

PART FOUR:

MANAGEMENT AND ACCOUNTABILITY

NUMBER AND REMUNERATION OF SENIOR EXECUTIVES

TABLE 1: NUMBER OF SENIOR EXECUTIVES EMPLOYED AT 31 DECEMBER 2025

	Female	Male	Non-binary	Total	Female	Male	Non-binary	Total
Vice-Chancellor	0	1	0	1	0	1	0	1
Deputy Vice-Chancellor and Chief Operating Officer	1	3	0	4	1	1	0	2
Pro Vice-Chancellor and Chief Financial Officer	1	4	0	5	1	4	0	5
Other	3	3	0	6	0	3	0	3
Totals	5	11	0	16	2	9	0	11

Table reflects permanent appointments into Executive roles. Read here for more: newcastle.edu.au/elt-table

TABLE 2: AVERAGE TOTAL REMUNERATION PACKAGE OF SENIOR EXECUTIVES EMPLOYED AT 31 DECEMBER 2025

Vice-Chancellor	\$1,020,000 to \$1,029,999	\$1,030,000 to \$1,039,999
Deputy Vice-Chancellor and Chief Operating Officer	\$601,805	\$605,298
Pro Vice-Chancellor and Chief Financial Officer	\$404,892	\$410,952
Other	\$328,985	\$339,269

TABLE 3: Percentage of total employee-related expenditure relating to senior executives

Senior executive-related expenditure (%)	1.5%	1.6%
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HUMAN RESOURCES

Number of officers and employees by category & compared to the prior year.

Number¹ of officers/employees

Academic	Continuing	627	642
	Fixed-Term	598	567
	Contingent ²	-	21
Academic total		1,220	1,226
Professional	Continuing	1,238	1,144
	Fixed-Term	761	788
	Contingent ²	-	75
Professional total		1,992	2,000
Staff total		3,203	3,216

Non-Casual Full-Time-Equivalence (FTE)

Academic	1,054.1	1,048.4
Professional	1,764.3	1,729.0
Total	2,818.4	2,777.4

Source: MyHR as at 31 Dec 2024 and 31 Dec 2025.

Casual Full-Time-Equivalence (FTE)

Academic	230.7	114.0
Professional	161.6	122.2
Total	392.2	236.2

Source: MyHR as at 31 Dec 2024 and 31 Dec 2025.

1 Headcount. Total reflects unique employee headcount.

2 Contingent is a new employment type in 2025.

Source: MyHR 1 Jan 2024 - 31 Dec 2025.

2025 Casual FTE is preliminary for submission to TCSI June 2026.

INTERNATIONAL TRAVEL

Armenia	Conference	School of Humanity, Creative Industries and Social Science	1
Austria	Conference	School Information and Physical Sciences	1
Austria	Conference	School of Psychological Sciences	4
Austria	Conference	School of Biomedical Sciences	1
Austria	Conference	School of Chemical Engineering	2
Austria	Conference	School of Medicine and Public Health	1
Austria	Conference	School of Medicine and Public Health	1
Bangladesh	Meeting	Global Partnerships and Academic Division	1
Botswana	Other	School of Environment and Life Sciences	3
Canada	Conference	School of Biomedical Sciences	1
Canada	Conference	School of Chemical Engineering	2
Canada	Conference	School of Education	1
Canada	Conference	School of Medicine and Public Health	1
Canada	Research	School of Chemical Engineering	2
Canada	Research	School of Education	1
Canada	Teaching	School of Medicine and Public Health	1
Chile	Conference	School Architecture and Built Environment	1
China	Activities	Future Students (International), Academic Division	2
China	Conference	Global Engagement and Partnerships Division	1
China	Conference	Global Partnerships, Academic Division	2
China	Conference	Newcastle Business School	2
China	Conference	Office of the Vice Chancellor Division	1
China	Conference	School Information and Physical Sciences	5
China	Conference	School of Biomedical Sciences	1
China	Conference	School of Chemical Engineering	4
China	Conference	School of Engineering	2
China	Conference	School of Environment and Life Sciences	1
China	Conference	School of Medicine and Public Health	3
China	Fieldwork	Infrastructure Facilities Services (IFS)	1
China	Fieldwork	School Information and Physical Sciences	2
China	Fieldwork	School of Health Sciences	1
China	Fieldwork	School of Humanity, Creative Industries and Social Science	1
China	Marketing	Future Students (International), Academic Division	4
China	Marketing	Global Partnerships, Academic Division	1
China	Meeting	Global Engagement and Partnerships Division	1
China	Meeting	Global Partnerships, Academic Division	1
China	Meeting	Newcastle Business School	1
China	Meeting	Office of the PVC, College of Engineering, Science and Environment	1
China	Meeting	School Information and Physical Sciences	1
China	Meeting	School of Science	2
China	Other	Future Students (International), Academic Division	1
China	Other	Newcastle Business School	1
China	Other	School of Law and Justice	1

