



**Policy Owner:**     **Manager Governance and Committee Services**

**Direction:**       **5. Our Civic Leadership**

## **1. STATEMENT OF INTENT**

**1.1**     This Policy and its principles aim to:

- a) outline North Sydney Council's commitment to legislative compliance;
- b) build the capacity of Council to meet its key compliance obligations;
- c) proactively prevent and where necessary, identify and respond to breaches of legislation, regulations, codes, directives and organisational standards;
- d) promote a compliance culture; and
- e) assist Council in upholding good corporate governance practices.

**1.2**     Purpose of Policy:

North Sydney Council is committed to promoting a culture of compliance and aims to comply with applicable laws, regulations, codes, policies and procedures.

The purpose of this Policy is to support a framework for monitoring and management of legislative compliance within the organisation.

Good governance is an integral part of Council's ability to manage its risks. Legislative compliance includes adherence to relevant legislation and regulations, standards, codes, Council policies and procedures. Effective legislative compliance management supports Council to maintain integrity and mitigate reputation risk.

An effective legislative compliance framework is a main component of overall governance and Council's risk management. An effective legislative compliance framework can provide Council with a key mechanism to achieving its operational, financial and strategic objectives, by ensuring legal obligations are maintained and applying due diligence in the event of non-compliance.

## **2. ELIGIBILITY**

This Policy applies to all Councillors, to all areas of Council and to all employees of North Sydney Council, commensurate with their roles, functions, authority and span of control.

### 3. DEFINITIONS

To encourage the consistent understanding and use of terminology, the following definitions are adopted.

- a) Compliance - Meeting all the organisation's compliance obligations.
- b) Compliance commitment - Requirement that an organisation chooses to comply with.
- c) Compliance culture - Values, ethics and beliefs that exist throughout an organisation and interact with the organisation's structure and control systems to produce behavioural norms that are conducive to compliance outcomes.
- d) Compliance obligation - Compliance requirement or compliance commitment.
- e) Compliance requirement - Requirement that an organisation has to comply with.
- f) Compliance risk - Effect of uncertainty on compliance objectives.
- g) Management system - Set of interrelated or interacting elements of an organisation to establish policies and objectives and processes to achieve those objectives.
- h) Nominated Officer – Council Officer as appointed by the General Manager.

[Note: definitions in (a) to (g) are based on the main definitions contained in *AS/ISO 19600:2015 Compliance Management Systems – Guidelines*.]

### 4. PROVISIONS

#### 4.1 General Principles

The aims and intent of the Policy reflect Council's commitment to the principles based on the *Australian Standards AS/ISO 19600:2015 Compliance Management Systems - Guidelines*.

Council will:

- a) Commit to achieving compliance in all areas of its operations.
- b) Maintain a Legislative Compliance Policy that sets out its commitment to compliance with applicable laws and regulations.

- c) Provide sufficient resources, within the constraints of the total budget, to ensure that this legislative compliance framework can be implemented, maintained and improved.
- d) Ensure that all Directors, Managers, Team Leaders, supervisors and staff generally understand, promote and be responsible for compliance with relevant laws, regulations, codes and standards that apply to activities within their day-to-day responsibilities.
- e) Maintain commitment to continuous improvement in compliance.
- f) Use established risk management practices to accurately identify, rate and treat compliance risks.
- g) Ensure that compliance requirements are integrated into day-to-day operating procedures as appropriate.
- h) Maintain an effective complaints management system, including the coverage of compliance failures.
- i) Maintain a legislative compliance matrix register (Appendix A) and legislation imposing compliance obligations and impacting on Council will be identified on the matrix.
- j) Investigate, rectify and report legislative compliance failures.
- k) Allocate appropriate responsibility for managing compliance at various levels.
- l) Provide appropriate practical education and training of staff in order for them to meet their compliance obligations.
- m) Actively promote the importance of compliance to staff, contractors and other relevant third parties.
- n) Monitor legislative compliance through internal audit and
- o) Review the legislative compliance framework to ensure its effectiveness.

