

# The clear path to compliance

**LexisNexis® Regulatory Compliance**  
Multi-award winning solution  
helping you on your path to compliance



# Introduction

No matter where you are in the world, or what your industry, compliance is one of the most dynamic and fast-moving functions of business. It can be complex, convoluted, and difficult to ensure you're up to date.

That's why we're proud to help compliance professionals across the world forge a clear path to compliance.

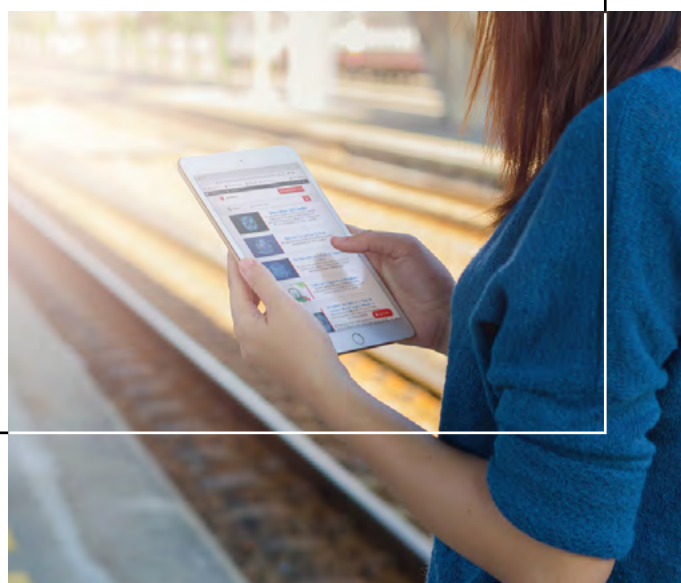
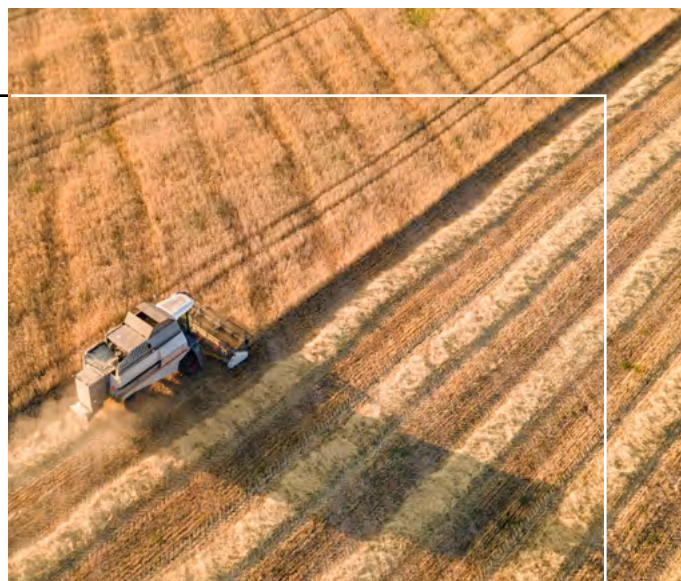
We work in close partnership with a broad range of legal experts in each jurisdiction who have detailed knowledge of the compliance mechanisms, contexts, and regulators that affect your business.

Our experts review, interpret, and translate the many obligations that arise from a range of compliance sources including legislation, codes, standards, and more.

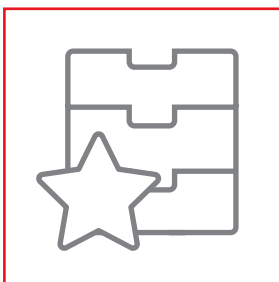
We deliver this information—written in clear, easy to understand language—to you through our compliance registers, alerts, and other information-driven solutions. We do this in a way that aligns to business processes—saving you time, money, and effort.

Our aim is to realise simplicity from complexity, making it as easy as possible for you to become compliant, and stay compliant as the landscape changes.

