers Amendment (Higher Education) Act 2020

**Flag:** For Action  
**Theme(s):** Unique Student Identifier; Registry; Conferral of Award  
**Article:** Cth Legislation  
**Commencement:** 6 March 2020  
**Notes:** The amended Act places obligations on education providers with regard to issuing of award to students with/without a Unique Student Identifier (USI). Principally indicating that an Registered Training Organisation (RTO), "must not issue a VET qualification or VET statement of attainment to an individual after 2014 unless the individual has a student identifier." And that "Generally, a [Higher Education Provider] must not confer a regulated higher education award on an individual after 2022 unless the individual has been assigned a student identifier." This includes changes to the Student Identifiers Act 2014 to ensure alignment with the enhanced provisions.  
**Link(s):** Student Identifiers Amendment (HE) Act 2020

## The Agriculture and Other Legislation Amendment Bill Passed

**Flag:** For Consideration  
**Theme(s):** Animal Care; Bio Security, Forestry, Fisheries  
**Article:** Qld Legislation  
**Commencement:** 01 July 2020  
**Notes:** The Agriculture and Other Legislation Amendment Bill 2019 (Qld) was passed on 06 February 2020. The Bill "addresses a number of impediments, identified over the past several years, to the efficient and effective regulation of agriculture; animal management and welfare; forestry; and fisheries." This includes a range of amendments across several pieces of associated legislation.  
**Link(s):** Agriculture and Other Amendment Bill 2020

## National Vocational Education and Training (NVET) Regulator Amendment Act 2020

**Flag:** For Consideration  
**Theme(s):** ASQA; VET Regulation; RTO Obligations  
**Article:** Cth Legislation  
**Commencement:** Passed 26 February 2020  
**Notes:** Amendments seek to improve the ASQA governance structure and enhance regulatory powers of the Vocational Education and Training (VET) regulator. This includes changes to provider requirements for reporting materials changes.  
**Link(s):** NVET Regulator Act 2020

## AHRC Report Published: Sexual Harassment National Inquiry Report (2020)
The Australian Human Rights Commission (AHRC) published the “Respect@Work: Sexual Harassment National Inquiry Report (2020)”. The report on the National Inquiry into Sexual Harassment in Australian Workplaces undertaken by Kate Jenkins (Sex Discrimination Commissioner) represents a substantive piece of work that provides an evidence based contextualisation of workplace sexual harassment in Australia. The report makes 55 recommendations that seek to shape a new approach to addressing sexual harassment in the workplace. There are a wide range of recommendations for regulatory change put forward and includes two recommendations (11 and 12) that are specific to “Sexual harassment prevention by universities and other tertiary education institutions.”

Respect@Work: Sexual Harassment National Inquiry Report (2020)

Establishes the Resources Safety and Health Queensland (RSHQ) to regulate safety and health in the resources sector under a “revised regulatory framework for resources safety and health in Queensland”.

Resources Safety and Health Queensland Bill 2019

Notwithstanding provider obligations to maintain qualification and assessment standards under the Australian Qualifications Framework (AQF), and accreditation or registration standards; TEQSA and ASQA have put out a joint statement indicating that “the mode of delivery should not form an impediment to attainment of an Australian qualification.” This supports provider initiatives to enhance online and blended learning delivery models to meet the challenges and restrictions imposed more widely through state and federal responses to Covid-19. ASQA have also extended the deadline for the submission of the Annual Statement of Compliance (ASQA) for RTOs from 31 March to 30 April 2020.

TEQSA Statement: Flexible Delivery