## **4.2 Legislative Compliance Framework**

This is based on the *Australian Standards AS/ISO 19600:2015*, which provides the following for designing, implementing, maintaining and improving an effective compliance management system framework.

### **4.2.1 Commitment**

- a) Commitment by Council and management to effective legislative compliance that permeates the whole organisation.
- b) Appropriate resources to support the development, maintenance and improvement of the legislative compliance framework.
- c) Legislative compliance obligations are identified and assessed.

### **4.2.2 Implementation**

- a) Responsibility for legislative compliance outcomes is clearly articulated and assigned.
- b) Competence and training needs are identified and addressed to enable Council Officers to fulfil their legislative compliance obligations.
- c) Behaviours that create and support legislative compliance are encouraged and behaviours that compromise compliance are not tolerated.
- d) Controls are in place to manage the identified legislative compliance obligations and achieve the desired behaviours.

#### **4.2.3 Monitoring**

- a) Performance of legislative compliance is monitored, measured and reported.
- b) Legislative compliance can be demonstrated through both documentation and practice.

#### **4.2.4 Continuous Improvement**

- a) This Policy along with the legislative compliance framework will be regularly reviewed and continually improved.
- b) Incidents and complaints will be reviewed in accordance with incidents reporting and Council's Complaints Handling Policy and procedures, to assess compliance with applicable legislation, regulations, standards, orders, policies or procedures, in order for preventive measures and improvements to be made to relevant policies, procedures, manuals, checklists, training or communication to support Council Officers with compliance.

### **4.3 Communication**

Communication is fundamental to building a compliance culture. Communication channels include:

- a) Staff intranet site which contains information on up-to-date policies, procedures and other relevant material
- b) On-the-job training for relevant compliance
- c) Access to electronic up-to-date versions of legislation, regulations, statutory instruments, orders and Government Gazettes through the NSW Legislation website at [www.legislation.nsw.gov.au](http://www.legislation.nsw.gov.au)
- d) Email alerts with Circulars and updates from the NSW Office of Local Government, NSW Department of Planning, Industry and Environment, and Local Government NSW (LGNSW) on new or amended legislation relevant to local government. Such Circulars and updates are distributed through the Council's electronic document management system (ECM) to the relevant Council Officers for implementation

where applicable. The Governance team also forwards relevant Circulars and updates to the General Manager, Directors and relevant Officers for their information.

- e) Councillors have access to advice from Senior Staff in accordance with the *Councillor Access to Information and Interaction with Staff Policy*.
- f) If deemed necessary, the General Manager or a nominated Officer will submit a report to a Council meeting on any new or amended legislation where changes will impact significantly on Council or its operations.

#### **4.4 External Legislative Compliance Support**

Council will maintain compliance excellence by seeking appropriate professional advice where appropriate, including:

- a) Internal or External Auditors
- b) NSW Office of Local Government (their legal officer/team)
- c) Local Government NSW (their legal policy officer)
- d) Legal advisers

## **5 RESPONSIBILITY/ACCOUNTABILITY**

### **5.1 All Staff to:**

- a) Comply with relevant legislative obligations within the scope of their roles and their delegated authority;
- b) Follow relevant procedures, guidelines and checklists as far as practicable and implement this Policy;
- c) Report to their Director, Manager, Team Leader or supervisor, instances where they consider obligations are not being complied with;
- d) Actively identify and seek additional support in understanding their legislative compliance obligations; and
- e) Develop the legislative compliance performance and culture within their teams by promoting opportunities for staff to increase their understanding, apply and continuously improve on compliance obligations relating to their roles.

### **5.2 Governance and Committee Services Department to:**

- a) Report on updates (or disseminate such information) from the NSW Office of Local Government, Local Government NSW and other pronouncements likely to impact Council;
- b) Support the responsible Divisions/Departments of Council with the coordination of compliance status reports for auditing purposes;

- c) Coordinate the reporting to the General Manager and the Governance and Finance Committee, Legal and Planning Committee and/or Audit and Improvement Committee (ARIC) on instances of significant legislative non-compliance or significant increases in legislative compliance risks, and corrective or remedial actions, as prepared and recommended by the responsible Council Officer and Division/Department; and
- d) Review this Policy.