Our solutions are designed with you—our customer—in mind, and we're committed to partnering with you on every step of your compliance journey.

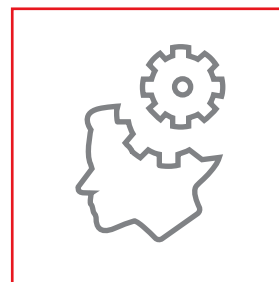


## Key benefits about LexisNexis Regulatory Compliance



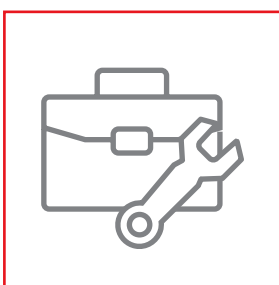
### **Be certain, always**

Access best-in-class content that is both comprehensive, and current.



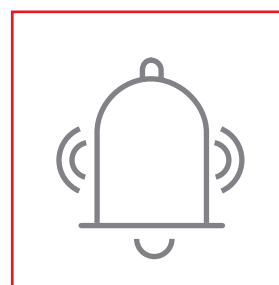
### **Understand quickly**

Information is delivered concisely and is easy-to-apply.



### **Get exactly what you need**

Our suite of products can be easily tailored to the specific needs of your business.



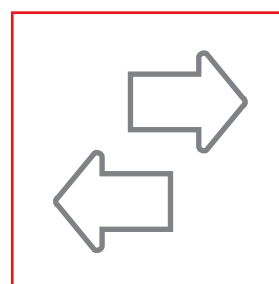
### **Never miss an update**

Our alerting solutions ensure you're always aware of the latest changes affecting you.



### **Get the full picture**

We make it easy to understand the broader regulatory contexts affecting compliance.



### **Stay connected**

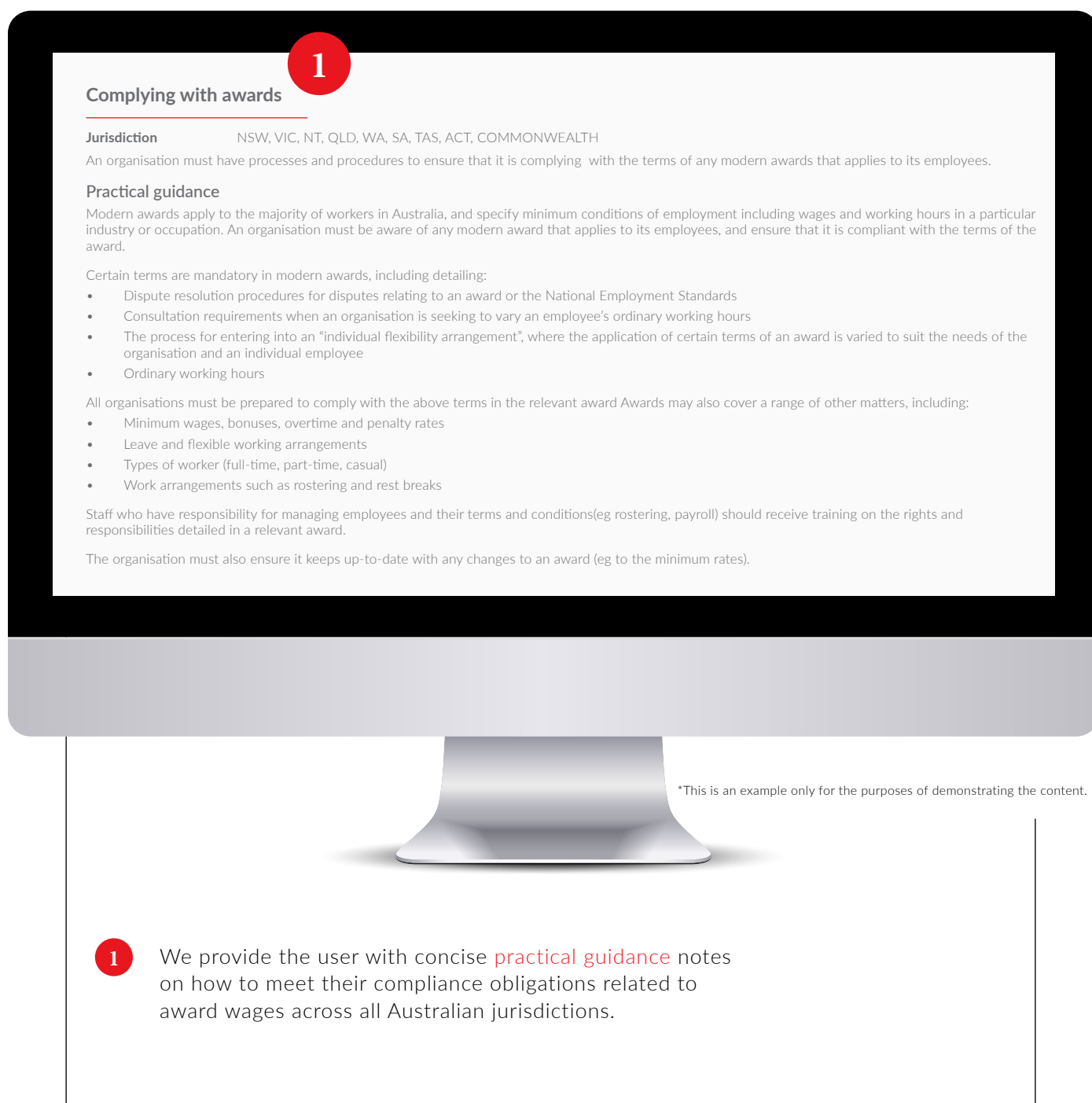
Network, collaborate, and share knowledge with the wider compliance community.

