

NSW Independent
Casino Commission

NSW Independent Casino Commission Charter

June 2026

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1. Purpose

The purpose of the NSW Independent Casino Commission (NICC) Charter (**Charter**) is to establish a framework to support the effective governance and operations of the NICC in line with its regulatory objectives and statutory functions. The Charter is intended to assist commissioners of the NICC to perform their regulatory duties and ensure the NICC complies with relevant legal obligations.

2. The NICC's role

The NICC is an independent statutory body constituted under the *Casino Control Act 1992* (**the Act**). A key role of the NICC is to promote fair and transparent decision making under this Act. The NICC is comprised of its appointed commissioners and employs its own office staff (**ONICC**).

The NICC was established to address the risks and harms arising from casino operations and plays a vital role in maintaining public confidence in the NSW casino industry through visible and robust supervision.

The NICC has powers and functions under the following Acts and their respective regulations:

- *Casino Control Act 1992*
- *Gaming and Liquor Administration Act 2007* (**GALA Act**).

3. Regulatory objectives

The NICC's regulatory objectives are to lift standards in casino operations to ensure NSW casinos are safe, compliant, and responsible.

The NICC aims to uphold community expectations by overseeing NSW casinos, so they are resistant to criminal infiltration and equipped to minimise gaming-related harms.

3.1 Regulatory objectives

In meeting these objectives, the NICC's priorities are to:

- maintain the NICC's independence and demonstrate accountability and transparency in interactions with casinos, stakeholders, and the public

- maintain regulatory controls to ensure compliance with the Act, prevent money laundering and criminal activity, and minimise gambling harms
- supervise NSW casinos and strengthen their capability to meet regulatory and community expectations
- identify and respond to emerging risks in modern casino operating environments and intersecting industries
- oversee casino operators to ensure they, and their close associates, are suitable entities to be associated with the management and operation of a casino in NSW.

The NICC refers to its regulatory objectives as ‘focus areas’ in its strategic plan, which details a pathway to achieve its vision and mission.

4. Statutory functions

The NICC engages with regulators, industry, and other stakeholders to perform its statutory functions effectively. This includes managing delegations to specialist Liquor & Gaming NSW (L&GNSW) staff as well as sharing information with other regulators and collaborating with law enforcement.

The NICC’s relationships with delegated staff, independent advisors, and government agencies assist the NICC to supervise casino operations, develop insights into risks, and build expertise.

4.1 Statutory functions

The NICC’s independent statutory functions under the Act include:

- carrying out investigations into NSW casinos, their operations, and operators
- reviewing the suitability of casino operators and their close associates
- monitoring compliance with the Act and legally binding mechanisms such as the regulations and internal control manuals
- maintaining the Gambling Harm Minimisation Advisory Committee
- determining casino and casino special employee licence applications and proposals for new games
- determining disciplinary actions against NSW casino operators and their close associates, and casino special employee licensees
- reviewing certain delegated decisions made on its behalf by L&GNSW
- membership of the Casino, Liquor and Gaming Coordination Committee.

Under the Act, the NICC is, in the exercise of its functions, subject to the control and direction of the Minister for Gaming and Racing (**Minister**), except in relation to:

- the contents of advice, or a report or recommendation, given to the Minister
- decisions in relation to:
 - granting a casino licence
 - imposing, varying or revoking conditions of a casino licence
 - taking disciplinary action under the Act
 - granting, varying or revoking another approval given under gaming or liquor legislation (as defined in the Act).

4.2 Relationships with L&GNSW delegates

The NICC's L&GNSW delegates work with the NICC to monitor and enforce compliance with the Act. L&GNSW delegates are employed by L&GNSW in roles that are fully or partially funded by the Casino Supervisory Fund (CSF).