### **5.3 Senior Management (General Manager and Directors)**

Senior management are responsible for the supervision and operational implementation of this Policy and should ensure the conduct and activities of Council comply with all applicable laws and regulations.

Senior management's responsibility is to:

- a) Ensure a culture of compliance is encouraged and maintained throughout the organisation;
- b) Promote and uphold compliance to all relevant legislation as an essential responsibility of every staff;
- c) Delegate legislative compliance tasks to appropriate persons, as necessary, and in accordance with the Council's Delegations of Authority Manual, where applicable;
- d) Develop adequate reporting processes to keep Council informed on all legislative compliance matters;
- e) Consult with Council solicitor, appropriate legal professionals or other persons on legislative compliance issues and risks, as necessary.

The General Manager, Directors and management team are responsible for day-to-day operational compliance. They must have full understanding of Council's policies and procedures to be able to properly perform their responsibilities and assess the legislative compliance needs of Council.

Senior management's duties under this Policy are to:

- f) Ensure that adequate internal systems and controls have been implemented within their Division/Department, to monitor legislative compliance, to provide assurance that Council Officers are complying with all relevant laws and policies;
- g) Promote a compliance culture;
- h) Review legislative compliance on an ongoing basis and provide reports (including breaches) to Council;
- i) Inform Council and Council Officers about significant changes in relevant legislation;
- j) Allocate legislative compliance responsibilities to relevant Managers, Supervisors, Team Leaders and/or Officers for actioning, commensurate with their functions and delegated authority;

- k) Ensure all Council Officers have undertaken appropriate training or provided with information awareness on relevant legislative compliance, policies and procedures;
- l) Seek legal or regulatory advice or assistance on legislative compliance issues when necessary;
- m) Report legislative compliance issues and risks to the Governance and Finance Committee or the Legal and Planning Committee and/or ARIC for continuous improvement

The General Manager will report breaches of legislation or regulations to Council.

#### **5.4 Access to Information**

The nominated Officer, senior management or the auditor undertaking the legislative compliance function will have:

- a) The right to obtain access to information (Access to Information Policy), necessary to carry out its responsibilities;
- b) The right to conduct investigations of possible legislative breaches and appoint outside experts if required; and
- c) The ability to express and disclose findings to senior management and, through the Council reporting process, to the elected Council.

#### **5.5 Management of Legislative Compliance Risk**

Senior management will be responsible for nominating the appropriate Council Officers to coordinate the identification, management and monitoring of legislative compliance risk within their Division, Department or team.

#### **5.6 Organisational Compliance**

Council has organisational charts with reporting lines for staff, Managers, Directors and the General Manager. Managers are responsible for the implementation of development plans for each staff within their area of responsibility, to ensure the required competencies and knowledge have been achieved for:

- a) Legislation and regulation
- b) Code or Standard
- c) Policy
- d) Procedure

Council will have appropriate procedures, guidelines, manuals or checklists relevant to the operations or activities of the Division/Department or team, to support staff to follow and comply with key legislative requirements.

## **5.7 Training**

Training is the foundation of compliance and will form part of the Training and Development plan for staff.

The General Manager must ensure all staff and managers have access to appropriate and ongoing training on legislative compliance necessary for their role.

## **5.8 Legislative Compliance Monitoring and Review**

Council adopts a culture of compliance and encourages all staff to advise the General Manager and/or management team of any:

- a) Actual or potential breaches,
- b) Risk management issues, or
- c) Any other concerns.

As part of internal audit, legislative compliance will be reviewed and reported to the Governance and Finance Committee or ARIC, where applicable.

When reviewing incidents and complaints in accordance with Council's Complaints Handling Policy and procedures, such reviews and investigations will identify any compliance issues with legislation, regulations, standards, policies and procedures, and rectify any such systemic or recurring legislative compliance issues.

Any repeated incidents of legislative non-compliance will be identified for improvement and reviewed to prevent their recurrence.