## This is compliance, uncomplicated.

LexisNexis Regulatory Compliance registers detail compliance obligations and sub-obligations based on hundreds of compliance sources in each jurisdiction.

Each obligation is accompanied by broader legal context, as well as practical guidance, consequences, and remedial actions to ensure you have the full compliance picture.

We align our registers to business processes, not compliance sources. This means a single obligation in a LexisNexis register may satisfy requirements from multiple sources, reducing your workload while keeping you compliant.



**1**

### Complying with awards

**Jurisdiction** NSW, VIC, NT, QLD, WA, SA, TAS, ACT, COMMONWEALTH

An organisation must have processes and procedures to ensure that it is complying with the terms of any modern awards that applies to its employees.

**Practical guidance**

Modern awards apply to the majority of workers in Australia, and specify minimum conditions of employment including wages and working hours in a particular industry or occupation. An organisation must be aware of any modern award that applies to its employees, and ensure that it is compliant with the terms of the award.

Certain terms are mandatory in modern awards, including detailing:

- Dispute resolution procedures for disputes relating to an award or the National Employment Standards
- Consultation requirements when an organisation is seeking to vary an employee's ordinary working hours
- The process for entering into an "individual flexibility arrangement", where the application of certain terms of an award is varied to suit the needs of the organisation and an individual employee
- Ordinary working hours

All organisations must be prepared to comply with the above terms in the relevant award. Awards may also cover a range of other matters, including:

- Minimum wages, bonuses, overtime and penalty rates
- Leave and flexible working arrangements
- Types of worker (full-time, part-time, casual)
- Work arrangements such as rostering and rest breaks

Staff who have responsibility for managing employees and their terms and conditions (eg rostering, payroll) should receive training on the rights and responsibilities detailed in a relevant award.

The organisation must also ensure it keeps up-to-date with any changes to an award (eg to the minimum rates).

**1** We provide the user with concise **practical guidance** notes on how to meet their compliance obligations related to award wages across all Australian jurisdictions.

\*This is an example only for the purposes of demonstrating the content.



