

LAWS AND LEGISLATION

Connect Training Group complies with Federal and State/Territory legislation including but not limited to:

Work Health and Safety Act 2011

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 exposure to risk.

Related links:

- **Complete Version of Work Health and Safety Act 2011**
<https://www.legislation.gov.au/Details/C2016C00887>

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
- 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/Series/C2004A03712>
- **Privacy Amendment (Enhancing Privacy Protection) Act 2012**
<https://www.legislation.gov.au/Details/C2015C00053>

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**
<https://www.legislation.gov.au/Details/C2016C00741>

Human Rights and Equal Opportunity- Applies to all States

Connect Training Group abides by the anti discrimination and 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.

These acts promote equality of opportunity for everyone, by protecting from unfair discrimination.

These different acts ensure that there is no discrimination based on:

- 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:

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

Industry Specific Legislation

BUSINESS SERVICES

For legislative advice relating to Business, please refer to the Australian Governments ComLaw website for information relating to the latest legislation across areas such as:

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

Link: <http://www.comlaw.gov.au/>

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

The Australian Government provides information on the Australian Legal system, Law reform and legislation that impact on the business environment. It covers areas such as:

- Business and Industry
- Employment and workplace
- Education and training
- Health and safety
- Government and Parliament

<http://www.australia.gov.au/>

Following are links to the various State/Territory Government bodies, which can assist with working or growing a business or understanding legislation within specific areas:

- ACT: www.business.act.gov.au
SA: <https://www.sa.gov.au/topics/business-industry-and-trade>
QLD: <http://www.business.qld.gov.au/>
NT: www.nt.gov.au
WA: <http://www.smallbusiness.wa.gov.au/>
VIC: www.business.vic.gov.au
TAS: <http://www.business.tas.gov.au/>
NSW: <http://www.industry.nsw.gov.au/business-and-industry-in-nsw>

TRAINING AND EDUCATION

National Vocational Education and Training Regulator Act 2011

An Act to establish the National Vocational Education and Training Regulator, and for related purposes Administered by: Department of Industry.

This act will replace the previous VET acts as each State/Territory transfers over to the new National Vet Regulator, where applicable. Some RTOs in VIC and WA will remain with the State Regulator.

The objectives of the National Vocational Education and Training act 2011 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 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 each State / Territory

Link: <https://www.legislation.gov.au/Details/C2017C00009>

Standards for Registered Training Organisations (RTO) 2015

The objectives of these standards' are to ensure a nationally consistent, high-quality training and assessment service for the clients of Australia's vocational education and training (VET) system.

The purpose of these Standards is to:

- ❖ Set out the requirements that an organisation must meet in order to be a registered training organisation (RTO);
- ❖ Ensure that training products delivered by RTOs meet the requirements of training packages or VET accredited courses, and have integrity for employment and further study; and
- ❖ Ensure RTOs operate ethically with due consideration of learners' and enterprises' needs

These Standards form part of the VET Quality Framework

Link: <http://www.comlaw.gov.au/Details/F2014L01377>

Student Identifiers Act 2014

This act that is designed to support the USI (Unique Student Identifier) program, for all students.

Generally a RTO must not issue a VET qualification or VET statement of attainment to an Australian citizen or resident unless the individual has a student identifier. This act provides information and protection of student information relating to the introduction to the USI program.

Link: <https://www.legislation.gov.au/Details/C2017C00038>

The Further Education and Training ACT 2014 (QLD)

An Act to streamline the regulation of apprenticeships and traineeships to establish a robust and modern legislative framework for training.

Link: <https://www.legislation.qld.gov.au/Bills/54PDF/2014/FurtherEduTrainB14.pdf>