Country	Trip Type	Area	Number of trips
China	Research	School Information and Physical Sciences	1
China	Research	School of Chemical Engineering	1
China	Research	School of Environment and Life Sciences	1
China	Teaching	School of Law and Justice	1
China	Teaching	School of Computer and Information Sciences	1
Cook Islands	Fieldwork	School of Environment and Life Sciences	1
Cook Islands	Research	School of Environment and Life Sciences	7
Cook Islands	Teaching	School of Environment and Life Sciences	1
Cyprus	Research	School of Humanity, Creative Industries and Social Science	1
Czech Republic	Conference	School Psychological Sciences	1
Czech Republic	Conference	School of Education	1
Denmark	Conference	Newcastle Business School	1
Denmark	Conference	of Information and Physical Sciences	1
Denmark	Conference	School of Biomedical Sciences	4
Denmark	Conference	School of Health Sciences	1
Denmark	Other	School of Information and Physical Sciences	1
Ethiopia	Research	School of Health Sciences	1
Ethiopia	Teaching	Newcastle Business School	1
Fiji	Conference	Newcastle Business School	1
Fiji	Meeting	School of Medicine and Pub Health	2
Fiji	Training	School of Medicine and Public Health	1
Finland	Conference	School of Law and Justice	1
Finland	Other	School of Environment and Life Sciences	1
France	Conference	Communications and Engagement	1
France	Conference	Newcastle Business School	1
France	Conference	School of Chemical Engineering	3
France	Conference	School of Humanity, Creative Industries and Social Science	2
France	Other	Global Partnerships, Academic Division	1
France	Research	School of Humanity, Creative Industries and Social Science	1
Polynesia	Conference	School of Environment and Life Sciences	1
Germany	Conference	Newcastle Business School	1
Germany	Conference	Office of the Pro Vice-Chancellor, College of Human and Social Futures	1
Germany	Conference	School of Architecture and Built Environment	1
Germany	Conference	School Information and Physical Sciences	1
Germany	Conference	School of Biomedical Sciences	2
Germany	Conference	School of Chemical Engineering	1
Germany	Conference	School of Education	1
Germany	Conference	School of Environment and Life Sciences	2
Germany	Conference	School of Medicine and Public Health	2
Germany	Other	Newcastle Business School	1
Germany	Other	School Information and Physical Sciences	1
Germany	Other	School of Science	1
Germany	Research	School Information and Physical Sciences	1
Germany	Research	School of Chemical Engineering	4
Germany	Research	School of Humanities, Creative Industries and Social Science	1

Country	Trip Type	Area	Number of trips
Germany	Research	School of Law and Justice	1
Germany	Research	School of Nursing and Midwifery	1
Germany	Teaching	School of Education	1
Greece	Conference	School of Architecture and Built Environment	1
Greece	Conference	School of Chemical Engineering	1
Greece	Conference	School of Humanities, Creative Industries and Social Science	2
Greece	Other	Newcastle Business School	1
Greece	Other	School of Environment and Life Sciences	1
Hong Kong	Conference	Office of Alumni and Philanthropy, Vice Chancellor's Division	1
Hong Kong	Conference	School of Architecture and Built Environment	1
Hong Kong	Conference	School Information and Physical Sciences	1
Hong Kong	Conference	School of Engineering	3
Hong Kong	Fieldwork	Future Students (International), Academic Division	1
Hong Kong	Meeting	School of Psychological Sciences	1
Hong Kong	Other	Education and Innovation	2
Hong Kong	Other	Research and Innovation Division	2
Hong Kong	Other	Unknown	1
India	Conference	School of Architecture and Built Environment	1
India	Conference	School Psychological Sciences	1
India	Conference	School of Chemical Engineering	4
India	Conference	School of Health Sciences	1
India	Conference	School of Science	2
India	Meeting	Future Students (International), Academic Division	2
India	Meeting	Office of the Pro Vice-Chancellor, College of Human and Social Futures	1
India	Meeting	Office of the Vice-Chancellor, Vice Chancellors Division	1
India	Meeting	School Information and Physical Sciences	1
India	Meeting	School of Medicine and Public Health	1
India	Other	School of Engineering	1
India	Research	School Information and Physical Sciences	1
Indonesia	Conference	Future Students (International), Academic Division	1
Indonesia	Conference	Newcastle Business School	1
Indonesia	Conference	School of Biomedical Sciences and Pharmacy	1
Indonesia	Conference	School of Humanities, Creative Industries and Social Science	1
Indonesia	Conference	School of Medicine and Public Health	1
Indonesia	Fieldwork	School of Education	1
Indonesia	Marketing	Global Partnerships, Academic Division	1
Indonesia	Meeting	Global Engagement, Partnerships Division	2
Indonesia	Meeting	Newcastle Business School	2
Indonesia	Meeting	School of Education	1
Indonesia	Research	School of Humanities, Creative Industries and Social Science	1
Ireland	Conference	Newcastle Business School	2
Italy	Conference	Newcastle Business School	2
Italy	Conference	School of Architecture and Built Environment	1
Italy	Conference	School of Environment and Life Sciences	2
Italy	Conference	School of Humanities, Creative Industries and Social Science	1