2

### Remedial Action

Train relevant staff on their rights and responsibilities under any relevant modern award, and ensure that the award is complied with.

### Consequence

3

- Penalties to a maximum of \$10,800 per contravention for individuals (including unincorporated businesses and \$54,000 per contravention for corporations (Fair Work Act 2009 (Cth) Ch 4Pt 4-1)
- Injunctions
- Orders for compensation for unpaid entitlements
- Infringement and compliance notices issued by the
- Fair Work Ombudsman

### Compliance source

Fair Work Act 2009 (Cth) ss 45-49; Ch 2 Pt 2-3, Ch 4 Pt 4-1

### Tools



4



[Fair Work Ombudsman list of modern awards](#)

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We identify **remedial actions** to becoming compliant, in the instance that the user is currently not compliant.

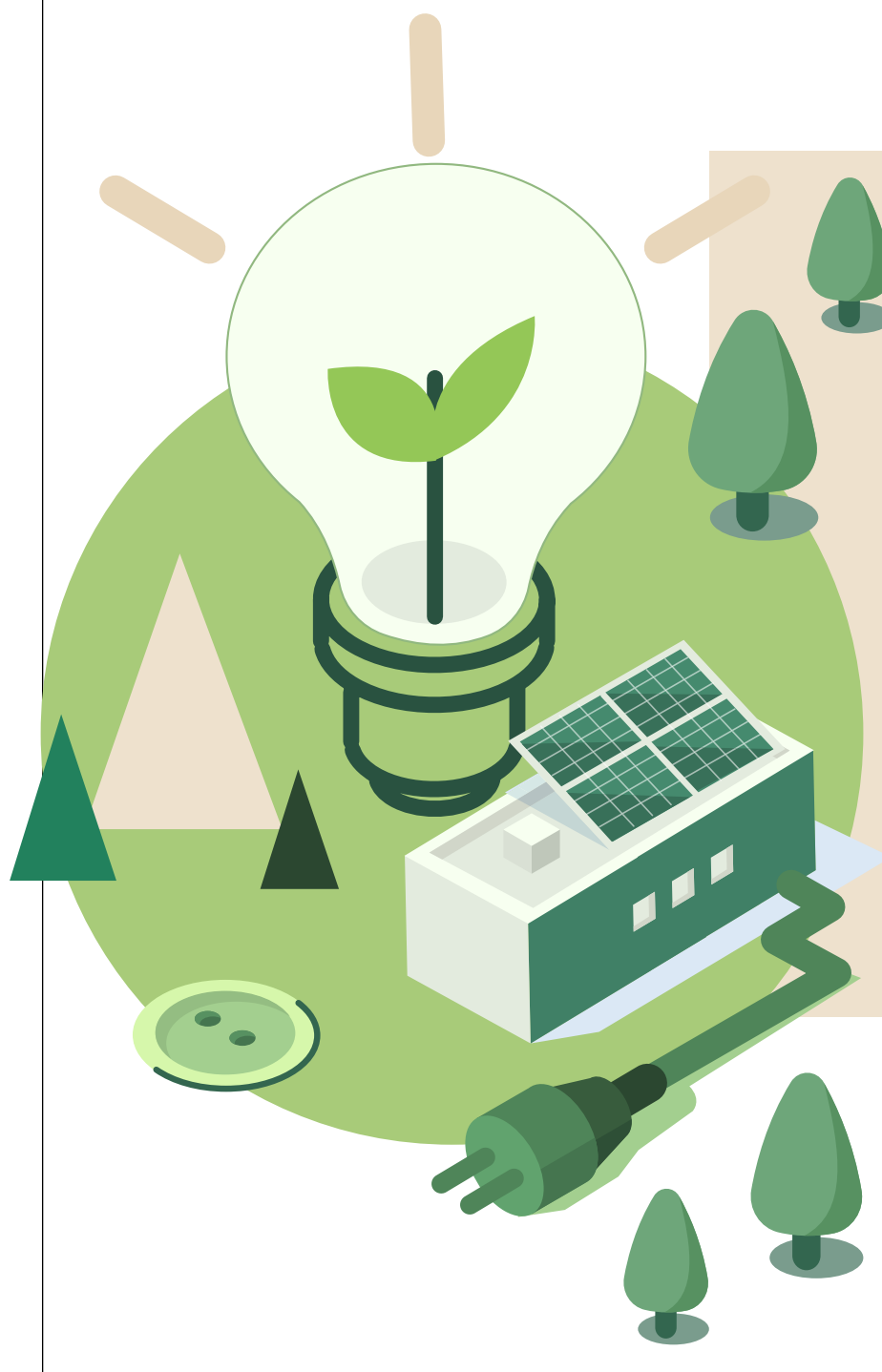
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The **consequences** of non-compliance are explained.

