

Appendix A Probity check requirements by position

Employee group/level	Working with Children	Police Check	Professional Registration	Medical Check and/or vaccinations	Audiometry	Gender-based Violence Declaration	Identification Verification	Right to Work	Qualifications (as required)	Licence Check	Defence Dept Security Checks
Executive (DVC, Dean/Director, Chief positions)		✓				✓	✓	✓	✓		
Positions with financial delegation over \$100,000		✓				✓	✓	✓	✓		
Non-academic positions requiring contact with children/young people	✓					✓	✓	✓	✓		
Registered professionals (accountants, psychologists, solicitors, medical practitioners, veterinarians etc.)			✓			✓	✓	✓	✓		
Nominated HR, Finance and Technology Solutions positions *		✓				✓	✓	✓	✓		
Positions with an identified health, physical capacity or immunisation requirement *				✓		✓	✓	✓	✓		
Positions requiring boating, diving or driving licenses or trade license/accreditation/tickets *				✓		✓	✓	✓	✓	✓	
Positions requiring the use of firearms *		✓		✓		✓	✓	✓	✓	✓	
Positions requiring Department of Defence Security Clearance *						✓	✓	✓	✓	✓	✓
Positions with identified levels of noise-risks *					✓	✓	✓	✓	✓		
All other staff						✓	✓	✓	✓		
Process step where checks are administered:	Prior to verbal offer being made						Post verbal offer, prior to contract being issued				

* in accordance with requirements as listed in the Role Profile