Country	Trip Type	Area	Number of trips
Italy	Conference	Visting Academic	2
Italy	Meeting	Newcastle Business School	1
Italy	Other	School of Humanities, Creative Industries and Social Science	1
Italy	Research	School of Chemical Engineering	1
Japan	Conference	Newcastle Business School	1
Japan	Conference	School of Architecture and Built Environment	1
Japan	Conference	School Information and Physical Sciences	1
Japan	Conference	School of Biomedical Sciences	2
Japan	Conference	School of Education	1
Japan	Conference	School of Environment and Life Sciences	2
Japan	Conference	School of Medicine and Public Health	1
Japan	Meeting	Global Partnerships, Academic Division	1
Japan	Meeting	School of Biomedical Sciences	1
Japan	Meeting	School of Medicine and Public Health	1
Kenya	Meeting	Global Engagement, Partnerships Division	1
Lithuania	Conference	School Psychological Sciences	1
Macau	Conference	School Information and Physical Sciences	1
Malaysia	Conference	Office of the Vice-Chancellor	1
Malaysia	Conference	School of Health Sciences	2
Malaysia	Conference	School of Medicine and Public Health	2
Malaysia	Conference	School of Medicine and Public Health	1
Malaysia	Meeting	Future Students (International), Academic Division	1
Malaysia	Meeting	School of Medicine and Public Health	1
Malaysia	Other	Governance and Assurance, Vice-Chancellors Division	1
Malaysia	Research	Global Partnerships, Academic Division	1
Malaysia	Research	School Psychological Sciences	2
Malaysia	Teaching	School Architecture and Built Environment	1
Maldives	Other	School of Education	1
Maldives	Teaching	School of Education	1
Maldives	Training	School of Medicine and Public Health	1
Mauritius	Conference	Newcastle Business School	1
Mauritius	Conference	Office of Deputy Vice-Chancellor, Academic	1
Mauritius	Research	School Information and Physical Sciences	1
Mauritius	Research	School of Humanities, Creative Industries and Social Science	1
Mauritius	Training	School of Medicine and Public Health	1
Nepal	Fieldwork	School Psychological Sciences	1
Netherlands	Conference	Newcastle Business School	1
Netherlands	Conference	School of Biomedical Sciences	2
Netherlands	Conference	School of Chemical Engineering	1
Netherlands	Conference	School of Medicine and Public Health	5
New Zealand	Activities	School of Education	1
New Zealand	Conference	Future Students (International), Academic Division	2
New Zealand	Conference	Global Partnerships, Academic Division	1
New Zealand	Conference	Newcastle Business School	2
New Zealand	Conference	Office of Indigenous Strategy and Leadership	1

Country	Trip Type	Area	Number of trips
New Zealand	Conference	School of Biomedical Sciences	1
New Zealand	Conference	School of Education	6
New Zealand	Conference	School of Environment and Life Sciences	4
New Zealand	Conference	School of Health Sciences	1
New Zealand	Conference	School of Humanities, Creative Industries and Social Science	2
New Zealand	Conference	School of Medicine and Public Health	5
New Zealand	Conference	School of Nursing and Midwifery	1
New Zealand	Conference	Student Central, Academic Division	4
New Zealand	Meeting	School of Humanities, Creative Industries and Social Science	1
New Zealand	Other	School of Education	1
New Zealand	Other	School of Environment and Life Sciences	1
New Zealand	Research	School of Chemical Engineering	7
New Zealand	Research	School of Humanities, Creative Industries and Social Science	1
New Zealand	Research	Student Central, Academic Division	2
New Zealand	Research	The Wollotuka Institute	1
Norway	Conference	School of Chemical Engineering	5
Norway	Teaching	School Psychological Sciences	1
Papua New Guinea	Conference	School of Health Sciences	3
Papua New Guinea	Conference	School of Medicine and Public Health	1
Papua New Guinea	Meeting	School of Medicine and Public Health	1
Papua New Guinea	Other	School of Medicine and Public Health	1
Papua New Guinea	Teaching	School of Health Sciences	2
Papua New Guinea	Training	School of Health Sciences	1
Papua New Guinea	Training	School of Medicine and Public Health	9
Philippines	Conference	School of Medicine and Public Health	1
Philippines	Meeting	School of Medicine and Public Health	1
Philippines	Research	School of Humanities, Creative Industries and Social Science	1
Poland	Conference	School Psychological Sciences	2
Portugal	Conference	School Information and Physical Sciences	1
Portugal	Conference	School of Chemical Engineering	1
Portugal	Conference	School of Environment and Life Sciences	1
Qatar	Conference	School Psychological Sciences	1
Rwanda	Conference	Newcastle Business School	1
Samoa	Conference	Global Partnerships, Academic Division	1
Samoa	Conference	Office of Deputy Vice-Chancellor, Research and Innovation	1
Samoa	Fieldwork	School of Education	3
Samoa	Fieldwork	School of Medicine and Public Health	1
Samoa	Meeting	Governance and Assurance, Vice Chancellors Division	1
Samoa	Meeting	Office of Deputy Vice-Chancellor, Research and Innovation	4
Samoa	Meeting	Office of the Pro Vice-Chancellor, College of Engineering, Science and Environment	1
Samoa	Research	School of Environment and Life Sciences	1
Samoa	Training	Office of Deputy Vice-Chancellor, Research and Innovation	2
Samoa	Training	School of Education	1
San Marino	Fieldwork	School of Medicine and Public Health	1
Saudi Arabia	Marketing	Future Students (International), Academic Division	1

