

LAWS AND LEGISLATION

Connect training group complies with Federal and State/Territory legislation including but not limited to:

Workplace Health and Safety Act 1995 (QLD)

The Workplace Health and Safety Act provide a framework for managing health and safety risks in workplaces. The objective of the Act is to prevent anyone from being injured, seriously or otherwise, or contracting an illness caused by a workplace, workplace activities or specified high risk in operation of equipment/plant. This is achieved by preventing, or minimising, the exposure to risk.

Related links:

- **Complete Version of Workplace Health and Safety Act 1995**
<http://www.legislation.qld.gov.au/LEGISLTN/CURRENT/W/WorkplHSaA95.pdf>

New Work Safety Act 2008

The work Safety Act 2008 was passed into law by the ACTs Legislative Assembly on 28 August 2008. The new act will replace the existing Occupational Health and Safety Act 1989 when it comes into effect on 01 October 2009.

This Act is to promote the work safety of persons in a workplace.

Related links:

- **Compilations of the Act**
<http://www.legislation.act.gov.au/a/2008-51/default.asp>

The Privacy Act 1988- Applies to all States

The Privacy Act regulates the handling of personal information such as but not limited to:

- Employees only collect personal information by lawful and fair means and for lawful purposes that are necessary for, or that relate directly to, a function or activity of the agency.
- Employees must keep personal information secure, maintain its accuracy, and ensure that it is used only if it is relevant and complete. Agencies m
- Guidelines regarding the use of Tax File Numbers and data matching in Australian Government departments and agencies.

Related Links:

- **Compilation of the Privacy Act 1988**
<http://www.comlaw.gov.au/ComLaw/Legislation/ActCompilation1.nsf/0/723B424C0FA35563CA2574FE00191FA0?OpenDocument>

Copyright Act 1968

Connect Training Group abides by the copyright law that gives the owner or author of any documents or pieces of information the right to decide what others can do with it.

Related links:

- **Compilation of The Copyright act 1968**

<http://www.comlaw.gov.au/ComLaw/Legislation/ActCompilation1.nsf/all/search/2E3EEB3B6191AB60CA2574FF0081BA02>

- **Copyright Amendment (Digital Agenda) Act 2000**

<http://www.comlaw.gov.au/ComLaw/Legislation/ActCompilation1.nsf/all/search/DD0BF9419056F596CA256F7100564D03>

Anti Discrimination Act 1991

This act promotes equality of opportunity for everyone, by protecting from unfair discrimination. The act prohibits discrimination on the basis of some of the following:

- Sex
- Marital Status
- Parental Status
- Age
- Race/Culture
- Disability
- Religious Beliefs etc

Victimisation is also against the law. Victimisation includes threatening, harassing or punishing a person.

Related links:

- Anti Discrimination Act-Queensland 1991-
<http://www.legislation.qld.gov.au/LEGISLTN/CURRENT/A/AntiDiscrimA91.pdf>
- Age Discrimination Act 2004
Human Rights & Equal Opportunity Commission Act 1986
Racial Discrimination Act 1975
Sex Discrimination Act 1984
Disability Discrimination Act 1992
<http://www.hreoc.gov.au/about/legislation/index.html>

Human Rights and Equal Opportunity- Applies to all States

Connect Training Group abides by the equal opportunity legislations by providing a work environment in which:

- All people are treated with dignity and respect;
- All people have equal access to jobs, opportunities and careers based on their knowledge, skills and abilities;
- All selection is based on merit, i.e. the best person for the job; and
- Diversity is valued.

Related links:

- Human Rights Commission - www.hreoc.gov.au
<http://www.hreoc.gov.au/about/legislation/index.html>

INDUSTRY SPECIFIC LEGISLATION

Business Services

Legislative advice relating to Business

Please refer to the Parliament of Australia, Parliamentary Library for information relating to areas such as:

- Intellectual property
- Employment
- Consumers
- Legislation, procedures and case law
- Starting and running a business

<http://www.aph.gov.au/library/intguide/LAW/buslaw.htm>

Always ensure when determining legislative requirements, you take into account Federal as well as state/territories, specific legislative requirements

Below are links to the various State/Territory Government bodies:

