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CASE FOR ENDORSEMENT

CPP PROPERTY SERVICES TRAINING PACKAGE

Real Estate Project

Release 7.0

Submitted by Artibus Innovation

on behalf of the

Property Services IRC

May 2018

**Artibus Innovation**

Artibus Innovation is the Skills Service Organisation supporting the Industry Reference Committees (IRCs) for the Construction, Plumbing and Services, and Property Services sectors in Australia. It develops, manages, and supports nationally recognised Training Packages.

The IRCs are responsible for providing guidance, direction, and advice in relation to the workforce training and skills development needs of these two industry sectors. Together industry, employees and enterprises contribute significantly to Australia’s infrastructure, underpinning the nation’s economic and social fabric.

#### **Acknowledgement of Support**

Artibus Innovation is funded by the Australian Government Department of Education and Training through the Training Product Development Programme.

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CASE FOR ENDORSEMENT

CPP PROPERTY SERVICES TRAINING PACKAGE

REAL ESTATE PROJECT

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# A. Administrative details of the Case for Endorsement

**Name of allocated IRC**

Property Services Industry Reference Committee (Property Services IRC)

**Name of the SSO**

Artibus Innovation

**Training package components submitted for approval**

This submission puts forward the Case for Endorsement for three qualifications 67 units of competency and 12 skill sets.

**Activity Order**

The TPD/2016-17-010 Activity Order was signed by the Commonwealth Department of Education and Training on 29 June 2017.

**Qualifications (3)**

|  |  |
| --- | --- |
| **Code**  | **Title**  |
| CPP30518 | Certificate III in Real Estate Practice |
| CPP40618 | Certificate IV in Real Estate Practice |
| CPP50418 | Diploma of Property (Agency Management) |

**Skill Sets (12)**

|  |  |
| --- | --- |
| **Code**  | **Title**  |
| CPPSS00080 |  Residential Property Sales |
| CPPSS00081 |  Residential Property Management |
| CPPSS00082 |  Property Management Business Development |
| CPPSS00083 |  Auctioneering |
| CPPSS00084 |  Buyer’s Agent |
| CPPSS00085 |  Onsite Property Manager |
| CPPSS00086 |  Commercial Sales and Leasing |
| CPPSS00087 |  Commercial and Property Management |
| CPPSS00088 |  Business Broking |
| CPPSS00089 |  Stock and Station, Stock |
| CPPSS00090 |  Stock and Station, Station |
| CPPSS00091 |  Administration Manager/Officer Support |

**Units of competency (67)**

For a detailed mapping of the components, please refer to **Section H: Training package components**.

**AISC requirements**

The requirements set by the Australian Industry and Skills Committee (AISC) relating to the suite of Property Service Real Estate qualifications is to:

* updating and redesign the qualifications to meet industry needs
* develop components that align with the licensing requirements across jurisdictions
* remove any obsolete, duplicative and superfluous qualifications and units of competency.

#

# B. Description of work and request for approval

**Description of work undertaken and why**

A technical review of the existing suite of property services - real estate qualifications was undertaken, which identified:

* duplication and overlap of content across the qualifications and units of competency
* obsolete qualifications, which did not reflect current occupational roles
* a gap between the qualifications and jurisdictional licensing requirements.

The work undertaken with industry, State/Territory Regulators (STAs) and the Technical Advisory Group (TAG) focussed on:

* following the AISC’s requirements and consolidate qualifications and units of competency
* developing streamlined qualifications that reflect occupational roles
* designing skill sets that align with licensing requirements.

