

## Annual Corporate Governance Statement Period ending June 30, 2025

### HumanAbility Board Roles & Responsibilities

The HumanAbility Ltd [Constitution](#) outlines the rules by which HumanAbility is governed.

As set out in the [Board Charter](#), the Board provides HumanAbility strategic governance, direction and effective oversight of management.

During the review period, the Board undertook a strategic review, with a formal review taking place again in September 2025.

The skills-based Board is composed of independent and representative Directors reflecting the industry led approach of the Jobs & Skills Councils.

Detailed information for each Board member and their roles at HumanAbility can be found [here](#).

### HumanAbility Board structure, composition, skills and experience

The HumanAbility Board is a skills-based Board for the sound governance of the organisation. There is a periodic skill review in the areas of leadership, sector expertise, strategic planning, governance, financial management, legal compliance, risk management, people management, enterprise technology and sustainability.

Succession planning and Director recruitment is in accordance with the [Constitution](#), [Membership Policy](#) and [Board Diversity Policy](#), taking into account tripartite Board membership, skills and diversity.

## HumanAbility Committees

Board Governance committees are the full Board, Audit & Risk Committee and the Governance & Nominations Committee.

The work of HumanAbility is industry led and informed through stakeholder engagement including the Industry Advisory Committees (IACs). The IACs are detailed on the About Us page on the [HumanAbility website](#). IAC membership is detailed [here](#).

The IAC responsibilities are set out in the [IAC Terms of Reference](#).

## HumanAbility Membership

Membership of the organisation is in accordance with the [Constitution](#). Reflecting the sectors supported by HumanAbility and their tripartite principal of the Jobs and Skills Council. The voting members of the organisation are listed below:

ACT Council of Social Service (ACTCOSS)  
 Active Queenslanders Industry Alliance  
 Aged and Community Care Providers Association (ACCPA)  
 Allied Health Professions Australia  
 Aquatic and Recreation Institute NSW  
 AUSactive  
 Australian Camps Association  
 Australian Community Children's Services  
 Australian Community Workers Association (ACWA)  
 Australian Healthcare and Hospitals Association (AHHA)  
 Australian Nursing and Midwifery Federation (ANMF)  
 Australian Workers Union

#### Communities at Work

Community Childcare Association

Council of Ambulance Authorities

Council on the Ageing (COTA)

Early Childhood Australia

Eldercare

Flourish Australia

GoodStart Early Learning

Health Services Union (HSU) National Office

Lifeguarding Services Australia

Meals on Wheels QLD

National Association of Aboriginal and Torres Strait Islander Health Workers and Practitioners (NAATSIHWP)

National Disability Services

National Outside School Hours Services Alliance (NOSHSA)

Outdoors NSW & ACT

Remention

Royal College of Pathologists of Australasia

Royal Life Saving - Australia

Scouts Australia

South Australian Network of Drug and Alcohol Services (SANDAS)

The Aged Care Industry Association

United Workers Union

#### HumanAbility Governance Policies

The organisation adheres to its governance policies which are designed to ensure that the organisation meets its legal, contractual and moral obligations.

These policies are supported by the values of the organisation and the behaviours that demonstrate those values.

The organisation has a robust and active policy review process to ensure policies remain relevant and provide the guidance necessary for the governance of HumanAbility.

[Key governance policies](#) are published on the HumanAbility website.

### JSC Integrity Framework Principles

The JSC Integrity Framework principles of

1. openness and transparency
2. engagement and facilitation
3. focus on learner outcomes
4. ethical behaviours and responsibility
5. accountability

are reflected in the Vision, Mission and Values of the organisation as documented in the HumanAbility [Strategic Plan](#)

The work conducted by the organisation over the previous period demonstrates a commitment to the five principles, including actively engaging with well over 1000 stakeholders over the past year.

The pillars of the Strategic Plan directly reflect the purpose and outcomes required of HumanAbility. Please note that these will be reviewed by the Board in an upcoming Strategic Planning session later this month.

### HumanAbility Diversity

HumanAbility has purposefully built a diverse Board that is skills-based and tripartite. The Board has amended the constitution to ensure gender balance.

Gender balance is reflected in the Board Committees, and the IACs.

HumanAbility has worked to ensure tripartite representation on each of the IACs, as well gender and industry balance within each of the sectors that HumanAbility represents.

### Key performance and delivery

The governance arrangements clarify purpose, strategies and hold the organisation accountable for deliverables against contractual obligations.

The composition of the Board reflects the industry-led approach of the JSC model, including representatives from both employer and employee organisations as well as the required number of Independent Directors.

Board and Board Committees work closely with Management to oversee the governance of HumanAbility, including identifying and managing risk and overseeing performance.

The Industry Advisory Committees ensure that industry voice is incorporated into the work and considerations of HumanAbility. The membership of the IACs reflect the tripartite principles of the JSC model.

Broad stakeholder engagement across all states and territories informs the Workforce Plan, and other priorities and areas for advocacy. Examples of this include; HumanAbility's submissions to the

registration scheme for personal care workers in aged care, the Productivity Commission 5 Pillars Inquiry including a contribution to a cross-JSC submission, engagement with JSA consultations on gender, Occupation Skills Shortage list, Apprenticeship Priority List, Core Skills Occupation list, Generative AI capacity study. Informed by our stakeholders, we also contributed to workforce strategy consultations in nursing, allied health, mental health and for suicide prevention in addition to the prioritisation of training packages for review.

Demonstrated stakeholder engagement with more than 1000 stakeholder across the country in all HumanAbility sectors across all States and territories including metropolitan, regional and remote communities.



The development of relationships across the continuum of the vocational education delivery supports quality implementation and monitoring.

#### **HumanAbility Approach to Risk Management**

HumanAbility works within a developed Risk Framework which includes a Risk Management Policy and formal Risk Appetite guidance. The CEO is responsible for the implementation of the risk approach within the organisation and the operational management of risk.

Formal Declaration

HumanAbility Ltd declares that it has been compliant with the *JSC Code of Conduct* for the preceding period July 1, 2024, to 30 June 2025.

Full Name: Rob Bonner	Position Title: Chair
Signature:  <small>Rob Bonner (Sep 8, 2025 20:06:35 GMT+9.5)</small>	Date: 08/09/25
Full Name: Stan Wall	Position Title: Director
Signature: 	Date: 08/09/25

HumanAbility

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HumanAbility is a Jobs and Skills Council funded by the Australian Government Department of Employment and Workplace Relations.