

Compliance Breach Management Procedure for Heads of Schools, Institutes and Executive Deans

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Purpose

This Procedure sets out the responsibilities and accountabilities of Heads of Schools and Institutes and College Executive Deans at the University of Tasmania, as they relate to management, student focussed-approaches and regulatory compliance.

This Procedure also stipulates the process whereby identified compliance breaches must be reported and managed by Heads of Schools and Institutes, and systematically managed within Colleges across all constituent Schools and Institutes by Executive Deans.

Applicable governance instruments

Instrument	Section	Principles
<i>Quality Assurance Policy</i>	1 Quality Assurance	All
<i>Compliance Policy</i>	1 – 4	All
<i>Behaviour Policy</i>	1 - 4	All
<i>Tertiary Education Quality and Standards Agency (TEQSA) Act, 2011 (Cth)</i>	Division 2 – Conditions of Registration, 29	N/A
<i>Higher Educational Standards Framework (Threshold Standards), 2021 (Cth)</i>	Domains 1-7	N/A

Procedure

1. Management obligations of Heads and Executive Deans

Within each College, Heads of Schools and Institutes (Heads) are accountable to the Executive Dean for a range of management matters. These accountabilities are described in each Head's position description and typically include, but are not limited to:

- a. ensuring the quality, relevance and sustainability of learning and teaching;
- b. maintaining the delivery of a high-quality educational experience for students;
- c. maintaining the impact and relevance of research;
- d. undertaking strategic planning to drive contributions and performance in alignment with the broader strategic directions of the College and University;
- e. undertaking people profile and planning, including:
 - i. appropriate career development for staff;
 - ii. succession planning;
 - iii. oversight of staff performance;
 - iv. proactive support for positive values and behaviour; and
 - v. attention to diversity and equity.
- f. maintaining financial position and performance in the context of the College budget; and
- g. engaging in effective relationships with external stakeholders.

The College Executive Dean is, in turn, accountable for the systematic planning, management and monitoring of College performance in the context of its strategy.

2. Student-focussed approaches for Heads and Executive Deans

Processes and practices are expected to be, at all times, student-focused, consistent with the *University Behaviour Policy*, and based on a shared understanding of expectations of staff and students in all interactions. Two principles guide the University's approach:

- a. **Respect and empathy:** that respect, fairness, empathy, and timeliness are demonstrated in all interactions with students; and
- b. **Accuracy:** that student-related interactions and decisions correctly apply internal policy and uphold our obligations to students under the *Higher Education Standards Framework (Threshold Standards) 2021 (Cth)* and other legislative instruments.

These principles entail a commitment that all student-related matters are handled with fairness, respect, empathy and by decision-makers armed with the knowledge necessary to make the correct determination.

3. Compliance obligations of Heads and Executive Deans

In addition to these College-based responsibilities, Heads and Executive Deans also have role-specific accountability to ensure ongoing local maintenance of, and strict compliance with, the *Higher Education Standards Framework (Threshold Standards), 2021 (Cth)* and other relevant national regulatory instruments, such as the *National Code of Practice for Providers of Education and Training to Overseas Students 2018 (Cth)*.

These instruments define the broad requirements and quality assurance measures with which the University must comply, and are subject to external monitoring, predominantly by the national higher

education regulators, the [Tertiary Education Quality and Standards Agency \(TEQSA\)](#), the [Australian Skills Quality Authority \(ASQA\)](#) and other bodies.

The University recognises these responsibilities in its [Risk Management Framework](#), wherein the requirements for strict compliance are reflected as 'Tier One' (highest level) strategic and operational risks.

The University has zero appetite for any breach of the Higher Education regulatory standards and will ensure active compliance with such standards at all times., including through this procedure which identifies the requirement that Heads and Executive Deans report compliance breaches consistent with their responsibilities and accountabilities.

Heads and Executive Deans carry significant, role-specific responsibility for compliance with the Higher Education Standards locally within each School, Institute or College.