ACT: www.business.act.gov.au
SA: www.ocba.sa.gov.au
QLD: www.dtrdi.qld.gov.au
NT: www.nt.gov.au
WA: <http://wa.gov.au/governmentservices/business/>
VIC: www.business.vic.gov.au
TAS: www.tas.gov.au
NSW: <http://www.nsw.gov.au/topics/business>

TRAINING AND EDUCATION

The Vocational Education, Training and Employment Act 2000

The objectives of the Vocational Education, Training and Employment Act 2000 are:

- to establish a system for the effective and efficient provision of high quality vocational education and training to meet the immediate and future needs of industry and the community
- to provide mechanisms for employees, employers, associations of employees or employers, and the community, to advise government on vocational education and training needs and priorities to meet those needs
- to support the continued development of high quality training by and within industry
- to facilitate the provision of vocational education and training that is relevant to employment and encourages the generation of employment opportunities
- to regulate the registration of training organisations within the State

- to meet the State's obligations under national training arrangements about vocational education and training.

Related links:

- The Vocational Education, Training and Employment Act 200 for the state of Queensland <http://www.legislation.qld.gov.au/LEGISLTN/CURRENT/V/VocEdTrEmA00.pdf>
- AQTF 2007 Standards for RTO's: <http://www.training.com.au/aqtf2007/>

TOURISM INDUSTRY

The Environmental Protection Agency (EPA) administers the key Queensland legislation of the Environmental Protection Act 1994, the Nature Conservation Act 1992, the Marine Parks Act 2004, the Coastal Protection and Management Act 1995 and the Queensland Heritage Act 1992.

The teaching ethos and standards met by Connect Training Group follow acts administered by EPA. These are as follows:

- The Aboriginal and Torres Strait Islander Land Amendment Act 2008 proclaimed on 17 July 2008 amends the Aboriginal Land Act 1991 (s83(2)-(11); s134)
- Brisbane Forest Park Act 1977
- Coastal Protection and Management Act 1995
- Currumbin Bird Sanctuary Act 1976
- Environmental Protection Act 1994
- Forestry Act 1959 (jointly administered with the Minister for Natural Resources, Mines and Water except to the extent administered by the Minister for Primary Industries and Fisheries)
- Marine Parks Act 2004
- National Environment Protection Council (Queensland) Act 1994
- National Trust of Queensland Act 1963
- Nature Conservation Act 1992
- Queensland Heritage Act 1992
- Recreation Areas Management Act 2006
- Torres Strait Islander Land Act 1991 (s 80(2)- (11); s131 (as it applies to the provisions of the Act administered by the Minister for Environment)
- Tweed River Entrance Sand Bypassing Project Agreement Act 1998
- Water Efficiency Labelling and Standards Act 2005
- Wet Tropics World Heritage Protection and Management Act 1993

http://www.legislation.qld.gov.au/Acts_SLs/Acts_SL.htm

Tourism Australia Act 2004

Connect Training Group follows the Tourism Australia's objectives, which are:

- (a) To influence people to travel to Australia, including for events; and
- (b) To influence people travelling to Australia to also travel throughout Australia; and
- (c) To influence Australians to travel throughout Australia, including for events; and
- (d) To help foster a sustainable tourism industry in Australia; and
- (e) To help increase the economic benefits to Australia from tourism

http://www.tourism.australia.com/content/About%20Us/tourism_australia_act_2004.pdf

Tourism Services Act 2003

Connect Training Group follows the Tourism Services Act 2003 Act that is to provide protection for tourists in dealings with inbound tour operators and tour guides, and for related purposes.

The main purpose of this Act is to provide for fair trading in the tourism services industry by—

- (a) Establishing a registration system for inbound tour operators; and
- (b) Providing for codes of conduct for inbound tour operators and tour guides including the setting of minimum standards for—
 - (i) Carrying on the business of an inbound tour operator; or
 - (ii) Tour guides; and
- (c) Prohibiting unconscionable conduct by inbound tour operators and tour guides; and
- (d) Promoting sound business practices by inbound tour operators and tour guides.

<http://www.legislation.qld.gov.au/LEGISLTN/ACTS/2003/03AC061.pdf>