**Changes undertaken**

The figure below outlines the key changes undertaken in the project:

Based on industry and state/territory regulators consultation and validation the key changes are detailed below:

| **Key Change (KC)** | **Description** |
| --- | --- |
| **KC 1** | The existing eight Real Estate qualifications were considered redundant and will be deleted from the National Register. |
| **KC 2** | 106 units of competency were considered redundant and will be deleted from the National Register.* 1 CPP common unit (CPPCMN4010A Cost and quote sustainable product and service provision)
* 105 CPPDSM units of competency.
 |
| **KC 3** | Three new qualifications were developed to align with current vocational outcomes. |
| **KC 4** | The new CPP40618 Certificate IV in Real Estate Practice includes a range of groups (A – L), which are intended to align with licensing outcomes.  |
| **KC 5** | The development of 12 new skill sets intended to align with licensing outcomes. |
| **KC 6** | The development 67 new units competency. |

**Decision being sought from the AISC**

To note and approve training package components being put forward in this Case for Endorsement.

# C. Evidence of industry support

**Support by Industry Reference Committee (IRC)**

The members of the Property Services Industry Reference Committee (IRC) have discussed and endorsed this submission in the Minutes of the IRC meeting detailed below.

* April 2016 (IRC 4-Year-Work-Plan)
* April 2017 (Skills Forecast 2017)
* April 2018 (Skills Forecast 2018).

The project was forming signed off all three IRC meetings.

Refer to **Appendix B: IRC Support** for written evidence of support.

**Industry consultation and validation**

During the development and review of the training package components, the following communication strategies were used to conduct consultation, provide information and seek feedback from stakeholders, including training providers.

* With the commencement of the project, a project page was developed on the Artibus Innovation website. The project page was kept updated throughout the duration of the project.

It provided industry stakeholders information on national forums, workshops, the status of the project and opportunities to provide input on the components.

<http://www.artibus.com.au/index.php/projects-property-services-real-estate/>

* Nominations for the formation of a Technical Advisory Group (TAG) were published on the project page. The TAG was formed and validated by the IRC to provide technical input on the draft components. The TAG includes representatives from employers, employees, industry, RTOs and regulators.

Face-to-face TAG meetings were held on:

* + 09/10/2017 – Brisbane QLD
	+ 25/01/2017 – Sydney NSW

Two video TAG conferences were held on:

* + 22/11/2018
	+ 13/03/2018.
* Workshops were held with a working group comprising experts in the Real Estate training field. Members attended face-to-face and video workshops during which they discussed and reviewed industry skills, qualification framework, and units of competency, relevant to their areas of expertise.

Face-to-face Working Groups meetings were held on:

* + 05/09/2017 – Adelaide, SA
	+ 24/01/2018 – Sydney, NSW
	+ 22/02/2018 – Brisbane, QLD
	+ 23/02/2018 – Brisbane, QLD

Video conferences held on:

* + 06/11/2017
	+ 21/12/2017
	+ 02/02/2018
	+ 08/02/2018
	+ 12/02/2018
	+ 19/02/2018
	+ 08/03/2018
* Subject matter experts also engaged in the project where additional expert knowledge was sought, particularly for areas that were outside the scope of knowledge of the Working Group. Experts attended workshops or video/phone conferences during which they discussed and reviewed industry skills, qualification framework, and units of competency, relevant to their areas of expertise.
* Meetings with State and Territory Regulators were held on:
	+ 08/10/2017
	+ 16/03/2018
* Updates were provided to the Real Estate Institute (REI) CEOs and relevant stakeholder network.

**State/Territory Training Authorities (STAs)**

STAs were informed via newsletters, emails and face-to-face about the development of draft components and of any outstanding issues relating to licensing requirements, skill sets and packaging rules.

* Meetings were held with the following jurisdictions on:
	+ 08/10/2017 – in Gold Coast
		- New South Wales
		- Northern Territory
		- Queensland
		- Australian Capital Territory
		- South Australia
		- Western Australia
		- Victoria
	+ 16/03/2018 – to be held in Melbourne
		- Victoria
		- Tasmania
		- New South Wales
		- South Australia
		- Western Australia.

All State Training Authorities have been notified and kept updated throughout the duration of the project.

**Framework Consultation**

A first round of framework draft materials was made available for consultation in November and December 2017 for a period of 3.5 weeks. Draft materials were hosted on the Artibus website and stakeholders provided feedback via online surveys.

