

CHC Aged Care, Disability, Leisure and Health Qualification Review Project

Technical Committee

Terms of Reference



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Version	Date	Rationale	Next Review Date
1	June 2025	Document published	June 2026
2	April 2026	Significant changes to format, wording and membership	
3	June 2026	Review and changes to membership	June 2027
4	September 2026	Change in membership employment and resignation	

1. Background and Purpose

- 1.1 The nationally endorsed Training Package Organising Framework (TPOF) requires HumanAbility to establish a Technical Committee for each training product project undertaken.
- 1.2 The Technical Committees advise HumanAbility on training product design, development, delivery, assessment and consultation strategy.
- 1.3 Members of the Technical Committee are appointed by the HumanAbility CEO based on their individual expertise.
- 1.4 The TPOF sets out the requirements for the development of nationally endorsed training packages.
- 1.5 An induction meeting will be provided for each new Technical Committee member with a focus on the TPOF. Additional information about the TPOF is also below at 8.1.

2. Role of the Committee

- 2.1 The role of Technical Committee members is to draw on their expertise to advise HumanAbility on training design, delivery and assessment, Australian Qualifications Framework levels, impacts on learners, possible implementation issues, and identify any additional stakeholders that should be included in the consultation strategy.
- 2.2 The scope of the Technical Committee is limited to delivery of CHC Aged Care, Disability, Leisure and Health Qualification Review Project.
- 2.3 Members of the Technical Committee will draw on their experience and expertise to inform the project, not to represent their organisation (organisational representatives will be consulted outside of Technical Committees).
- 2.4 Members should genuinely contribute to discussion and respect the viewpoints of others, and the right for them to express their views.
- 2.5 It is expected the Technical Committee will meet online approximately eight (8) to twelve (12) times during the project. Members will also need to be available to review materials and provide timely feedback. Timely is defined as responding within five (5) working days for an average project. For larger projects, response time will be stipulated, and a timely response would usually be within ten (10) working days.
- 2.6 Input may be sought through email and collaboration tools in place of meetings.

3. Function and Appointment of Membership

- 3.1 The Technical Committee will ordinarily comprise no less than eight (8) and no more than eighteen (18) individuals. The composition will vary based on the level of complexity and breadth of the project.
- 3.2 The Technical Committee must be tripartite, with membership from industry, unions, educational experts, state and territory government representatives with relevant expertise, RTOs and regulators (where relevant).
- 3.3 Membership must include individuals with the technical/specialist and/or industry sector knowledge to be able to contribute to the package development.

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- 3.4 Members, even though they may have been nominated by a key stakeholder organisation, are appointed on the basis of their expertise and experience. If a member is unable to attend a meeting, they are unable to appoint a proxy.
- 3.5 Diversity of membership will be a consideration in the determination of each Technical Committee including specifically under-represented groups and geographic reach.
- 3.6 HumanAbility will conduct an open Expression of Interest (EOI) and invitation process seeking nominations for Technical Committee membership. HumanAbility will determine a proposed committee reflecting the criteria set out in this section. HumanAbility will then invite those nominees to become members of the Technical Committee.
- 3.7 The CEO will recommend the appointment of a Chair(s) of the Technical Committee to the Governance and Nominations Committee.
- 3.8 Secretariat services are provided by HumanAbility staff.
- 3.9 Members will be required to sign a 'Technical Committee Member Agreement' to confirm their agreement to comply with HumanAbility's Code of Conduct and to have their name listed on the HumanAbility website as a member of the Technical Committee.
- 3.10 Members will also be required to disclose any potential, actual and/or perceived conflicts of interest (see also section 6).
- 3.11 A representative of the Department of Employment and Workplace Relations (DEWR) may be invited to attend meetings of the Technical Committee as an observer to facilitate communications between HumanAbility and DEWR.

4. Scope and Duration

- 4.1 The scope of the Technical Committee is limited to advice as it pertains to CHC Aged Care, Disability, Leisure and Health Qualification Review Project. The project scope includes research, consultation, development work and implementation support in relation to:
- *CHC33021 Certificate III in Individual Support*
 - *CHC43121 Certificate IV in Disability Support*
 - *CHC43015 Certificate IV in Ageing Support*
 - *CHC43415 Certificate IV in Leisure and Health*
 - *CHC53415 Diploma of Leisure and Health*
 - *11076NAT Diploma of Leadership in Disability Services*
- 4.2 The duration of the Technical Committee is limited to the duration of the project. The project is due to be completed in August 2027.

5. Authority of the Technical Committee

- 5.1 Technical Committees are established as advisory mechanisms, not decision-making bodies, and are overseen by the HumanAbility CEO, usually via the Director, Training Product Development (Director) overseeing secretariat services, in support of the allocated Chair.
- 5.2 The HumanAbility Board will be provided with periodic updates on the advice provided by the Technical Committee and project status, through the HumanAbility CEO.