Legislation and regulations that impact on Council's compliance obligations, are identified in the legislative compliance matrix register (Appendix A).

Compliance excellence will be maintained through regular legislative compliance system review.

This Policy will be reviewed every four years, unless significant new information, legislative or organisational change warrants an earlier review or update to the Policy.

## **5.9 Reporting and Remedial Action**

Staff report to management instances where they consider legislative obligations are not being complied with. There will be timely escalation of any unresolved issues to the appropriate management level. Managers implement

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remedial or corrective action that is appropriate when legislative non-compliance (or at risk of non-compliance) is identified.

Compliance reporting includes:

- a) Material breaches, system breakdowns, areas of concern or potential exposure
- b) Results of compliance reviews or audits (internal/external)
- c) Information about external regulatory environment (new or amendments to legislation).

Senior management may instigate an investigation into any legislative non-compliance matter and will report significant legislative non-compliance matters to Council through the Legal and Planning Committee or Governance and Finance Committee, ARIC or external agencies as required.

Council also has quarterly reporting against the main statutory reporting compliance obligations outlined by the Office of Local Government's annual calendar of Compliance and Reporting Requirements.

Remedial action must be recommended in compliance reports. Senior management will be responsible for monitoring the implementation of remedial action along with any required training or procedural change. Each Division/Department will be responsible for ensuring that any exceptions have been actioned in a timely manner and progress reports provided to the Governance and Finance Committee or Legal and Planning Committee, where applicable.

## **6 RELATED POLICIES/DOCUMENTS/LEGISLATION**

The Policy should be read in conjunction with the following Council policies and documents:

- Access to Information Policy
- Code of Conduct - Contractors, their Staff and Business Associates
- Code of Conduct - Councillors and Staff
- Code of Conduct - North Sydney Local Planning Panel (NSLPP)
- Code of Conduct - Outdoor Fitness Training
- Code of Conduct - Precinct Office Bearers and Members
- Code of Conduct - Volunteers and Community Representatives
- Code of Meeting Practice
- Complaints Handling Policy
- Councillor Access to Information and Interaction with Staff Policy
- Delegations of Authority Manual
- Enterprise Risk Management Policy

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- Fraud and Corruption Prevention Policy
  - Legislative Compliance Matrix Register (Appendix A)

The Policy should be read in conjunction with the following documents/legislation:

- *Local Government Act 1993*
- *Local Government (General) Regulations 2005*
- NSW Office of Local Government - Annual Calendar of Compliance and Reporting Requirements
- Good Conduct and Administrative Practice - Guidelines for State and Local Government (NSW Ombudsman, published May 2006)
- AS/ISO 19600:2015 Compliance Management Systems - Guidelines

<b>Version</b>	<b>Date Approved</b>	<b>Approved by</b>	<b>Resolution No.</b>	<b>Review Date</b>
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**APPENDIX A: LEGISLATIVE COMPLIANCE MATRIX REGISTER**  
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**APPENDIX A – Legislative Compliance Matrix Register**

NAME OF ACT with hyperlinks to legislation	CORRESPONDING REGULATION with hyperlinks to regulation	City Strategy  CIS	Community & Library Services  CLS	Corporate Services  COS	Engineering & Property Services  EPS	General Manager's Office  GMO	Open Space & Environmental Services  OSE
<i>Administrative Decisions Review Act 1997 No 76</i>	<i>Administrative Decisions Review Regulation 2019</i>						
<i>Age Discrimination Act 2004 (Cth)</i>							
<i>Annual Holidays Act 1944 No 31</i>	<i>Annual Holidays Regulation 2016</i>						
<i>Anti-Discrimination Act 1977 No 48</i>	<i>Anti-Discrimination Regulation 2019</i>						
<i>Australian Human Rights Commission Act 1986 (Cth)</i>							
<i>Biodiversity Conservation Act 2016 No 63</i>	<i>Biodiversity Assessment Method Order 2017</i> <i>Biodiversity Conservation Regulation 2017</i>						
<i>Biosecurity Act 2015 No 24</i>	<i>Biosecurity Regulation 2017</i>						
<i>Boarding Houses Act 2012 No 74</i>	<i>Boarding Houses Regulation 2013</i>						
<i>Building and Construction Industry Security of Payment Act 1999 No 46</i>	<i>Building and Construction Industry Security of Payment Regulation 2020</i>						
<i>Building and Development Certifiers Act 2018 No 63</i>	<i>Building and Development Certifiers Regulation 2020</i>						
<i>Building Products (Safety) Act 2017 No 69</i>							
<i>Child Protection (Working with Children) Act 2012 No 51</i>	<i>Child Protection (Working with Children) Regulation 2013</i>						
<i>Children and Young Persons (Care and Protection) Act 1998 No 157</i>	<i>Children and Young Persons (Care and Protection) Regulation 2012</i>						



