



CHC Community Services Qualification Review

Technical Committee: Terms of Reference & Members

Last modified: 24 March 2026

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Version	Status	Release date	Summary of changes
V1.1	Archived	18 th October 2024	Document published
V1.2	Current	24 th March 2026	Juliana Fitzpatrick resigned from her position as a committee member on 11 February 2026. Raychelle Sidhu resigned 23 March 2026. Alison Brodie and Kelly Sumner changed organisations. Project completion date amended



1. Background and Purpose

- 1.1 Technical Committees are required to be established by HumanAbility, as a Jobs and Skills Council (JSC) for each training product project undertaken by HumanAbility.
- 1.2 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 CEO of HumanAbility based on their individual expertise and ensuring the committee membership reflects HumanAbility's commitment to a tripartite governance model.
- 1.4 Technical Committees are guided by the training package product development rules, set out in the Training Package Organising Framework (see section eight (8) for more detail).
- 1.5 The Training Package Organising Framework sets out the rules and requirements for the development and content of nationally endorsed training packages.
- 1.6 The TPOF includes three (3) documents; Standards for Training Packages, Training Package Products Development and Endorsement Process Policy and Training Package Products Policy (see section 8 for links).
- 1.7 These Terms of Reference relate to the project: 25-004-CHC Community Services Qualification Review (see section four (4) for more detail on the scope and duration of this project).

2. Role of the Committee

- 2.1 The role of the Technical Committee is to draw on their expertise to advise HumanAbility on training design, delivery and assessment, AQF levels, impacts on learners, possible implementation issues, and identify any additional stakeholders that should be included in the consultation strategy.
- 2.2 The role of the Technical Committee is exclusively related to training product development.
- 2.3 The role of members of the committee will be to draw on their experience and expertise, 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 The expectation is that the committee will meet online approximately three (3) to four (4) times across the project and 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. Where there is a larger project, this will be stipulated when a response is requested, and a timely response would be within ten (10) working days.
- 2.6 Input might be sought through email and collaboration tools in place of meetings.

3. Function and Appointment of Membership

- 3.1. The Technical Committee will 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 union, government and employers.
- 3.3 Membership must include individuals with the technical / specialist and/or industry sector knowledge to be able to contribute to the package development.
- 3.4 Members are appointed on the basis of their expertise and experience, not as representatives of their organisation. If a member is unable to attend a meeting, they are unable to appoint a proxy.
- 3.5 To maintain HumanAbility's commitment to broad engagement and inclusivity, wherever possible members of a Technical Committee will not also be a member of a HumanAbility Industry Advisory Committee.
- 3.6 Members of the Technical Committee do not need to be a member of HumanAbility.
- 3.7 The spread of Technical Committee membership will reflect geographical and other distributional representation to the extent possible for each project and context.
- 3.8 Following a request for nominations sent by HumanAbility to IAC members, STA, Industry Advisory Training Boards and Councils and other relevant stakeholders, 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.
- 3.9 The CEO will appoint a Chair and Deputy Chair of each Technical Committee.
- 3.10 Secretariat services are provided by HumanAbility staff.
- 3.11 Members of the Committee must read and agree to adhere to the [Jobs and Skills Council Code of Conduct](#).
- 3.12 Observers may be invited to a Technical Committee meeting to foster collaboration or knowledge sharing on critical issues. Observers do not have voting rights nor decision-making authority and must adhere to the rules of conduct set out in the Terms of Reference. Observer status is for the specific meeting specified in the invitation. HumanAbility may extend or revoke observer status based on Members' feedback on the value of the observer participation.
- 3.13 The Department of Employment and Workplace Relations may attend a committee meeting at any time.

4. Scope and Duration

- 4.1 The Scope of the Technical Committee is limited to advice as it pertains to the project/s listed in 4.1.1. The project scope includes research, consultation, development work and implementation support in relation to:



4.1.1 Project: 25-004-CHC Community Services Qualification Review

- 4.2 The duration of the committee is limited to the duration of the project. The project is due to be completed in February 2027.