It is incumbent on the NICC and the Director ONICC to maintain robust frameworks for the provision of delegate advice, open lines of communication, and clear roles and responsibilities underscored by the NICC's regulatory objectives. The relationship with L&GNSW delegates is structured to compliment the NICC's independence insofar as it is necessary for decision-making. When carrying out work and providing advice under delegation, L&GNSW does so in accordance with any limitations and conditions set out in the NICC Delegations Manual. L&GNSW provides regular reporting to the NICC on activities it carries out under delegation.

5. Powers

The NICC has a range of statutory powers to ensure the management and operation of NSW casinos is free from criminal influence or exploitation, gaming is conducted honestly, and harm to individuals and their families is minimised.

The NICC's powers include:

- conducting periodic reviews of casino licences as public inquiries with Royal Commission-like powers
- determining the suitability of casino operators and their close associates to be associated with and operate a casino

- taking disciplinary action against a casino operator, including suspension or cancellation of a casino licence, or fining a casino operator up to \$100 million
- appointing a manager of a casino
- approving licences, equipment and other authorisations under the Act
- taking direct disciplinary action against individuals including close associates and casino special employee licensees
- issuing controls and procedures for the operation of a casino
- directing casino operators to take certain actions or provide information.

6. Responsibilities

In undertaking its statutory functions, the NICC must promote fair and transparent decision making, guided by the objects of the Act. It has in place robust internal processes for the oversight of casino operations to help build public confidence in its activities and the conduct of its commissioners.

6.1 Individual responsibilities of NICC commissioners

All commissioners of the NICC will:

- act in good faith having due regard to the objects of the legislation under which the NICC has functions
- use due care and diligence in the execution of their role and powers.
- comply with the ethical framework for the public sector set out in the *Government Sector Employment Act 2013 (GSE Act)*
- comply with all NICC policies and procedures
- attending and, where nominated, chairing meetings of committees of the NICC
- reviewing minutes and outcomes from meetings of the NICC and NICC committees to ensure they properly reflect decisions of the NICC/committee
- prepare for and attend scheduled and extraordinary meetings of the NICC and relevant committees and, where relevant, undertake consultation or research to support and promote discussion of agenda items
- actively participate in the decision-making processes of the NICC
- provide feedback in a timely fashion on documents relating to actions and decisions of the NICC
- disclose pecuniary interests and non-pecuniary interests as soon as they arise

- where an actual or perceived conflict of interest is identified, comply with the NICC's decision on the management of the conflict, which may entail the commissioner's non-participation in relevant discussions and/or decisions
- not disclose official information or documents acquired through their appointment, other than as required by law, or when the commissioner has been given authority by the NICC to do so
- not seek, offer or receive money or gifts in order to obtain an actual or perceived benefit or favour.

6.2 Responsibilities of the Chief Commissioner

The Chief Commissioner provides leadership and direction to NICC commissioners and ONICC staff members and ensures the effective functioning of the NICC. The Chief Commissioner is responsible for:

- ensuring that the NICC performs its functions, acting within any relevant statutory powers, legal obligations and complying with relevant liquor and gaming policies
- approving the agenda for meetings and ensuring that meeting minutes properly reflect NICC decisions
- presiding over NICC meetings and ensuring meetings are focused and effectively run, allowing frank and open discussion between all attendees
- ensuring individual commissioners make an effective contribution and reviewing their performance
- ensuring commissioner roles and responsibilities are clear and developing the capability of the board and its members
- facilitating the flow of information to commissioners and stakeholders
- liaising closely with the Minister and the Secretary of the Department of Creative Industries, Tourism, Hospitality and Sport (DCITHS)
- maintaining relationships with other regulatory agencies and peak bodies who have responsibility for regulation of casinos both in NSW and other jurisdictions to enable effective and best practice in casino regulation
- leadership and oversight of the NICC and ONICC as the agency head of the NICC staff agency
- ensuring appropriate administrative, operational and legal support is provided by the ONICC
- where required, providing input into the recommendation and appointment process for new commissioners, and providing appropriate induction.