Additionally, forums, webinars, newsletter and email updates were sent to stakeholders to provide details on the framework and ensure opportunity for feedback.

The purpose of obtaining feedback for the packaging was to ensure the correct approach was being taken for:

* Streamlining qualifications
* Licensing application of the certificate IV
* Design of the new Diploma

Stakeholder Groups consulted via jurisdiction are as follows:

| **Jurisdiction** | **Method** | **Group** | **Dates** |
| --- | --- | --- | --- |
| **NSW** | ForumsNewsletter via emailTest forum | REINSW Chapters:* Residential Sales
* Residential PM
* Commercial
* Business broking
* Auctioneers
* Board Members
 | November 2017 |
| **VIC** | ForumsNewsletter via email | REIV Chapters:* Residential Sales
* Residential PM
* Commercial
* Business broking
* Auctioneers
* Board Members
 | November 2017 |
| **QLD** | Forums | REIQLD Chapters:* Residential Sales
* Residential PM
* Commercial
* Business broking
* Auctioneers
* Board Members
* Members
 | November 2017 |
| **NT** | Email/Newsletter via CEO WebinarForum | REISA MembersBoard Members | November – December 2017 |
| **SA** | Email | REIWA | December 2017 |
| **WA** | WebinarForumNewsletterEmail | REIWA  | December 2017 |
| **TAS** | Forum | Board Members | December 2017 |
|  | Forums | Agency members  | November – December 2017 |
| **ACT** | Email  | 1400 agency members | November 2017 |

\*Note some names and memberships are not available or provided due to confidentiality concerns.

Please refer to **Appendix C Stakeholder Consultation List – Framework** for names and related organization of individuals who responded to the surveys and state REI attendance or member list as applicable.

**Alternative approaches explored**

A concern was raised by the CEO for REISA that he did not understand the reasoning for a skill set approach for licensing outcomes and did not believe that the current packaging with variable number of total units was going to be workable for South Australian RTOs.

An REIA meeting was held with the Project Chair to discuss packaging options, benefits and rationale. Three options were provided by Artibus on the packaging structure, and a consensus was achieved by the REI CEOs to accept a skill set approach with a fixed total number of units.

A concern has been raised by the Victorian Regulator that the skill sets approach to packaging for the Certificate IV, and it’s associated licensing, was not strong enough to allow licensing in Victoria. Meetings were held in February to openly discuss regulatory expectations, and a Regulators meeting has been arranged at the Victorian Regulators request, in Melbourne for the 16th of March.

The Victorian STA is aware of concerns and has been involved in conversations with Artibus and the Victorian Regulator.

Other state regulators are aware of the Victorian concerns and are supportive of the Artibus approach to the packaging and are willing to discuss this with the Victorian Regulator in support of the project.

**Report by exception**

TBD

# D. Industry expectations about training delivery

**Advice about industry’s expectations of training delivery**

This project aimed to follow the AISCs requirements and support the COAG Industry and Skills Council reforms to training packages by:

* consolidating qualifications: from eight qualifications to three
* developing:
	+ qualifications that better reflect occupational standards
	+ units of competency that provide a clear intended outcome
* creating 12 skill sets that align with licensing requirements.

The revised units of competency have been transitioned to align with the *Standards for Training Packages 2012*.

The impact of the changes of the proposed endorsed components are as follows:

* RTOs will be notified by training.gov.au of the changes in the units of competency and their assessment requirements
* RTOs will be required to adapt all aspects of training and assessment to the changes in structure and content in the units of competency and their assessment requirements.

RTOs can expect a series of changes. RTOs will be required to:

* assess and implement the mandatory delivery and assessment requirements specified in the endorsed components
* adjust training and assessment strategies
* review delivery and assessment resources
* address and enhance supporting material and resources to address assessment requirements.

**Quality Principles: Flexibility, Recognition, Access, and Equity**

Flexibility

The proposed qualifications are packaged to meet the demands of a regulated real estate industry.