Country	Trip Type	Area	Number of trips
Saudi Arabia	Meeting	Newcastle Business School	1
Saudi Arabia	Other	Office of the Vice-Chancellor	1
Singapore	Conference	Education and Innovation	1
Singapore	Conference	Future Students (International), Academic Division	1
Singapore	Conference	Office of Deputy Vice-Chancellor, Research and Innovation	12
Singapore	Conference	School Information and Physical Sciences	2
Singapore	Conference	School Psychological Sciences	1
Singapore	Conference	School of Biomedical Sciences	2
Singapore	Conference	School of Chemical Engineering	3
Singapore	Conference	School of Humanities, Creative Industries and Social Science	1
Singapore	Conference	School of Medicine and Public Health	3
Singapore	Conference	Student Central, Academic Division	5
Singapore	Conference	University of Newcastle Council	1
Singapore	Fieldwork	School of Humanities, Creative Industries and Social Science	2
Singapore	Fieldwork	Student Central, Academic Division	2
Singapore	Marketing	School of Biomedical Sciences	1
Singapore	Meeting	Future Students (International), Academic Division	2
Singapore	Meeting	Global Engagement, Partnerships Division	2
Singapore	Meeting	Governance and Assurance, Vice-Chancellors Division	4
Singapore	Meeting	Office of Deputy Vice-Chancellor, Research and Innovation	2
Singapore	Meeting	Office of the Vice Chancellor	1
Singapore	Meeting	School of Biomedical Sciences	1
Singapore	Meeting	School of Education	1
Singapore	Meeting	University of Newcastle Council	1
Singapore	Other	Global Partnerships, Academic Division	1
Singapore	Other	Office of Deputy Vice-Chancellor, Research and Innovation	1
Singapore	Other	School of Biomedical Sciences and Pharmacy	1
Singapore	Other	School of Environment and Life Sciences	1
Singapore	Other	School of Humanity, Creative Industries and Social Science	1
Singapore	Research	Office of Alumni and Philanthropy, Vice Chancellor's Division	1
Singapore	Research	School Psychological Sciences	2
Singapore	Teaching	School of Education	1
Singapore	Teaching	School of Environment and Life Sciences	1
Singapore	Teaching	School of Medicine and Public Health	1
Solomon Islands	Meeting	Future Students (International)	1
Solomon Islands	Meeting	Office of the Pro Vice-Chancellor, College of Human and Social Futures	1
Solomon Islands	Meeting	School of Medicine and Public Health	1
Solomon Islands	Research	School of Chemical Engineering	1
Solomon Islands	Research	School of Education	1
Solomon Islands	Research	School of Medicine and Public Health	1
Solomon Islands	Research	Student Central	1
Solomon Islands	Training	School of Medicine and Public Health	6
Solomon Islands	Training	School of Medicine and Public Health	1
South Africa	Conference	School of Chemical Engineering	3
South Africa	Conference	School of Medicine and Public Health	2

Country	Trip Type	Area	Number of trips
South Africa	Fieldwork	School of Medicine and Public Health	1
South Korea	Conference	School of Chemical Engineering	3
South Korea	Conference	School of Education	1
South Korea	Conference	School of Medicine and Public Health	1
South Korea	Fieldwork	Future Students (International), Academic Division	1
South Korea	Meeting	School of Chemical Engineering	1
South Korea	Research	School of Chemical Engineering	1
Spain	Activities	School Architecture and Built Environment	1
Spain	Conference	Centre of Excellence for Equity in Higher Education	1
Spain	Conference	Newcastle Business School	1
Spain	Conference	School of Environment and Life Sciences	1
Sri Lanka	Meeting	School of Humanity, Creative Industries and Social Science	1
Switzerland	Conference	School of Biomedical Sciences	1
Switzerland	Conference	School of Education	1
Switzerland	Fieldwork	School of Humanity, Creative Industries and Social Science	1
Switzerland	Other	School of Humanity, Creative Industries and Social Science	1
Switzerland	Research	Newcastle Business School	1
Taiwan	Conference	School of Biomedical Sciences	1
Taiwan	Conference	School of Education	1
Taiwan	Conference	School of Environment and Life Sciences	1
Taiwan	Meeting	School of Education	1
Taiwan	Teaching	Education and Innovation	1
Thailand	Conference	School of Architecture and Built Environment	1
Thailand	Conference	School of Medicine and Public Health	1
Thailand	Other	Newcastle Business School	1
Turkey	Conference	Future Students (International), Academic Division	1
Turkey	Conference	Global Partnerships, Academic Division	1
Turkey	Conference	School of Humanity, Creative Industries and Social Science	1
Turkey	Conference	School of Medicine and Public Health	1
Tuvalu	Fieldwork	School of Architecture and Built Environment	3
United Arab Emirates	Conference	School of Medicine and Public Health	1
United Kingdom	Conference	Office of Deputy Vice-Chancellor, Research and Innovation Division	1
United Kingdom	Conference	School Architecture and Built Environment	1
United Kingdom	Conference	School of Chemical Engineering	2
United Kingdom	Conference	School of Education	5
United Kingdom	Conference	School of Environment and Life Sciences	2
United Kingdom	Conference	School of Humanity, Creative Industries and Social Science	3
United Kingdom	Conference	School of Law and Justice	1
United Kingdom	Conference	School of Medicine and Public Health	3
United Kingdom	Conference	School of Nursing and Midwifery	5
United Kingdom	Meeting	Newcastle Business School	2
United Kingdom	Meeting	School Psychological Sciences	1
United Kingdom	Meeting	School of Education	1
United Kingdom	Meeting	School of Medicine and Public Health	1
United Kingdom	Other	Centre of Excellence for Equity in Higher Education	1