6.3 Responsibilities of the ONICC

The ONICC supports the operation of the NICC, providing administrative, operational and legal support to commissioners and assisting to facilitate NICC meetings. ONICC's key responsibilities include but are not limited to:

- preparing and maintaining a range of documents and guidelines to support the governance and operation of the NICC, and drafting correspondence and documents relating to decisions made by the NICC
- managing relationships with a range of stakeholders such as casino operators, law enforcement agencies, and departmental and ministerial staff in a way that is appropriate and leads to effective governance frameworks and regulatory processes
- managing meetings of the NICC and NICC committees, including managing logistics, drafting agendas, minutes and managing action items
- liaising with L&GNSW for the submission of papers to the NICC and maintenance of the NICC Diligent Boards site in accordance with the requirements of commissioners
- circulating papers to NICC commissioners in advance of meetings
- liaising with and supporting NICC members, as required
- engaging consultants and independent advisors on request of the NICC
- providing legal counsel and advice and preparing legally binding documents, instruments and authorisations
- managing media and communications, developing strategies to establish and maintain the NICC's presence and reputation, and drafting material to support and advance the NICC's activities and objectives.

6.4 Responsibilities of the Director ONICC

The Director ONICC's role is comparable with a Chief Executive Officer and has responsibility for:

- ensuring the NICC's strategic and regulatory objectives are established and implemented in all work undertaken by the ONICC and the NICC's delegates
- maintaining the NICC's authority and independence in connection with departmental and ministerial activities and engagement
- liaising with key stakeholders and maintaining the NICC's relationship with DCITHS and L&GNSW
- managing and advising the NICC on matters related to its governance, structure and budget, and directing expenditure in accordance with relevant delegations
- keeping informed of relevant government policy and developing tailored internal policies that allow the NICC to meet its obligations as a separate government agency

- ensuring the ONICC has the capacity and resourcing to provide appropriate advice and support to commissioners and that commissioners are apprised of the information needed to make transparent and accountable decisions
- reviewing and considering the human resources and structural design needed for the NICC to monitor and ensure casino compliance with the Act and other regulatory instruments.

6.5 Code of Ethics and Conduct

The NICC publishes a Code of Ethics and Conduct, as adapted from the NSW Public Service Commission's Code of Ethics and Conduct for NSW Government Employees. It is the responsibility of all commissioners and ONICC staff to adhere to this Code.

The NICC Code of Ethics and Conduct is reviewed annually and may be amended earlier if required by legislative or organisational changes.

6.6 Restrictions on key officials

NICC commissioners, ONICC staff and consultants engaged by the NICC are key officials under the GALA Act.

As key officials, members of the NICC and ONICC, and consultants to the NICC cannot work for, or solicit employment from, any casino or a gaming or liquor licensee, or have any business or financial association with a gaming or liquor licensee, either while engaged by the NICC or for a period of two years after they cease their role, unless they obtain written approval of the Chief Commissioner (ONICC staff) or the Minister (commissioners).

A casino or other gaming or liquor licensee is not permitted to employ members of the NICC and ONICC in any capacity or to have any business or financial association with a key official or former key official without approval from the appropriate authority as listed above.

Restrictions on former key officials cease two years from the end of their appointment as a key official.

7. NICC constitution, membership and appointment

Appointments to the NICC are made by the Governor on recommendation by the Minister in line with the Appointment Standards for Boards and Committees in the NSW Public Sector issued by the Public Service Commissioner. The GSE Act does not apply to commissioners.

7.1 Membership and appointment

The Chief Commissioner must be a judge, former judge, or a lawyer of at least seven years' standing. Commissioners must have expertise or experience in either regulation of financial crime, law enforcement relating to financial crime, accounting, or corporate governance. A person is not eligible to be appointed as a commissioner of the NICC if the person has, within the previous seven years, been employed by or worked in another capacity for a casino operator.