The new suite of real estate qualifications have been developed to facilitate and foster quality training outcomes.

Recognition

Industry can expect an upskilled workforce that meets industry demands. The skills and knowledge embedded in the units of competency will support national training and assessment consistency. Industry can, therefore, expect consistent learner outcomes.

Please refer to the *CPP Property Services Training Package Release 7.0 Companion Volume Implementation Guide.*

The assessment requirements in the proposed endorsed components are designed to:

* provide valid evidence of performance and knowledge based on workplace competencies
* provide RTOS with a flexible framework to develop and administer assessment material
* offer a consistent standard of assessment to support positive workplace outcomes.

By aligning the endorsed components against the specific requirements within each national policy document, national and industry portability has been ensured.

Access

There are no entry requirements in the draft qualifications.

Equity

The draft real estate qualifications have been designed to allow direct entry and facilitate occupational pathways in the sector.

The draft real estate qualifications promote and support cross-sector movement by including a range of electives units that live in range of training packages.

**IRC recommendation on traineeships and apprenticeships**

TBD

# E. Implementation of the new training package components

**Advice on occupational and licensing requirements**

This project aimed to develop skill sets that align with the licensing requirements from all jurisdictions. The skill sets were developed to address the licensing-qualification gap.

Further advice is provided in the *CPP Property Services Training Package Release 7.0 Companion Volume Implementation Guide*.

**Implementation issues of note and management strategy**

The endorsed components have been developed to:

* align with the *Standards for Training Packages 2012*
* support the approach of the standards to develop qualifications that are accessible in content, format and logic
* support industry relevant training and assessment practices.

The impact for enterprises is expected to be a positive one. The proposed endorsed components will provide enterprises with a workforce that can apply relevant skills and knowledge across sectors.

The proposed endorsed components meet the requirements for the *Standards for Training Packages 2012* and have been uploaded onto the National Register through the Training Package Content Management System (TPCMS) and published on Training.gov.au (TGA).

**Advice on downstream effects of the changes**

N/A

# F. Quality assurance reports

**Quality reports**

Editorial Report

An editorial report will be undertaken by xxxx.

Equity Report

An equity report will be undertaken by xxxx.

Quality Report

A quality report will be undertaken by xxx.

**Declaration**

Artibus Innovation declares that the proposed components of the *CPP Property Services Training Package Release 7.0* adhere to the requirements of the *Standards for Training Packages 2012*, the *Training Package Products Policy*, and the *Training Package Development and Endorsement Process Policy*.

The *CPP Property Services Training Package Release 7.0 Companion Volume Implementation Guide* can be located on the VETNet website at:

* <https://vetnet.education.gov.au/Pages/TrainingDocs.aspx?q=7e15fa6a-68b8-4097-b099-030a5569b1ad>
* Artibus Innovation official website, through an external link: [www.artibus.com.au](http://www.artibus.com.au).

# G. Implementation of the COAG Industry Skills Council reforms to training packages

**Supporting COAG Industry Skills Council reforms to training packages**

The decision being sought from the AISC will support the COAG Industry and Skills Council reforms to training packages by endorsing components that have been developed to ensure they reflect:

* best practices in the industry
* jurisdictional legislative requirements
* workplace safety measures
* industry occupational standards.

The endorsement of the proposed components will enhance the:

* usability of the units of competency in the industry
* clarity and intent of the units of competency
* training and delivery.

**Evidence of completion of the training package development work**

This case for endorsement will be put forward to the AISC XXX.

**Evidence that training package components are prepared for publication**

The proposed components are currently in pre-publishing mode on the TPSCMS.

Approximate Publication Timeframe

The endorsed components will be ready for publication on endorsement and the official release of the AISC communique.