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We provide **authoritative sources** as a reference point. Further, we provide the user with tools, to help with making confident decisions relating to managing compliance. In this example, this is the "Fair Work Ombudsman list of modern awards"

## What our customers say



*“LexisNexis offers clarity. It’s a very simple and efficient use of information.”*

—Liza Gubska,  
Enterprise Risk and  
Compliance Lead at Brighte





*“LexisNexis has saved us the equivalent of six months’ work for a full-time staff member.”*

—Andrew Webster,  
Head of Risk and Compliance at  
Aussie Broadband



## Registers for all businesses

We offer eight core modules that cover the baseline compliance requirements for businesses.

### **Anti-Bribery & Corruption**

Stay on the right side of domestic and foreign bribery regulations, avoid facilitation payments and corruption offences across jurisdictions.

### **Competition & Consumer**

Explore obligations relating to suppliers, competitors and customers, as well as various aspects of business including advertising and price setting.

### **Corporations**

Understand everything about setting up and operating your company through to winding it down, including ASX listing rules and all ASIC-administered legislation.

### **Employment**

Fulfill your obligations across the employment life cycle – from recruitment to employment contract obligations, fair treatment in the workplace and more.

### **Environment**

Environmental law applies to all industries. Understand your obligations under key topics including Approvals, Licensing, Audits, Water and Air Emissions.

### **Privacy & Data Protection**

Stay on top of your business's secure collection, management and maintenance of personal information within the Australian legal framework.

### **Tax**

Become fully aware of how your business activities may affect your organisation's tax and superannuation obligations.

### **Workplace Health & Safety**

Be compliant when it comes to the health and safety of everyone in your workplace - customers, visitors and suppliers included.



## Registers for your industry

No matter your field, we'll help you find a clear path to compliance with over 90 industry modules.

Aged Care	Anti-Money Laundering and Counter Terrorism Financing	Banking and Finance
Building and Construction	Casinos	Charities
Child Care and Education Services	Clinical Care and Allied Health Services	Commonwealth Tertiary Education
Cybersecurity	Defence	Drones
Electronic Transactions	Energy	Global Environmental, Social and Governance (ESG)
Facilities Management	Franchise	Government – State and Federal
National Disability Insurance Scheme	Risk and Compliance	Retail
Sanctions	Stockbroking and Share Trading	Social Media
Superannuation	Telecommunications	Transport and Logistics

## Never miss an update

We know the world of compliance is fast moving, and regulatory changes that affect businesses can occur in short spaces of time.