A commissioner can hold office for up to two consecutive terms of up to four years per term. The Chief Commissioner is appointed full time and commissioners can be appointed either full or part time. Remuneration for commissioners is determined under the *Statutory and Other Offices Remuneration Act 1975*, however commissioners receiving a salary as a judge cannot be remunerated in their position with the NICC.

7.2 Acting Chief Commissioner

The Chief Commissioner can appoint an Acting Chief Commissioner. If this is not possible, a majority of commissioners can appoint an Acting Chief Commissioner who can make decisions and exercise the functions:

- of the Chief Commissioner under the Act and other relevant regulations
- as per the NICC Employment Delegation Instrument and other relevant instruments
- as per the Instrument of Delegation under the *Government Sector Finance Act 2018 (GSF Act)*.

8. NICC meetings

The NICC will meet as a whole board at least monthly to allow consideration of relevant matters in a timely manner. The dates of NICC meetings will be planned annually and published on the NICC website along with meeting notices and outcomes.

8.1 Meeting agenda, minutes and action items

The Chief Commissioner, with the support of the ONICC, will determine the agenda for each meeting of the NICC. As far as is practicable, the agenda and majority of NICC papers will be circulated to commissioners at least three working days before each meeting via Diligent Boards.

The ONICC will prepare draft meeting minutes after each meeting and as far as is practicable, will submit to commissioners for approval within three working days of the meeting. The ONICC is responsible for managing and following up action items arising from meetings of the NICC.

8.2 Quorum

The quorum for a meeting of the NICC is a majority of commissioners.

8.3 Control of meetings

The Chief Commissioner of the NICC will preside at meetings. In the absence of the Chief Commissioner, the Acting Chief Commissioner (if one is appointed) will preside over the meeting. If an Acting Chief Commissioner has not been appointed, the commissioners in attendance can elect another commissioner to preside over the meeting.

8.4 Decision making

As far as is practicable, the Chief Commissioner or presiding commissioner will seek to reach decisions of the NICC by consensus. If consensus cannot be reached, the decision supported by a majority vote of members at the meeting is the decision of the NICC. The person presiding at any meeting of the NICC has a deliberative vote and, in the event of equal votes, has a second or casting vote. NICC decisions will be reflected in the minutes and put to the NICC for approval at the following meeting.

Significant decisions, including decisions which require notice to be given to another person under the Act, decisions that require clear and precise articulation, or decisions that are likely to attract significant public interest, will be recorded in notices drafted by the ONICC and approved by the NICC before being sent to the affected party.

8.5 Out of session decisions

Where appropriate or necessary, the NICC may consider matters out of session of a meeting of the NICC by the circulation of papers to commissioners through Diligent Boards or by email. In which case, a written resolution approved in writing by a majority of commissioners is taken to be a decision of the NICC. The NICC may also conduct a meeting and make decisions via telephone or other electronic communication. Any out of session decisions will be noted in the minutes of the next NICC meeting and, where appropriate, disclosed on the NICC website.

8.6 Independent advice

The NICC may obtain independent legal and/or professional advice (for example forensic accountants or specialist advisors) to assist it in the proper exercise of its powers and responsibilities and to provide advice to assist it with decision making.

Where legal advice constitutes core legal work, the NICC will comply with Premier's Memorandum M2016-04-NSW and refer the legal work to the Solicitor General. If independent

advice is required outside of this scope, the NICC will adhere to relevant legislation and government policies and guidelines concerning procurement requirements.

8.7 Publication of NICC outcomes

The outcome of a decision made by the NICC may be published on the NICC website, at the discretion of the Chief Commissioner. Publication will occur as soon as practicable following the NICC's decision and notification to the relevant parties.

Under the Act the NICC is not required to give reasons for its decisions and will not do so unless agreed by Commissioners in exceptional circumstances.

9. Committees

The NICC can establish committees to assist it to exercise its functions, including by way of delegation, in accordance with the Act. For example, the NICC may establish a committee to:

- streamline full NICC board meetings, enabling the NICC to function more efficiently
- focus attention on specific NICC matters that are not feasible in a full meeting
- divide the workload among commissioners
- address potential conflicts of interest.