#

# H. Proposed training package components

**Qualification mapping**

|  |  |  |  |
| --- | --- | --- | --- |
| **CPP Property Services Training Package** | **CPP07 Property Services Training Package** | **Comments** | **Equivalent statement** |
| CPP30518 Certificate III in Real Estate Practice | New qualification. | New qualification. |  |
| CPP40618 Certificate IV in Real Estate Practice | New qualification. | New qualification. |  |
| CPP50418 Diploma of Property (Agency Management) | New qualification. | New qualification. |  |

**Units of competency mapping**

| **CPP Property Services Training Package** | **CPP07 Property Services Training Package** | **Comments** | **Equivalent statement** |
| --- | --- | --- | --- |
| CPPREP3001 Comply with ethical practice in real estate | New unit of competency. | New unit of competency. |  |
| CPPREP3002 Communicate effectively to support customer service in real estate | New unit of competency. | New unit of competency. |  |
| CPPREP3003 Access, process and store property information | New unit of competency. | New unit of competency. |  |
| CPPREP3101 Assist in listing and marketing properties for lease | New unit of competency. | New unit of competency. |  |
| CPPREP3102 Assist in listing and marketing properties for sale | New unit of competency. | New unit of competency. |  |
| CPPREP3103 Assist with the sale of properties | New unit of competency. | New unit of competency. |  |
| CPPREP3104 Assist with maintaining and protecting condition of managed properties | New unit of competency. | New unit of competency. |  |
| CPPREP3105 Undertake property inspection | New unit of competency. | New unit of competency. |  |
| CPPREP4001 Prepare for professional practice in the real estate industry | New unit of competency. | New unit of competency. |  |
| CPPREP4002 Access and interpret ethical practice in real estate | New unit of competency. | New unit of competency. |  |
| CPPREP4003 Access and interpret legislation in real estate | New unit of competency. | New unit of competency. |  |
| CPPREP4004 Establish marketing and communication profiles in real estate | New unit of competency. | New unit of competency. |  |
| CPPREP4005 Prepare to work with real estate trust accounts | New unit of competency. | New unit of competency. |  |
| CPPREP4101 Appraise residential property for sale or lease | New unit of competency. | New unit of competency. |  |
| CPPREP4102 Market property | New unit of competency. | New unit of competency. |  |
| CPPREP4103 Establish vendor relationships – residential  | New unit of competency. | New unit of competency. |  |
| CPPREP4104 Establish buyer relationships – residential  | New unit of competency. | New unit of competency. |  |
| CPPREP4105 Sell property | New unit of competency. | New unit of competency. |  |
| CPPREP4121 Establish landlord relationships – residential  | New unit of competency. | New unit of competency. |  |
| CPPREP4122 Manage tenant relationships – residential  | New unit of competency. | New unit of competency. |  |
| CPPREP4123 Manage tenancy | New unit of competency. | New unit of competency. |  |
| CPPREP4124 End tenancy | New unit of competency. | New unit of competency. |  |
| CPPREP4125 Transact in trust accounts | New unit of competency. | New unit of competency. |  |
| CPPREP4141 Establish and maintain property management portfolio | New unit of competency. | New unit of competency. |  |
| CPPREP4142 Promote property management products and services | New unit of competency. | New unit of competency. |  |
| CPPREP4161 Undertake pre-auction processes | New unit of competency. | New unit of competency. |  |
| CPPREP4162 Conduct and complete sale by auction | New unit of competency. | New unit of competency. |  |
| CPPREP4163 Complete post-auction process and contract execution | New unit of competency. | New unit of competency. |  |
| CPPREP4171 Represent buyer in sales process | New unit of competency. | New unit of competency. |  |
| CPPREP4172 Develop and promote property industry knowledge – buyers’ agent | New unit of competency. | New unit of competency. |  |
| CPPREP4174 Complete purchase of property as buyers’ agent  | New unit of competency. | New unit of competency. |  |