Country	Trip Type	Area	Number of trips
United Kingdom	Other	Office of the Pro Vice-Chancellor, College of Engineering, Science and Environment	1
United Kingdom	Other	School of Law and Justice	1
United Kingdom	Research	Centre of Excellence for Equity in Higher Education	1
United Kingdom	Research	School Information and Physical Sciences	1
United Kingdom	Research	School of Psychological Sciences	1
United Kingdom	Research	School of Chemical Engineering	1
United Kingdom	Research	School of Humanity, Creative Industries and Social Science	2
United Kingdom	Research	School of Law and Justice	1
United Kingdom	Training	Office of Pro Vice-Chancellor College of Engineering, Science and Engineering	1
United States	Conference	Global Partnerships, Academic Division	1
United States	Conference	Health Medicine and Wellbeing	1
United States	Conference	Newcastle Business School	2
United States	Conference	Office of Deputy Vice-Chancellor, Research and Innovation Division	1
United States	Conference	Office of the Pro Vice-Chancellor, College of Human and Social Futures	2
United States	Conference	Office of the Vice Chancellor	1
United States	Conference	School of Architecture and Built Environment	2
United States	Conference	School Information and Physical Sciences	2
United States	Conference	School Psychological Sciences	4
United States	Conference	School of Biomedical Sciences	3
United States	Conference	School of Chemical Engineering	3
United States	Conference	School of Education	3
United States	Conference	School of Environment and Life Sciences	4
United States	Conference	School of Humanity, Creative Industries and Social Science	4
United States	Conference	School of Law and Justice	1
United States	Conference	School of Medicine and Public Health	2
United States	Conference	School of Medicine and Public Health	1
United States	Conference	School of Medicine and Public Health	2
United States	Meeting	Office of Alumni and Philanthropy, Vice Chancellor's Division	1
United States	Meeting	School Psychological Sciences	2
United States	Meeting	School of Medicine and Public Health	1
United States	Meeting	School of Medicine and Public Health	1
United States	Other	School of Biomedical Sciences	1
United States	Other	School of Education	1
United States	Research	School of Biomedical Sciences	1
United States	Research	School of Education	1
United States	Training	School of Biomedical Sciences	1
United States	Training	School of Medicine and Public Health	1
Vanuatu	Fieldwork	Office of the Pro Vice-Chancellor, College of Human and Social Futures	1
Vanuatu	Meeting	School of Medicine and Public Health	1
Vietnam	Conference	Future Students (International), Academic Division	1
Vietnam	Conference	Newcastle Business School	3
Vietnam	Other	School of Chemical Engineering	3
Vietnam	Research	Global Partnerships, Academic Division	1
Zambia	Conference	School of Chemical Engineering	2
Zambia	Other	School of Chemical Engineering	1

LEGAL CHANGE

WORKPLACE GENDER EQUALITY AMENDMENT (SETTING GENDER EQUALITY TARGETS) ACT 2025

The Workplace Gender Equality Amendment (Setting Gender Equality Targets) Act 2025 (Cth) (Act) amended the Workplace Gender Equality Act 2021 (Cth) to establish workplace gender equality targets for reporting employers with over 500 employees (designated relevant employer), which includes the University.

Under these amendments, the University is required to select, report on, and comply with workplace gender equality targets (Targets). The University may select Targets from a menu that is set by the Minister. The University must report on its efforts to comply with the Target over a 3-year period and must comply with the Target by the end of that period. A failure to comply with the foregoing may result in the Workplace Gender Equality Agency reporting the failure to parliament and publishing the University's name as an entity that has failed to comply with the Act if it does not have a reasonable excuse.

INDUSTRIAL RELATIONS AND OTHER LEGISLATION AMENDMENT (WORKPLACE PROTECTIONS) ACT 2025

The Industrial Relations and Other Legislation Amendment (Workplace Protections) Act 2025 (Act) amended the Industrial Relations Act 1996 (NSW) (the IR Act), the Work Health and Safety Act 2011 (NSW) (the WHS Act), and the Industrial Relations (General) Regulation 2020 (NSW).

The amendments to the WHS Act changed the status of Codes of Practice from best practice, to legally binding, requiring employers to either comply with the Codes or manage risks to an equivalent or greater standard. Other amendments included requiring employers to promptly notify the regulator of any provisional improvement notices, additional powers of the Industrial Relations Commission to review decisions of inspectors and deal with WHS disputes by way of alternative dispute resolution, additional powers of WHS inspectors during inspections, and additional rights for Unions to apply for review of decisions and bring proceedings for offences under the WHS Act.

The amendments to the IR Act provide expanded protections against employee victimisation including broadening the categories of employees who may not be subject to victimisation and specific protected activities for members of an industrial organisation. The amendments also shift the onus of proof to the employer to show that the prohibited matter was not a cause of detrimental action, and introduce powers for the Industrial Relations Commission to make enforceable orders with respect to conciliation or mediation of disputes.

WORKERS COMPENSATION LEGISLATION AMENDMENT ACT 2025

The Workers Compensation Legislation Amendment Act 2025 (the Amending Act) will introduce amendments to the Workers Compensation Act 1987 (the Act) aimed at reducing the availability and processing costs of some compensation claims. These amendments include differentiating between primary psychological injuries and secondary psychological injuries (psychological injuries caused by a physical injury), with compensation only available for primary psychological injuries caused by a defined relevant event, including experiencing violence, a traumatic incident, or being subject to bullying or harassment. The amendments also provide a clearer definition of the 'reasonable management action' defence; requires bullying, harassment and excessive work demands claims to be accepted or disputed by insurers within 42 days; and allows for only one principal permanent impairment assessment to be undertaken unless there has been a deterioration of 10% or greater.