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<i>Children's Guardian Act 2019 No 25</i>	<i>Children's Guardian (Transitional) Regulation 2020</i>						
<i>Civil Liability Act 2002 No 22</i>	<i>Civil Liability Regulation 2019</i>						
<i>Commercial Arbitration Act 2010 No 61</i>							
<i>Community Land Development Act 1989 No 201</i>	<i>Community Land Development Regulation 2018</i>						
<i>Community Land Management Act 1989 No 202</i>	<i>Community Land Management Regulation 2018</i>						
<i>Companion Animals Act 1998 No 87</i>	<i>Companion Animals Regulation 2018</i>						
<i>Competition and Consumer Act 2010 (Cth)</i>	<i>Competition and Consumer Regulations 2010 (Cth)</i>						
<i>Competition Policy Reform (New South Wales) Act 1995 No 8</i>							
<i>Contaminated Land Management Act 1997 No 140</i>	<i>Contaminated Land Management Regulation 2013</i>						
<i>Contracts Review Act 1980 No 16</i>							
<i>Conveyancing Act 1919 No 6</i>	<i>Conveyancing (General) Regulation 2018</i>						



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<i>Copyright Act 1968 (Cth)</i>	<i>Copyright Regulations 2017 (Cth)</i>						
<i>Crown Land Management Act 2016 No 58</i>	<i>Crown Land Management Regulation 2018</i>						Native Title Manager
<i>Defamation Act 2005 No 77</i>  <i>Note: Defamation Amendment Bill 2020 – Assented to 11 August 2020 - commencement on a day or days to be appointed by proclamation.</i>							
<i>Design and Building Practitioners Act 2020 No 7</i>							
<i>Disability Discrimination Act 1992 (Cth)</i>							
<i>Dividing Fences Act 1991 No 72</i>							
<i>Duties Act 1997 No 123</i>							
<i>Electoral Funding Act 2018 No 20</i>	<i>Electoral Funding Regulation 2018</i>						
<i>Electronic Transactions Act 2000 No 8</i>	<i>Electronic Transactions Regulation 2017</i>						
<i>Environmentally Hazardous Chemicals Act 1985 No 14</i>	<i>Environmentally Hazardous Chemicals Regulation 2017</i>						
<i>Environmental Planning and Assessment Act 1979 No 203</i>	<i>Environmental Planning and Assessment Regulation 2000</i>						
<i>Essential Services Act 1988 No 41</i>							
<i>Evidence Act 1995 No 25</i>	<i>Evidence Regulation 2015</i>						
<i>Evidence (Audio and Audio Visual Links) Act 1998 No 105</i>	<i>Evidence (Audio and Audio Visual Links) Regulation 2015</i>						
<i>Fair Trading Act 1987 No 68</i>	<i>Fair Trading Regulation 2019</i>						
<i>Fair Work Act 2009 (Cth)</i>	<i>Fair Work Regulations 2009 (Cth)</i>						
<i>Fines Act 1996 No 99</i>	<i>Fines Regulation 2020</i>						