That's why we deliver alerts to our customers' inboxes whenever changes occur. Our alerts contain all the essential information you need to know, including

- which of our compliance registers the update relates to,
- which obligations have been impacted
- which compliance source has changed
- the date the change takes effect

### Alerts are categorised by relevance



**News** General information about compliance changes that are occurring.



**FYI** A change that you should be aware of, but does not require immediate action.



**Action Required** A change that could directly impact your business in the short term, and requires immediate review.





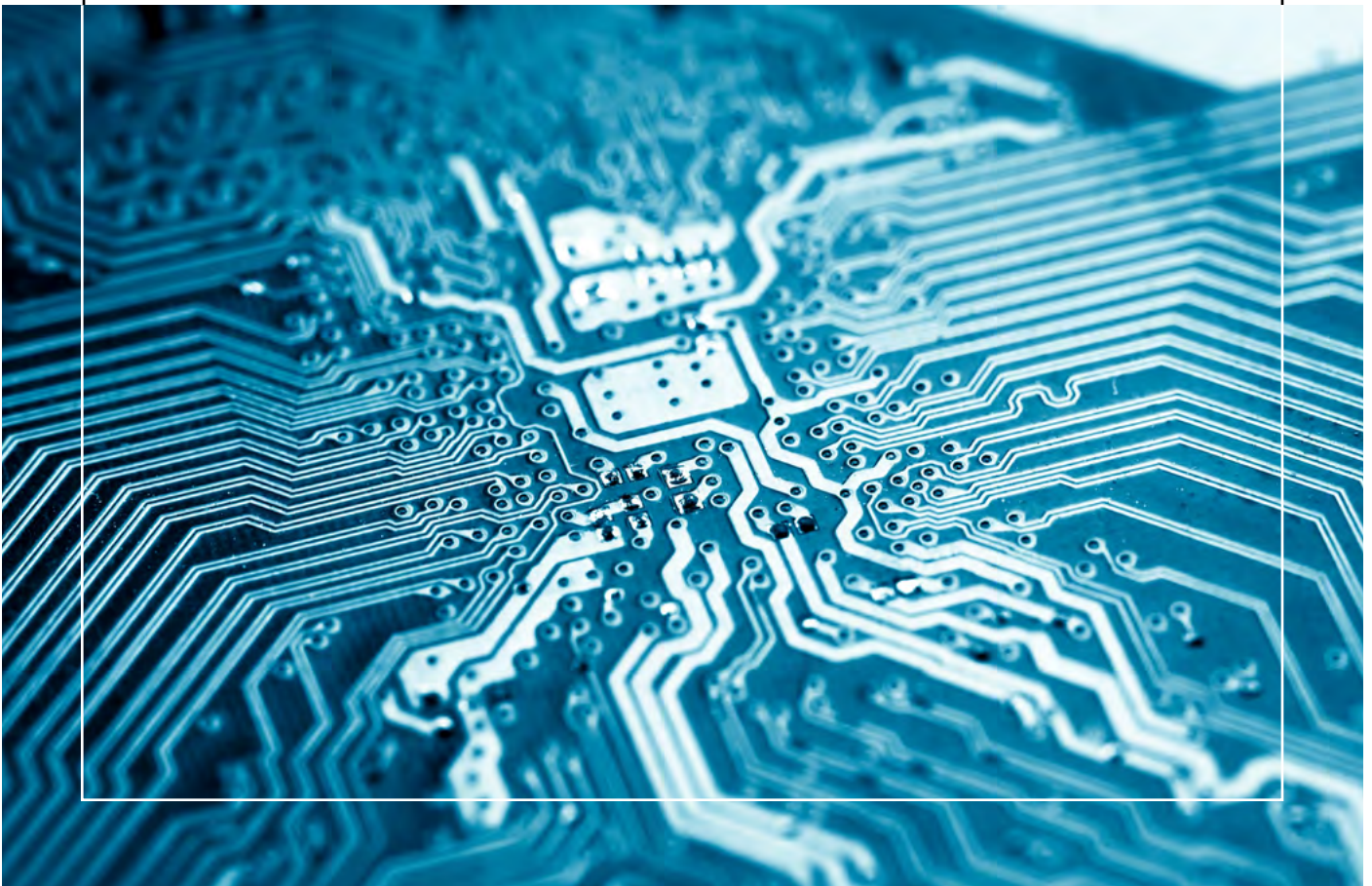
## SourceData

Innovative and easy-to-use, LexisNexis® Regulatory Compliance SourceData is the go-to compliance tool when businesses need to understand their compliance obligations under a particular regulator or compliance source.