EDUCATION LEGISLATION AMENDMENT (INTEGRITY AND OTHER MEASURES) ACT 2025 & EDUCATION SERVICES FOR OVERSEAS STUDENTS AMENDMENT (INTEGRITY MEASURES) REGULATIONS 2025

The Education Legislation Amendment (Integrity and Other Measures) Act (the Amending Act) makes significant and relevant changes to the Education Services for Overseas Students Act 2000 (the ESOS Act) to introduce new measures aimed at improving international education, the Tertiary Education Quality and Standards Agency Act 2011 (the TEQSA Act) to require authorisation by the Tertiary Education Quality and Standards Agency (TEQSA) to deliver courses outside of Australia, and the Higher Education Support Act 2003 (HESA) to remove caps on Commonwealth Supported Places in medicine programs for eligible Indigenous students.

The amendments to the ESOS Act include broadening the definition of an 'education agent' and introducing additional reporting requirements on the relationship between education agents and providers, including with respect to commissions paid. TEQSA may also consider these relationships, and any current investigations for an offence under the ESOS Act, in determining a provider's registration. The Minister for Education may also now pause TEQSA's processing of registration applications or cancel a class of courses where there are systematic issues with delivery standards, they provide limited value to Australia's needs, or it is otherwise in the public interest.

The amendments to the TEQSA Act require providers to obtain authorisation from TEQSA to deliver Australian courses offshore, which is subject to conditions including annual reporting and notifying TEQSA of significant changes to delivery of relevant courses. Providing courses without authorisation will attract a significant penalty from October 2026, and there are grandfathering provisions for overseas courses that predate October 2025.

RISK MANAGEMENT AND INSURANCE ACTIVITIES

Risk management is a core part of the University of Newcastle's governance practice. We have adopted AS/NZS ISO 31000-2018 Risk Management Guidelines in developing our approach to risk management. The Executive Committee is actively engaged in the risk management process. The Risk Committee and the University Council oversee the Enterprise Risk Management Framework and discuss strategic risks at each Committee meeting. The Risk Management Framework is considered across the University at a strategic and operational level. Ongoing practices identify, manage, mitigate, monitor and report from strategic and operational perspectives. This process is supported by the Risk Management Policy and the Risk Management Framework.

INTERNAL CONTROL

Council is responsible for ensuring an effective system of internal controls over financial and operational activities. The Vice-Chancellor, as the principal Executive Officer, is responsible for ensuring that the internal environment supports the efficient and effective operation of appropriate internal controls to support the University's strategy and objectives. The Vice-Chancellor provides annual assurance to Council on the systems of internal controls, accountability and delegations (including in relation to controlled entities) as part of the management of the University's annual financial reporting.

INSURANCE

The General Insurance program is reviewed and renewed annually with the insurance period commencing 1 November each year. The University insurance broker (AJ Gallagher) provides specialist input to the renewal process, as well as to the ongoing management of the program. The continuous improvement of risk management activities, along with broker engagement, enables an approach that is sound and responsive to the constantly changing University environment. Details of insurance policies relevant to staff and students are published on our website at: newcastle.edu.au/current-staff/our-organisation/governance/assurance-services/insurance.

INTERNAL AUDIT

The Internal Audit team supports Council and the Executive by providing an independent and objective assurance service that seeks to evaluate and aid the continuous improvement of the University's governance, risk and compliance processes. To aid efficiency and effectiveness, the University employs a specialist outsourced internal audit partner, Ernst & Young. The Internal Auditor undertakes a range of risk-based audits to support Council's three-year Internal Audit Plan. The University Secretary, who heads the Internal Audit function, and the Internal Auditor, have independent reporting lines to the Chair of the Risk Committee and attend Risk Committee meetings to present audit findings and provide status reports on management actions taken to address previous findings.

EXTERNAL AUDIT

The Audit Office of New South Wales audits the financial statements of the University and its controlled entities.

COMPLIANCE WITH THE PRIVACY AND PERSONAL INFORMATION PROTECTION ACT 1998 (PIPA ACT) APPENDIX

All complaints about an alleged contravention by the University of an information privacy principle in the PIPA Act or a health privacy principle in the Health Records and Information Privacy Act 2002 (HRIPA) are dealt with as an internal review under Part 5 of the PIPA Act. The University has 60 days to complete its internal review. If an applicant is not satisfied with a University decision, the applicant can request the NSW Civil and Administrative Tribunal externally review the decision.

The Information and Privacy Commission (IPC) takes an active role in internal reviews and under section 53(5)(b) of the PIPA Act, the IPC is entitled to make submissions on the University's draft findings, which the University must consider before it finalises its decision. The University has complied with this requirement in undertaking its reviews.

The University received one privacy complaint to deal with as an internal review during the year ending 31 December 2025.

The University has an obligation under privacy legislation to report reviews conducted under Part 5, and breaches of privacy under Part 6A of the PIPA Act, and Part IIIIC of the Privacy Act. The University made one notification of a reportable review and breach to the NSW Information Privacy Commission (IPC) during the year ending 31 December 2025. All investigations, assessments, and reports were completed expeditiously, and the reportable review and privacy breach reported under the PIPA Act was undertaken with the support of the IPC.