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<i>Fire and Rescue NSW Act 1989 No 192</i>	<i>Fire Brigades Regulation 2014</i>						
<i>Food Act 2003 No 43</i>	<i>Food Regulation 2015</i>						
<i>Fringe Benefits Tax Assessment Act 1986 (Cth)</i>							
<i>Government Information (Public Access) Act 2009 No 52</i>	<i>Government Information (Public Access) Regulation 2018</i>						
<i>Growth Centres (Development Corporations) Act 1974 No 49</i>							
<i>Health Records and Information Privacy Act 2002 No 71</i>	<i>Health Records and Information Privacy Code of Practice 2005</i> <i>Health Records and Information Privacy Regulation 2017</i>						
<i>Heritage Act 1977 No 136</i>	<i>Heritage Regulation 2012</i>						
<i>Home Building Act 1989 No 147</i>	<i>Home Building Regulation 2014</i>						
<i>Housing Act 2001 No 52</i>							
<i>Impounding Act 1993 No 31</i>	<i>Impounding Regulation 2013</i>						
<i>Income Tax Assessment Act 1997 (Cth)</i>							
<i>Independent Commission Against Corruption Act 1988 No 35</i>	<i>Independent Commission Against Corruption Regulation 2017</i>						
<i>Independent Pricing and Regulatory Tribunal Act 1992 No 39</i>	<i>Independent Pricing and Regulatory Tribunal Regulation 2017</i>						
<i>Industrial Relations Act 1996 No 17</i>	<i>Industrial Relations (General) Regulation 2020</i>						
<i>Interpretation Act 1987 No 15</i>							
<i>Land Acquisition (Just Terms Compensation) Act 1991 No 22</i>							



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<a href="#">Land and Environment Court Act 1979 No 204</a>	<a href="#">Land and Environment Court Rules 2007</a>						
<a href="#">Land Development Contribution Management Act 1970 No 22</a>							
<a href="#">Law Enforcement (Powers and Responsibilities) Act 2002 No 103</a>	<a href="#">Law Enforcement (Powers and Responsibilities) Regulation 2016</a>						
<a href="#">Library Act 1939 No 40</a>	<a href="#">Library Regulation 2018</a>						
<a href="#">Liquor Act 2007 No 90</a>	<a href="#">Liquor Regulation 2018</a>						
<a href="#">Local Government Act 1993 No 30</a>	<a href="#">Local Government (General) Regulation 2005</a>						
<a href="#">Local Government (Financial Assistance) Act 1995 (Cth)</a>							
<a href="#">Local Government and Other Authorities (Superannuation) Act 1927 No 35</a>							
<a href="#">Long Service Leave Act 1955 No 38</a>	<a href="#">Long Service Leave Regulation 2016</a>						
<a href="#">National Parks and Wildlife Act 1974 No 80</a>	<a href="#">National Parks and Wildlife Regulation 2019</a>						
<a href="#">Ombudsman Act 1974 No 68</a>	<a href="#">Ombudsman Regulation 2016</a>						
<a href="#">Payroll Tax Act 2007 No 21</a>							
<a href="#">Personal Injury Commission Act 2020 No 18</a>							
<a href="#">Pesticides Act 1999 No 80</a>	<a href="#">Pesticides Regulation 2017</a>						
<a href="#">Prevention of Cruelty to Animals Act 1979 No 200</a>	<a href="#">Prevention of Cruelty to Animals Regulation 2012</a>						
<a href="#">Privacy Act 1988 (Cth)</a>	<a href="#">Privacy Regulation 2013 (Cth)</a>  <a href="#">Privacy (Australian Government Agencies – Governance) APP Code 2017 (Cth)</a>						