A committee does not need to include a commissioner. The procedure for calling committee meetings and for the conduct of business at those meetings is to be determined by the NICC or by the committee. Each committee has an obligation to report on its meetings to the NICC. NICC meetings will include a standing agenda item to allow committee updates to occur.

Committees will be detailed in a NICC Committee Structure document approved by the NICC from time to time.

9.1 Review of committee decisions

The NICC may review and, in accordance with normal processes, vary any decision of a committee. The NICC can also direct that a decision of a committee be remitted to the committee for further consideration. Unless reviewed and varied by the NICC, decisions made under delegation by a committee are decisions of the NICC for which the entire NICC takes responsibility.

9.2 Advisory committee on harm minimisation measures

As required by the Act, the NICC has established an advisory committee that provides advice about harm minimisation measures in relation to casinos. The committee is chaired by the Chief

Commissioner and has up to five members who have appropriate skills or experience, including lived experience of gambling harm.

10. Delegations

As prescribed in the Act, the NICC may delegate the exercise of its functions to an authorised person or body, including a:

- commissioner of the NICC
- public service employee
- committee of the NICC
- person of a class prescribed in the regulations.

Routine casino supervisory and administrative functions are delegated to staff in L&GNSW such as licensing, inspections, and probity/background checks. The full list of the NICC's delegated functions are contained in the NICC Delegations Manual published on the NICC website.

11. Audit and risk management

The NICC manages risks to its operational abilities through strategic planning and governance, and a comprehensive risk framework which is monitored by an independent audit and risk committee.

The NICC provides reporting on its functions to the DCITHS Audit and Risk Committee (**ARC**) established under a shared arrangement agreement internal audit and risk management. This committee meets for the purpose of complying with the requirements of TPP20-08 *Internal Audit and Risk Management Policy for the General Government Sector*.

The DCITHS ARC provides services and oversight relating to:

- Audit and Risk Committee and Office
- Chief Audit Executive
- internal audit functions
- risk management.

These arrangements are detailed in the Memorandum of Understanding (**MoU**) between the NICC and DCITHS.

The NICC conducts an annual approach to internal audit planning with key risks looked at regularly to ensure NICC's risk profile, as well as emerging risks, are reflected in the audit plan. Audit findings are reported to the NICC and DCITHS ARC.

12. Indemnity

The NICC and ONICC are indemnified by insurance provided through the Treasury Managed Fund (TMF).

The TMF policy covers the NICC and ONICC in respect of the following activities:

- legal liability, including, but not limited to public liability, liability for claimed misleading representations, professional indemnity and director's and officer's liability
- statutory liability
- workers' compensation liabilities under NSW legislation
- other miscellaneous covers including, but not limited to, employee dishonesty and personal accidents.

The TMF policy only applies to activities of the NICC and ONICC which are undertaken in the course of their duties.

13. Work health and safety obligations

NICC and ONICC members must identify and satisfy their work health and safety obligations as officers under the work health and safety laws and ensure workplace safety matters are addressed on a regular basis. Work health and safety risk assessments will be undertaken in respect of any off-site activities facilitated by the NICC.

The ONICC has a health and safety representative (HSR) in accordance with the *Work Health and Safety Act 2011 (WHS Act)*. To meet the other requirements of the WHS Act, the NICC and ONICC are supported DCITHS under the DCITHS MoU and under the NICC WHS Policy.

13.1 Sexual harassment prevention

NICC and ONICC members must be aware of the standards of behaviour expected of them and their legal rights and responsibilities in relation to workplace sexual harassment. The NICC has established a Sexual Harassment Prevention Policy which ensures employees understand appropriate conduct in the workplace and what their rights and obligations are concerning sexual harassment. This policy provides clear guidance on what constitutes sexual harassment. It applies to all NICC commissioners and ONICC staff, contractors, and temporary workers.