GOVERNMENT INFORMATION (PUBLIC ACCESS) ACT 2009 (GIPA ACT)

GIPA REVIEW

An informal review of the release of government information in accordance with s.7(3) of the GIPA Act was undertaken in 2025. A review and an update of the University's Disclosure Log was also performed in 2025. Additional information was released informally because of the review. This information included:

- Personal information
- Commercially non-sensitive information
- Statistical information
- Links to externally facing policies
- IPC fact sheets

Application details

* A number of applicants made several applications

No.	Request	Outcome
1	Formal Application – Member of the public (by legal representative) seeking information about their client.	Received: 13/12/2024 Notice of Decision: 23/01/2025 Information released in full.
2	Formal Application – Member of the public seeking research information. Required significant amendment of scope.	Received: 17/12/2024 Notice of Decision: 05/03/2025 2 documents refused due to legal privilege. All other documents released with minor Personal Information redactions.
3	Formal Application – Member of the public (Media) seeking research information.	Received: 07/01/2025 Notice of Decision: 15/01/2025 Refused, unreasonable and substantial diversion of resources s.60(1)(a) of the GIPA Act.
4	Formal Application – Member of the public (Media) request for research information.	Received: 15/01/2025 Notice of Decision: 13/02/2025 Information was refused.
5	Formal Application – Member of the public (Media) request for research information.	Received: 15/01/2025 Notice of Decision: 13/02/2025 Information was refused.
6	Formal Application – Member of the public (Media) request for research information.	Received: 15/01/2025 Notice of Decision: 13/02/2025 Information was refused.
7	Formal Application – Member of the public seeking research information.	Received: 05/02/2025 Notice of Decision: 04/03/2025 Information released in full.
8	Formal Application – Member of the public (by legal representative) seeking all records relating to their client.	Received: 13/02/2025 Notice of Decision: 13/03/2025 Information released in full.
9	Formal Application – Member of the public (by legal representative) seeking all records relating to their client.	Received: 21/02/2025 Notice of Decision: 21/03/2025 Information released in full.
10	Informal Application – Member of the public seeking parking information.	Received: 25/02/2025 Notice of Decision: 06/03/2025 Information released in full.
11	Informal Application – Member of the public seeking information held about them.	Received: 04/03/2025 Notice of Decision: 06/03/2025 Information released in full.
12	Formal Application – Member of the public seeking research information matter.	Received: 13/03/2025 Notice of Decision: 09/04/2025 Information released in full.
13	Formal Application – Member of the public (by legal representative) seeking information about their client.	Received: 03/04/2025 Notice of Decision: 06/05/2025 Information released in full.
14	Informal Application – NSW Police on behalf of the Coroner's Court.	Received: 01/04/2025 Completed: 17/04/2025 Information released in full.

GIPA APPLICATIONS

The total number of access applications received by the agency during the reporting year were:

Type	2025
Formal applications	31
Informal applications	10
Third Party Consultations	6
Internal Review	3
External Review	1
Total	51

Application details

* A number of applicants made several applications

No.	Request	Outcome
15	Formal Application – Member of the public (by legal representative) seeking information about their client.	Received: 03/04/2025 Notice of Decision: 06/05/2025 Information released in full with personal information of other individuals redacted.
16	Informal Application – Member of the public seeking graduation information.	Received: 15/04/2025 Notice of Decision: 15/04/2025 Information released in full.
17	Informal Application – Member of the public seeking health records.	Received: 14/05/2025 Notice of Decision: 14/05/2025 Information released in full.
18	Formal Application – Member of the public seeking complaint handling information.	Received: 27/05/2025 Notice of Decision: 02/07/2025 Some information already in the possession of the applicant and some information was refused.
19	Formal Application – Member of the public seeking procurement information.	Received: 29/05/2025 Notice of Decision: 15/07/2025 Partial release of information.
20	Informal Application – Member of the public (by legal representative) seeking health records for their client.	Received: 06/06/2025 Notice of Decision: 16/10/2025 Information released in full.
21	Informal Application – Executor of an Estate seeking information about a former staff member.	Received: 12/06/2025 Notice of Decision: 16/06/2025 Information released in full.
22	Formal Application – Member of the public (by legal representative) seeking information about their client.	Received: 04/07/2025 Notice of Decision: 01/08/2025 Information not held.
23	Formal Application – Member of the public (by legal representative) seeking information about their client.	Received: 14/07/2025 Notice of Decision: 21/07/2025 Information released in full.
24	Formal Application – Member of the public (Media) seeking statistical data about academic misconduct at the University between 1 July 2023 and 30 June 2025.	Received: 22/07/2025 Notice of Decision: 19/08/2025 Information released in full.
25	Formal Application – Member of the public seeking CCTV footage relating to a motor vehicle collision.	Received: 07/08/2025 Notice of Decision: 07/08/2025 Information of the incident released.
26	Formal Application – Member of the public seeking research information.	Received: 08/08/2025 Notice of Decision: 05/09/2025 Released in full, with minor personal information redacted.
27	Formal Application – Member of the public seeking transcript.	Received: 18/09/2025 Notice of Decision: 17/10/2025 Refused due to overriding public interest against disclosure.
28	Formal Application – Member of the public (by legal representative) seeking information about their client.	Received: 30/09/2025 Notice of Decision: 28/10/2025 Information released in full.
29	Formal Application – Member of the public (by legal representative) seeking information about their client.	Received: 08/10/2025 Notice of Decision: 5/11/2025 Information released in full.
30	Formal Application - Member of the public (by legal representative) seeking information about their client.	Received: 23/10/2025 Notice of Decision: 20/11/2025 Information released in full.
31	Formal Application – Member of the public (by legal representative) seeking information about their client.	Received: 27/10/2025 Notice of Decision: 24/11/2025 Records not held.
32	Formal Application – Member of the public seeking all information relating to an application made to study with the University.	Received: 24/10/2025 Notice of Decision: 21/11/2025 Information released in full.
33	Formal Application – Member of the public seeking information about communications between agencies.	Received: 30/10/2025 Notice of Decision: 27/11/2025 No records held.
34	Formal Application – Member of the public seeking research information.	Received: 05/11/2025 Notice of Decision: 03/12/2025 Information released in full.
35	Formal Application – Member of the public seeking recruitment information.	Received: 10/11/2025 Notice of Decision: 08/12/2025 Information released in part.