Our data-driven design allows users to quickly identify the priorities of any regulator in any jurisdiction, using our vast and up-to-date compliance datasets.

Explore compliance sources including legislation, codes, standards, and regulatory frameworks, or draw quick links between regulators, compliance sources, and how they affect your business.

With an unprecedented level of detail, down to individual sections of compliance sources, SourceData allows users a unique clarity of their obligations, in a complex compliance landscape.





## Community Portal

Find strength in numbers and join the wider compliance community on our Community Portal.

The self-support platform is available to all LexisNexis Regulatory Compliance customers and helps you to engage and connect with your fellow compliance colleagues.

Ask questions or share your own expertise on the knowledge based, community blog and connect with others within your industry and beyond.

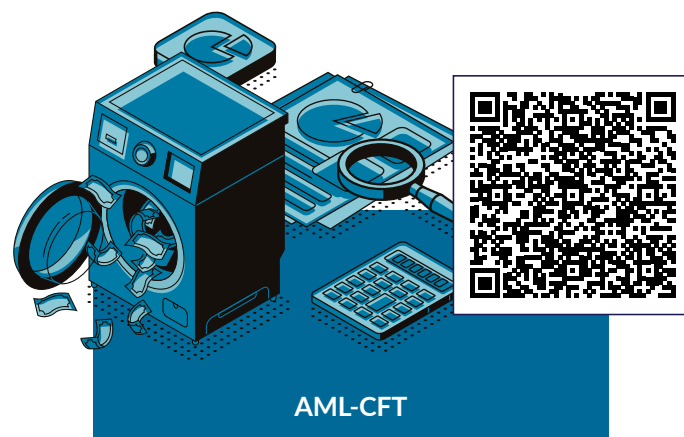
Are you looking for a new product feature or to share your experience with a particular compliance-based issue? Jump on the Community Portal to connect with others in the same boat.

## Resources that help guide the way

Here are a selection of compliance checklists that you can download today.



This checklist helps you identify your compliance requirements related to Aged Care in Australia.



Helps you to identify your AML-CFT requirements.



Helps identify the legal obligations of various sized not-for-profit entities or ACNC-registered organisations.



Has been designed to help identify your cybersecurity requirements.



This checklist helps you navigate your compliance obligations related to drones.



Helps you identify your legislative and compliance requirements that surround the energy retail framework in Australia.





Can help you to deliver on your ESG strategy and reporting requirements.



Helps retailers navigate the legal responsibilities relating to the retail industry.



This checklist is designed to help you mitigate compliance risk.



This checklist has been designed to help you identify sanctions requirements that are related to your organisation.



This checklist has been designed to help you to identify your mining-related obligations in WA.



LexisNexis Regulatory Compliance® helps you forge a clear path to compliance.

With LexisNexis® content know-how at the core, our compliance registers, alerts, and information-driven solutions make compliance uncomplicated for GRC professionals across the globe.

- Find relevant obligations faster with jargon-free registers that are aligned to your business processes.
- Stay up to date with near-real time alerts delivered straight to your inbox when you may be impacted by regulatory change.
- Explore your compliance obligations under a particular regulator, or a particular compliance source, with SourceData.
- Engage with the wider compliance community and LexisNexis experts through the Community Portal, our self-support platform.
- Access comprehensive, current LexisNexis content that meets your unique needs, with eight core modules relevant to all businesses, and over 90 industry-specific modules.

Authored by leading legal and industry experts, and supported by flexible technology that works the way you do, LexisNexis Regulatory Compliance gives you peace of mind while saving time, and money.



[lexisnexis.com.au/compliance](https://lexisnexis.com.au/compliance)



To learn more, contact: \_\_\_\_\_

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