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- 5.3 The relevant Industry Advisory Committee (IAC) will be provided with an update of training reviews underway within their sub-sector at each IAC meeting including, but not limited to, any reviews taking place in their sector.
- 5.4 If members of the Technical Committee hold divergent views, the range of opinions and rationales will be considered alongside stakeholder feedback received throughout the project, for example from consultation activities, at CEO level where required.
- 5.5 A statement that the Technical Committee has provided advice and reviewed the draft training products will form part of the submission to the training package assurance body, led by DEWR. A draft submission will be provided to the Chair of the relevant IAC who will have the role of endorsing that it accurately represents the views and advice of the Technical Committee, before it is sent to the assurance body.

6. Conflict of Interest

- 6.1 Committee members are required to disclose any actual, potential or perceived conflicts of interest in relation to the training package project under review.
- 6.2 A perceived or actual conflict of interest may not exclude a person from membership of the committee but must be declared for transparency and appropriate management as per the HumanAbility Code of Conduct.
- 6.3 For clarity, it shall not be a conflict of interest for a member of a Technical Committee to express a position consistent with the views of their stakeholder organisation on matters before the committee or to inform the committee of likely stakeholder views on the matters before it.

7. Privacy and Confidentiality

- 7.1 The name, organisation, job title and stakeholder category of Technical Committee members will be published on the HumanAbility website.
- 7.2 Stakeholder contributions made through the broader consultation on the project will be captured in the Consultation Log, which will also be published on the website.
- 7.3 Where virtual meetings are held, these will be recorded to assist with record keeping.
- 7.4 All Technical Committee members are required to maintain strict confidentiality regarding any time-sensitive, commercial-in-confidence or restricted information discussed or shared during committee activities and meetings.

8. Training Package Organising Framework

- 8.1 The TPOF outlines the product and process requirements for the development and endorsement of all national training package products in Australia. The TPOF outlines:
- Product Requirements – defining the overarching principles for designing and developing training package products that are submitted for endorsement by Skills Ministers. It also specifies the design rules that must be followed when creating or updating a training package product.
 - Process Requirements – detailing the procedures for developing and obtaining endorsement for nationally recognised training package products.
- 8.2 Further details can be found on the Department of Employment and Workplace Relations [website](#).

9. Fees and Costs

- 9.1 Technical Committee members do not generally receive a fee or reimbursement for their role on the committee.
- 9.2 Meetings will ordinarily be held online so should not incur additional costs to the committee members.
- 9.3 Where any face-to-face meetings are arranged for the purpose of the Technical Committee only, this will be at the expense of HumanAbility.
- 9.4 Committee members will need to allocate time to review materials outside of meetings.

10. Technical Committee Members

- 10.1 Technical Committee membership may change throughout a project. This table shows Technical Committee membership as at: 26 June 2026.

Name	Organisation	Location/ Jurisdiction	Stakeholder Type	Start Date
Charlise Bennett	Australian Recreational Therapy Association	NSW	Industry Association / Peak body	30/06/2025
Sheryl Boniface	National Workforce Collaboration, YPINHNA, SB & Associates Consultancy	SA	Other	23/06/2025
Kim Bromley	Homewood Care and Tafe NSW	NSW	Employee, Educational Expert/RTO Representative	23/06/2025
Maggie Rushton	Bestwest care	WA	Educational Expert/RTO Representative	24/06/2025
Lynda Flint	TasTAFE	TAS	Educational Expert/RTO Representative	07/07/2025
Michelle Devereux	Richmond Institute of Sport and Leadership	VIC	Educational Expert/RTO Representative	23/06/2025

Name	Organisation	Location/ Jurisdiction	Stakeholder Type	Start Date
Andrew Hayward (Co-Chair)	Ageing Australia	QLD	Industry Association / Peak body	23/06/2025
Joanne Jones	The Gordon	VIC	Educational Expert/RTO Representative	24/06/2025
Frances Sanders	Scope	VIC	Employer or Enterprise	23/06/2025
Caroline Thompson	CSWA	WA	ITAB/ITAC	23/06/2025
Kate Hurrell	Three Tree Lodge (residential aged care provider in rural NSW)	NSW	Employer or Enterprise	23/06/2025
Kylie Cakau	ANMEC - Australian Nursing & Midwifery Education Centre	SA	Educational Expert/RTO Representative	23/06/2025
Zelda Riddell	Home@Scope	VIC	Employee	23/06/2025
Gregory Burgess	Canberra Institute of Technology	ACT	Educational Expert/RTO Representative	23/06/2025
Helen Westwood	ASU	NSW	Union Representative	17/04/2026
Lourdes Zamanillo	National Disability Services	National	Industry Association / Peak Body	23/06/2025 Resignation 16/09/2026
Jackson Reynolds (Co-Chair)	HSU National	VIC	Union Representative	27/4/2026

Name	Organisation	Location/ Jurisdiction	Stakeholder Type	Start Date
Katherine Buttigieg	National Aboriginal and Torres Strait Islander Ageing and Aged Care Council (NATSIAACC)	ACT	Industry Association / Peak body	3/7/2026
Sally Morris	Response Employment and Training	NT	Industry Association / Peak body	1/7/2026
Samantha Campbell	Aged Care Quality and Safety Commission	National	Government Regulator	2/7/2026
Jamie Brown	Queensland Council of Social Service (QCOSS)	QLD	Industry Association / Peak body	29/06/2026