Application details

* A number of applicants made several applications

No.	Request	Outcome
36	Formal Application – Member of the public (by legal representative) seeking information about their client.	Received: 25/11/2025 Notice of Decision: 25/11/2025 No records held.
37	Formal Application – Member of NSW Police seeking information about a possible suspect in their investigation.	Received: 25/11/2025 Notice of Decision: 25/11/2025 No records held.
38	Formal Application – Member of the public seeking information about long service leave entitlements.	Received: 28/11/2025 Notice of Decision: 28/11/2025 Information released in full.
39	Formal Application – Member of the public seeking research information.	Received: 08/12/2025 Due: 21/01/2026 Withdrawn.
40	Formal Application – Member of the public seeking research information.	Received: 08/12/2025 Due: 28/01/2026 Refused, unreasonable and substantial diversion of resources s.60(1)(a) of the GIPA Act.
41	Formal Application – Private sector business requesting engagement and communication records with external advisors.	Received: 20/12/2025 Due: 02/02/2026 Ongoing.

STATISTICAL INFORMATION

Table A: Number of applications by type of applicant and outcome*

	Access granted in full	Access granted in part	Access refused in full	Information	Information already available	Refuse to deal with application	Refuse to confirm/ deny whether information is held	Application withdrawn
Media	1	-	4	1	-	3	-	-
Members of Parliament	-	-	-	-	-	-	-	-
Private sector business	-	2	-	-	-	-	-	-
Not for profit organisations or community groups	-	-	-	-	-	-	-	-
Members of the public (application by legal representative)	11	-	-	2	-	-	-	-
Members of the public (other)	12	3	1	1	1	-	-	-

* More than one decision can be made in respect of a particular access application. If so, a recording must be made in relation to each such decision. This also applies to Table B.

Table B: Number of applications by type of application and outcome*

	Access granted in full	Access granted in part	Access refused in full	Information	Information already available	Refuse to deal with application	Refuse to confirm/ deny whether information is held	Application withdrawn
Personal information applications*	13	1	0	2	-	-	-	-
Access applications (other than personal information applications)	6	2	5	1	-	3	-	-
Access applications that are partly personal information applications and partly other	5	2	-	1	-	-	-	-

* A personal information application is an access application for personal information (as defined in clause 4 of Schedule 4 to the Act) about the applicant (the applicant being an individual).

Table C: Invalid applications

Reason for invalidity	Number of applications
Application does not comply with formal requirements (section 41 of the Act)	9
Application is for excluded information of the agency (section 43 of the Act)	0
Application contravenes restraint order (section 110 of the Act)	0
Total number of invalid applications received	9
Invalid applications that subsequently became valid applications	9

Table D: Conclusive presumption of overriding public interest against disclosure: matters listed in Schedule 1 to Act

	Number of times consideration used*
Overriding secrecy laws	0
Cabinet information	0
Executive Council information	0
Contempt	0
Legal professional privilege	2
Excluded information	0
Documents affecting law enforcement and public safety	0
Transport safety	0
Adoption	0
Care and protection of children	0
Ministerial code of conduct	0
Aboriginal and environmental heritage	0
Information about complaints to Judicial Commission	0
Information about authorised transactions under Electricity Network Assets (Authorised Transactions) Act 2015	0
Information about authorised transaction under Land and Property Information NSW (Authorised Transaction) Act 2016	0

* More than one public interest consideration may apply in relation to a particular access application and, if so, each such consideration is to be recorded (but only once per application). This also applies in relation to Table E.

Table E: Other public interest considerations against disclosure: matters listed in table to section 14 of Act

	Number of occasions when application not successful
Responsible and effective government	6
Law enforcement and security	0
Individual rights, judicial processes and natural justice	5
Business interests of agencies and other persons	5
Environment, culture, economy and general matters	0
Secrecy provisions	0
Exempt documents under interstate Freedom of Information legislation	0
Transport safety	0
Adoption	0

Table F: Timeliness

	Number of applications
Decided within the statutory timeframe (20 days plus any extensions)	39
Decided after 35 days (by agreement with applicant)	0
Not decided within time (deemed refusal)	0
Total	39

Table G: Number of applications reviewed under Part 5 of the Act (by type of review and outcome)

	Decision varied	Decision upheld	Total
Internal review	-	-	0
Review by Information Commissioner*	-	-	0
Internal review following recommendation under section 93 of Act	-	-	0
Review by NCAT	-	-	0
Total	-	-	0

* The Information Commissioner does not have the authority to vary decisions, but can make recommendations to the original decision-maker. The data in this case indicates that a recommendation to vary or uphold the original decision has been made by the Information Commissioner.

Table H: Applications for review under Part 5 of the Act (by type of applicant)

	Number of applications for review
Applications by access applicants	4
Applications by persons to whom information the subject of access application relates (see section 54 of the Act)	0

Table I: Applications transferred to other agencies under Division 2 of Part 4 of the Act (by type of transfer)

	Number of applications transferred
Agency-initiated transfers	0
Applicant-initiated transfers	0