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<i>Privacy and Personal Information Protection Act 1998 No 133</i>	<i>Privacy and Personal Information Protection Regulation 2019</i> <i>Privacy Code of Practice (General) 2003</i>						
<i>Protection of the Environment Administration Act 1991 No 60</i>							
<i>Protection of the Environment Operations Act 1997 No 156</i>	<i>Protection of the Environment Operations (General) Regulation 2009</i>  <i>Protection of the Environment Operations (Clean Air) Regulation 2010</i>  <i>Protection of the Environment Operations (Noise Control) Regulation 2017</i>  <i>Protection of the Environment Operations (Waste) Regulation 2014</i>						
<i>Public Health Act 2010 No 127</i>	<i>Public Health Regulation 2012</i>						
<i>Public Interest Disclosures Act 1994 No 92</i>	<i>Public Interest Disclosures Regulation 2011</i>						
<i>Public Works and Procurement Act 1912 No 45</i>	<i>Public Works and Procurement Regulation 2019</i>						
<i>Public Works and Procurement Amendment (Enforcement) Act 2018 No 72</i>							
<i>Racial Discrimination Act 1975 (Cth)</i>							
<i>Real Property Act 1900 No 25</i>	<i>Real Property Regulation 2019</i>						
<i>Recreation Vehicles Act 1983 No 136</i>							
<i>Registered Clubs Act 1976 No 31</i>	<i>Registered Clubs Regulation 2015</i>						
<i>Residential Apartment Buildings (Compliance and Enforcement Powers) Act 2020 No 9</i>	<i>Residential Apartment Buildings (Compliance and Enforcement Powers) Regulation 2020</i>						
<i>Restraints of Trade Act 1976 No 67</i>							



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<i>Retail Leases Act 1994 No 46</i>	<i>Retail and Other Commercial Leases (COVID-19) Regulation 2020</i>						
<i>Retail Trading Act 2008 No 49</i>	<i>Retail Trading Regulation 2014</i>						
<i>Roads Act 1993 No 33</i>	<i>Roads Regulation 2018</i> <i>Road Rules 2014</i>						
<i>Road Transport Act 2013 No 18</i>	<i>Road Transport (General) Regulation 2013</i>						
<i>Rural Fires Act 1997 No 65</i>	<i>Rural Fires Regulation 2013</i>						
<i>Sex Discrimination Act 1984 (Cth)</i>							
<i>Smoke-free Environment Act 2000 No 69</i>	<i>Smoke-free Environment Regulation 2016</i>						
<i>State Emergency and Rescue Management Act 1989 No 165</i>							
<i>State Emergency Service Act 1989 No 164</i>							
<i>State Records Act 1998 No 17</i>	<i>State Records Regulation 2015</i>						
<i>Strata Schemes Development Act 2015 No 51</i>	<i>Strata Schemes Development Regulation 2016</i>						
<i>Statutory and Other Offices Remuneration Act 1975 (1976 No 4)</i>							
<i>Superannuation Guarantee (Administration) Act 1992 (Cth)</i>							
<i>Surveying and Spatial Information Act 2002 No 83</i>	<i>Surveying and Spatial Information Regulation 2017</i>						
<i>Swimming Pools Act 1992 No 49</i>	<i>Swimming Pools Regulation 2018</i>						
<i>Sydney Water Act 1994 No 88</i>	<i>Sydney Water Regulation 2017</i>						
<i>Trees (Disputes Between Neighbours) Act 2006 No 126</i>	<i>Trees (Disputes Between Neighbours) Regulation 2019</i>						



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<i>Unclaimed Money Act 1995 No 75</i>							
<i>Valuation of Land Act 1916 No 2</i>	<i>Valuation of Land Regulation 2018</i>						
<i>Waste Avoidance and Resource Recovery Act 2001 No 58</i>	<i>Waste Avoidance and Resource Recovery (Container Deposit Scheme) Regulation 2017</i>						
<i>Workers Compensation Act 1987 No 70</i>	<i>Workers Compensation Regulation 2016</i>  <i>Workers Compensation Commission Rules 2011</i>  <i>Workers Compensation (Indexation of Amounts) Order 2013</i>  <i>Workers Compensation (Indexation) Order 2019</i>						
<i>Work Health and Safety Act 2011 No 10</i>	<i>Work Health and Safety Regulation 2017</i>						
<i>Workplace Injury Management and Workers Compensation Act 1998 No 86</i>							
<i>Workplace Surveillance Act 2005 No 47</i>	<i>Workplace Surveillance Regulation 2017</i>						