| CPPREP4181 Manage onsite property tenancies | New unit of competency. | New unit of competency. |  |
| CPPREP4202 Appraise property for lease | New unit of competency. | New unit of competency. |  |
| CPPREP4203 Establish and maintain vendor and lessor relationships and networks | New unit of competency. | New unit of competency. |  |
| CPPREP4204 Complete commercial property sale | New unit of competency. | New unit of competency. |  |
| CPPREP4206 Establish commercial property lease | New unit of competency. | New unit of competency. |  |
| CPPREP4231 Manage commercial property maintenance | New unit of competency. | New unit of competency. |  |
| CPPREP4233 Manage commercial property financial reports | New unit of competency. | New unit of competency. |  |
| CPPREP4234 Manage tenant relationships – commercial  | New unit of competency. | New unit of competency. |  |
| CPPREP4235 Manage lessor relationships – commercial  | New unit of competency. | New unit of competency. |  |
| CPPREP4236 End commercial property lease | New unit of competency. | New unit of competency. |  |
| CPPREP4261 Appraise business for sale  | New unit of competency. | New unit of competency. |  |
| CPPREP4262 Establish vendor relationships in business broking  | New unit of competency. | New unit of competency. |  |
| CPPREP4263 Manage the buyer relationships in business broking  | New unit of competency. | New unit of competency. |  |
| CPPREP4264 Manage the sales process in business broking  | New unit of competency. | New unit of competency. |  |
| CPPREP4301 Confirm and market livestock for sale  | New unit of competency. | New unit of competency. |  |
| CPPREP4302 Prepare livestock for sale  | New unit of competency. | New unit of competency. |  |
| CPPREP4303 Establish vendor and buyer relationships in livestock sale  | New unit of competency. | New unit of competency. |  |
| CPPREP4304 Complete the sales process – livestock  | New unit of competency. | New unit of competency. |  |
| CPPREP4501 Prepare to complete the sales process – off the plan properties  | New unit of competency. | New unit of competency. |  |
| CPPREP4502 Support providers of social and community housing | New unit of competency. | New unit of competency. |  |
| CPPREP4503 Present at hearings in real estate | New unit of competency. | New unit of competency. |  |
| CPPREP4504 Deliver presentations to clients in real estate | New unit of competency. | New unit of competency. |  |
| CPPREP4506 Manage offsite and lone worker safety in real estate | New unit of competency. | New unit of competency. |  |
| CPPREP4508 Provide property sustainability information in real estate | New unit of competency. | New unit of competency. |  |
| CPPREP5001 Manage compliance in property industry  | New unit of competency. | New unit of competency. |  |
| CPPREP5002 Establish and monitor property industry trust account management practices | New unit of competency. | New unit of competency. |  |
| CPPREP5003 Manage ethical practice in the property industry  | New unit of competency. | New unit of competency. |  |
| CPPREP5004 Manage a safe workplace in the property industry | New unit of competency. | New unit of competency. |  |
| CPPREP5005 Manage teams in the property industry | New unit of competency. | New unit of competency. |  |
| CPPREP5006 Manage operational finances in the property industry | New unit of competency. | New unit of competency. |  |
| CPPREP5007 Develop a strategic business plan in the property industry  | New unit of competency. | New unit of competency. |  |
| CPPREP5010 Market the property agency | New unit of competency. | New unit of competency. |  |
| CPPREP5011 Develop a marketing and service strategy in real estate | New unit of competency. | New unit of competency. |  |
| CPPREP5012 Manage customer service activities in the property industry  | New unit of competency. | New unit of competency. |  |
| CPPREP5201 Develop and maintain commercial property market intelligence | New unit of competency. | New unit of competency. |  |
| CPPREP5311 Develop and maintain rural property market knowledge and intelligence  | New unit of competency. | New unit of competency. |  |

