



Pathology Qualification Review

Technical Committee: Terms of Reference & Members

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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: Pathology 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: 24-004 HLT Pathology 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 June 2025.

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: 7 Jan 2025.

Organisation	Name	Role	Jurisdiction	Stakeholder Group
North Metropolitan TAFE	Penelope Major	Principal lecturer	WA	RTO/Educational Expert
EQUALS International	Melissa Slattery	Academic Director	SA	RTO/Educational Expert
LTT Group	Simon Gazia	Chief Executive Officer	National	RTO/Educational Expert
Queensland STA – Check Up	Michelle Phillips	Health Industry Skills Advisor	QLD	State Training Authority
NSW Community Services and Health ITAB	Sarah Rosen	Workforce Liaison Officer	NSW	Industry Training Advisory Board
NSW Health Pathology	Judy Kempton-Webb	Director, Pre and Post Analytics	NSW	Subject Matter Expert
Douglas Hanly Moir Pathology	Sue Jennings	Training & RTO Manager	National	Subject Matter Expert
Public Pathology Australia	Jenny Sikorski	CEO	National	Industry Association / Peak Body