14. Financial management

Commissioners must ensure the efficient and responsible use of the casino supervisory levy (CSL) and any other form of funding in accordance with the NICC's regulatory objectives and statutory functions.

Commissioners are responsible for input for NICC budget planning and oversight of NICC expenditure. Budget planning and expenditure must adhere to relevant legislation and government policies and guidelines concerning financial, asset management and procurement requirements.

14.1 Casino supervisory fund

A casino supervisory fund (CSF) was established to receive CSL payments. The CSF is under the control and management of the NICC.

14.2 NICC budget and reporting

The NICC is responsible for managing and allocating money in the CSF to exercise the functions of the NICC, as well as for financial reporting. Commissioners will be responsible for reviewing, approving, and monitoring the NICC budget and financial reports. Any money not allocated to the NICC's budget will be paid to the Secretary of the department.

14.3 Reimbursement of reasonable expenses

Commissioners can make a claim for any reasonable travel, accommodation or out of pocket expenses incurred when attending any duly authorised NICC-related meetings, however not in connection with attendance at McKell Building or any other Sydney-based location, for regular scheduled NICC board meetings. All such claims will need to be approved by the NICC Chief Commissioner.

Commissioners and ONICC Staff can make a claim for expenses occurred in travel in accordance with the NSW Government Travel and Transport Policy.

15. Reporting

The NICC routinely monitors casino compliance and can conduct periodic reviews of casino licences with Royal Commission-like powers. The NICC publishes these reports where it is in the public interest and can also be directed by the Minister to investigate and report on its activities.

15.1 Performance monitoring

The NICC will conduct a formal review of its performance at a minimum of every five years. The review will consider whether the board is fulfilling its functions and objectives and highlight successes and outcomes in respect of its strategic plan. Further it will consider:

- cost effectiveness of its approach
- financial audits
- the NICC is fulfilling its regulatory responsibilities under the Act.

The NICC receives regular operational and financial reports from its subcommittees and from its L&GNSW delegates. The NICC will inform the Minister, the Secretary of DCITHS, and the Deputy Secretary of Hospitality & Racing (**H&R**) of significant issues and events that arise from this reporting.

15.2 Annual reporting

The NICC falls within the definition of a statutory body in Schedule 2 of the *Public Finance and Audit Act 1983*. As a statutory body the NICC must submit an annual report to the Minister who must table the annual report in Parliament. The NICC's annual reports will then be published on the NICC's website.

The NICC will prepare the annual report in accordance with the Act, the *Government Sector Finance Act 2018* and TD25-05 *Annual Reporting Information Requirements*. This will include:

- relevant information to fulfil financial reporting requirements
- how the NICC is delivering on its regulatory objectives and statutory functions
- key activities undertaken during the period
- outcomes achieved and key results for the period
- relevant decisions made by the NICC in line with its functions
- current membership and any changes that have occurred during the period
- risk management strategies
- results of any reviews undertaken

- the meetings the NICC held during the period and meeting attendance.

15.3 Other reports under the Act

The NICC has additional reporting obligations under the Act which will be met in accordance the requirements of the Act. These include where:

- the Minister has given a direction to the NICC, in relation to the requirements for a casino, in which case the Minister is to ask the NICC to provide a report and then to consider the NICC's report
- the NICC provides a report to the Minister from time to time and at any time the NICC thinks it desirable, in relation to the general investigations of a casino. If the investigation was made at the direction of the Minister, the NICC must make such a report
- the NICC, at intervals not exceeding five years, reviews a casino licence by investigating and forming an opinion as to whether the casino operator is a suitable person to give effect to the licence and whether it is in the public interest that the casino licence should remain in force. The NICC is to report its findings and opinion to the Minister.

16. Government information and public access

Under the GIPA Act, it is generally presumed that all government agencies will disclose or release information, unless there is an overriding public interest against doing so.

The NICC is a government agency for the purposes of the *Government Information (Public Access) Act 2009 (GIPA Act)*. It has legal obligations to make government information available.