These role-specific responsibilities cannot be delegated.

For the University, failure to notify the regulator, in and of itself, constitutes a significant legislative breach and imperils its status as a self-accrediting Australian Higher Education Provider.

For the individual, failure to act in accordance with this Procedure in a timely manner and in respect of role-specific accountabilities constitutes a significant breach and will be classified as serious misconduct.

4. Specific accountabilities of Heads

Heads are required to directly authorise, oversee and/or monitor all activities associated with the seven domains of the *Higher Education Standards Framework*, to ensure that full compliance is maintained.¹ These activities include, but are not limited to:

1. Periodic formal authorisation of course and unit information in the University Course and Unit Handbook relating to:
 - a. units and courses offered/coordinated by staff in the school or institute, whether wholly or primarily;
 - b. current professional accreditation status of courses, or components of courses, offered/coordinated by staff in the school or institute, whether wholly or primarily;
 - c. assessment and delivery modes of units, and the location of their delivery;
 - d. inherent requirements attaching to a course wholly or primarily delivered within the school or institute; and
 - e. specific admission requirements relating to quota courses.
2. Appropriate handling of student-related grievances and misconduct, including:
 - a. compliance with the University *Behaviour Policy*, including the timely referral of student matters to the Safe and Fair Community Unit (SaFCU) in the Academic Division;
 - b. induction of new staff in the proper handling of student matters; and
 - c. monitoring staff adherence to the University's protocols for the management of allegations of academic misconduct.

¹ Domain 1 – Student Participation and Attainment, Domain 2 – Learning Environment, Domain 3 – Teaching, Domain 4 – Research and Research Training, Domain 5 – Institutional Quality Assurance, Domain 6 – Governance and Accountability, Domain 7 – Representation, Information and Information Management.

5. Specific accountabilities of Executive Deans

Executive Deans in each College will:

- a. support the Heads of Schools and Institutes to carry out their compliance obligations, and actively manage this aspect in the context of performance;
- b. ensure appropriate induction in the matters of compliance covered in this procedure for new Heads;
- c. systematically monitor Course and Unit Handbook authorisations from constituent Schools and Institutes for their timeliness and completeness (noting that accuracy remains the responsibility of Heads at all times);
- d. systematically monitor the outcomes of student-related grievances and misconduct allegations in the College, and identify areas for improvement; and
- e. strictly observe the process of management of compliance breaches, as outlined below.

6. Management of compliance breaches

The University's obligations to its national regulator include a legislative requirement to notify TEQSA of any material breach – or *suspected material breach* – within 14 days of the matter initially arising, at whatever level or location at which it appears.

These obligations are stipulated in the [Tertiary Education Quality and Standards Agency \(TEQSA\) Act, 2011](#) and [TEQSA's Material Change Policy](#).

Any compliance breach/suspected compliance breach/historical compliance breach, for example: incorrect professional accreditation or admissions information, , must, in all cases, be managed as follows and without exception, such that it:

- a. is notified immediately by the Head to the Deputy Vice-Chancellor (Academic) via the Executive Dean of the College, only. There must be no communication concerning the issue – to TEQSA, an external professional body, or stakeholder groups, including affected students – unless explicitly authorised by the Deputy Vice-Chancellor (Academic);
- b. will be formally notified to TEQSA by the Deputy Vice-Chancellor (Academic) as required;
- c. will normally result in an action plan for remediation, authorised by the Deputy Vice-Chancellor (Academic) and managed by the Academic Quality and Standards office; and
- d. will not be the subject of any communication by the School or Institute to TEQSA, any external professional body, stakeholder group or affected students, except with the express authorisation of the Deputy Vice-Chancellor (Academic).

Versions

Version	Action	Approved by	Business Owner/s	Approval Date
Version 1	Approved	Provost	Director, Academic Quality and Standards	19 August 2021
Version 2	Minor amendment approved (position title changes)	Director Governance and Compliance	Director, Academic Quality and Standards	16 May 2022

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