5. Decision-making

- 5.1 A Technical Committee will be established for each training product project.
- 5.2 The Technical Committee will be overseen by HumanAbility CEO via the Director, Training Product Development (Director).
- 5.3 The Director will provide progress reports and recommendations to the CEO at key points in the project, where the CEO will decide how to proceed, considering all advice received from the members of the Technical Committee. These reports and updates will include advice and supporting rationale from the Technical Committee to assist the CEO's decision-making.
- 5.4 The HumanAbility Board will be provided periodic updates on the advice provided by the Technical Committee and project progress through the standard CEO reports to the Board.
- 5.5 As the Technical Committee is not a decision-making body, if members of the Technical Committee hold divergent views, the range of opinions and rationales will be provided to the CEO for consideration alongside stakeholder feedback received throughout the project, for example from consultation activities.
- 5.6 A statement that the Technical Committee has provided advice and reviewed the draft training products will form part of the submission 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 will not exclude a person from membership of the Committee but must be declared for transparency and appropriate management as per the JSC Code of Conduct.

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 this 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 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 [Training Package Organising Framework](#) is a set of rules owned by Skills Ministers. It includes content and process requirements guiding the development and content of nationally recognised training packages, and is made up of the:

- [Standards for Training Packages](#) ('the Standards') which sets the overarching training product design and development requirements for endorsement by Skills Ministers.
- [Training Package Products Policy](#) (TPPP) which outlines the design rules for developing or modifying a training product.
- [Training Package Products Development and Endorsement Process Policy](#) (TPPDEPP) which outlines the process for developing, and seeking endorsement of, training products.

The framework was updated in November 2022 in preparation for new industry engagement arrangements and policies which commenced from 1 January 2023. This included the establishment of Jobs and Skills Councils. 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 receive a fee or reimbursement for their role on the committee.
- 9.2 Meetings will 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

*Technical Committee membership may change throughout a project. This table shows Technical Committee membership as at: **24 March 2026**.*

Organisation	Name	Role	Jurisdiction	Stakeholder type	Membership dates
Social Care Solutions	Alison Brodie	Independent Consultant	National	Subject matter expert	24/10/2024 to present
Wesley Mission	Andrew Moore	General manager	NSW	Subject matter expert	25/11/2024 to 23/10/2025
CMM Service, Swinburne University of Technology	Autumn Shea	Curriculum Maintenance Manager - Human Services	VIC	Educational expert	06/11/2024 to present

Chisholm TAFE	Bec Paroissien	Education Manager – Community Services	VIC	RTO/educational expert	24/10/2024 to present
Charles Darwin University	Danielle Doughty	Team Leader - Health and Community Services & Remote area Registered Nurse	NT	RTO/educational expert	27/10/2024 to present
Australian Services Union	Helen Westwood	ASU Delegate, Director of Professional Standards and Safety Unit	NSW/ACT	Union	25/11/2025 to present
Open Colleges	Jacquelyn Lawrence	Trainer and Assessor	National	RTO/educational expert	25/10/2024 to 07/08/2025
Yaandina Community Services	Julie Mobbs	Manager, AOD Services	WA	Subject matter expert	05/11/2024 to present
Skills SA, Department of State Development	Juliana Fitzpatrick*	Principal Consultant, Skills Capability	SA	Government	06/01/2025 to 11/02/2026
Brotherhood of St Laurence	Julie Ware	Chief Services Officer	VIC	Subject matter expert	04/11/2024 to present
TAFE SA & JFA Purple Orange	Katie (Kathryn) Wilson	Lead Educator and Lecturer & Disability Inclusion Trainer	SA	RTO/subject matter expert	24/10/2024 to present
QCOSS	Kelly Sumner	Sector Development officer	QLD	Subject matter expert	24/10/2024 to present
Health and Community Services Union	Kim Gallaher	Mental Health Policy Officer	VIC	Union	25/11/2025 to present
Institute for Urban Indigenous Health (IUIH)	Raychelle Sidhu	Operations Manager – Social Health	QLD	Peak/subject matter expert	30/10/2024 to 23/03/2026



South Metropolitan TAFE WA	Sabrina Haines	Advanced Senior Lecturer Community Services	WA	RTO/educational expert	24/10/2024 to present
Health Services Union	Zelda Riddell	HSU Delegate & Disability Support Worker	National	Union	30/10/2024 to 06/07/2025

** Technical Committee Member nominated by Skills SA Department of State Development as the state or territory representative with relevant expertise.*