16.1 Requirements of the GIPA Act

The GIPA Act:

- requires the NICC to publish information defined as 'open access information' on its website
- authorises and encourages the NICC to proactively release government information
- allows members of the public to make informal requests to NICC to access government information
- gives members of the public a legally enforceable right to access government information from the NICC by making a formal access application
- ensures that access to government information is restricted only when there is an overriding public interest against releasing that information.

16.2 Open access information – published information

The NICC publishes the following open access information as required under the GIPA Act:

- an agency information guide
- NICC Charter
- NICC Code of Ethics and Conduct
- NICC Strategic Plan
- a register of government contracts and controlled contracts
- documents tabled in Parliament
- policies that affect members of the public
- a disclosure log of information released under a GIPA decision that may be of interest to other members of the public
- a record of any open access information that is not made publicly available due to an overriding public interest against disclosure.

16.3 Proactive release of government information

The NICC proactively publishes the following information under the GIPA Act:

- delegations of statutory functions
- terms of reference, hearing schedules, transcripts, and other information relating to public inquiries
- board meeting notices and outcomes, including disciplinary action taken against casino operators, close associates and casino special employees
- information about casino reviews conducted under section 143 of the Act
- section 142 deeds and agreements
- fact sheets, guidelines, and reports
- NICC publications
- discussion/research papers.

The NICC operates under principles of openness, transparency, and accountability and endeavours to provide access to as much information about its activities as is appropriate, given the legislative framework it operates within and paying regard to the often market-sensitive and commercial-in-confidence nature of information it deals with.

16.4 Requests for information under the GIPA Act

The NICC deals with requests for government information informally where possible. Information is made available in response to an informal request unless there are good reasons for not doing so, such as considerations that must be taken into account before deciding if the information can be released.

Where requests cannot be dealt with informally, a formal application can be made under the GIPA Act. This gives a person a legal right to access the information unless there is an overriding public interest against release. Formal access applications are managed by DCITHS Legal in consultation with the NICC.

17. Review of the Charter

The NICC Charter will be reviewed on an annual basis and updated as necessary.

18. Related policies and legislation

18.1 Related policies

- Memorandum of Understanding between the NICC and DCITHS
- NICC Code of Ethics and Conduct
- NICC Sexual Harassment Prevention Policy
- NICC Delegations Manual
- NSW Government Boards and Committees Guidelines
- NSW Government Travel and Transport Policy
- Premier's Memorandum M2016-04-NSW Government Core Legal Work Guidelines
- TPP20-08 *Internal Audit and Risk Management Policy for the General Government Sector*
- Treasurer's Direction TD25-05 *Annual Reporting Information Requirements*

18.2 Related legislation

- *Casino Control Act 1992*
- *Casino Control Regulation 2019*
- *Gaming and Liquor Administration Act 2007*
- *Gaming and Liquor Administration Regulation 2016*
- *Government Information (Public Access) Act 2009*
- *Government Sector Employment Act 2013*
- *Government Sector Employment Regulation 2014*
- *Government Sector Finance Act 2018*

- Government Sector Finance Regulation 2024
- *Work Health and Safety Act 2011*
- Work Health and Safety Regulation 2017

19. Variation

This Charter is effective from 24 June 2026 and remains in place until amended or revoked. The NICC may amend this Charter from time to time as appropriate.

This Charter will be reviewed annually as part of the NICC's policy review processes, or earlier if required by legislative or organisational changes.

19.1 Variation log

Version	Approval date	Changes	Next review date
1	June 2023	N/A	N/A
1.1	May 2024	Added references to the Sexual Harassment Prevention Policy.	N/A
2	September 2024	Changed reference from DEIT to DCITHS.	September 2025
3	October 2025	Updates to language to reflect current NICC operations. Updates to formatting and variation log.	June 2026
4	June 2026	Updates to reflect current NICC operations.	June 2027