**Imported units of competency**

| **Code and title**  | **Parent Training Package** |
| --- | --- |
| BSBADV507Develop a media plan | Business Training Package |
| BSBBIT309Produce desktop published documents | Business Training Package |
| BSBDIV301Work effectively with diversity | Business Training Package |
| BSBFIA304Process accounts payable and receivable | Business Training Package |
| BSBHRM513Manage workforce planning | Business Training Package |
| BSBHRM505Manage recruitment, selection and induction processes | Business Training Package |
| BSBHRM604Manage employee relations | Business Training Package |
| BSBMGT502Manage people performance | Business Training Package |
| BSBMGT517Manage operational plan | Business Training Package |
| BSBMGT605Provide leadership across the organisation | Business Training Package |
| BSBWOR301Organise personal work priorities and development | Business Training Package |
| BSBWHS302Apply knowledge of WHS legislation in the workplace | Business Training Package |
| SIRXCOM002Work effectively in a team | Retail Services Training Package |
| SIRXCEG003Build customer relationships and loyalty | Retail Services Training Package |

# Appendix A: Industry Support

**Technical Advisory Group (TAG) Members**

|  |  |
| --- | --- |
| **TAG Member** | **Organisation** |
| Danielle Andrews | Chair - REINSW |
| Nerida Wood | REINSW |
| Mitch Elton | REINT |
| Anna MacMaster | REIQLD |
| Chris Jansse | REISA |
| William Green | REIV |
| Patricia Donnelly | REIT |
| Lesley Reagon | REIWA |
| Liz McIlhone (retired) | REIWA |
| Alicia Hutton | Tasmania Regulator |
| Kathy Townsend | NSW Regulator |
| Bobi Vikor | Rent Select |
| Rob Honeycombe | Bees Nees City Consultancy |
| Andy Madigan | ALPA – Stock and Station |
| Michelle Davis | Towers Francis Property |
| Nicole Bush | Wisdom |
| Tom French | APSA – Employee union |
| Cameron Way (retired 01/2018) | Woodards |

**Working Group Members**

| **Working Group Member** | **Organisation** |
| --- | --- |
| Danielle Andrews | Chair - REINSW |
| Nerida Wood | REINSW |
| Mitch Elton | REINT |
| Anna MacMaster | REIQLD |
| Chris Jansse | REISA |
| William Green | REIV |
| Patricia Donnelly | REIT |
| Lesley Reagon | REIWA |
| Liz McIlhone (retired) | REIWA |

**Subject Matter Experts (SMEs)**

|  |  |
| --- | --- |
| **Subject Matter**  | **Expert name and organisation** |
| Onsite property manager  | Trevor Rawnsley, ARAMA |
| Stock and Station | Andy Madigan, ALPAKylie Walsh, Di Jones RealtyMichael Wright, Schute BellLuke Scicluna, DCCO |
| Commercial | Anna MacMaster, REIQLDRauhena Chase, Raine and Horne Commercial |
| Home sustainability | Cecile Weldon, Weldenco |
| Office manager | Kylie Walsh, Di Jones Realty |

**State and Territory Regulators**

| **Regulator Name** | **State or Territory** |
| --- | --- |
| Kathy Townsend | NSW |
| Carolyn Parsell | NT |
| Peter Reinhold | QLD |
| Brian Bauer | QLD |
| Alicia Hutton | TAS |
| Dale Pegg | ACT |
| Heather Kellie | ACT |
| Ian Johnston | SA |
| Christine Bowley | WA |
| Christine Nigro | VIC |

# Appendix B: IRC Support

To be provided at a later date.

# Appendix C: Stakeholder Consultation List - Framework

| **First Name** | **Last Name** | **Organisation** | **State** |
| --- | --- | --- | --- |
| **Diploma Survey Respondents** |
| Elaine | Fisher | Chisholm Institute | VIC |
| Teghan | Day | Chisholm Institute | VIC  |
| Sharni | Chilcott | B&H Real Estate | TAS |
| Shashi | Hodge | RTO Advice Group | VIC |
| Allan | Rhode | Montville Real Estate | QLD |
| Andrew | Kenman | LJ Hooker Ipswich and Clayfied | QLD |
| Michael | Hurley | Strata Community Association | QLD |
| Bobby | Suminoski | Four Walls Commercial  | NSW  |
| Chris | Watt | Home Port Real Estate Pty Ltd | VIC |
| Carol | Need | Carol Need Real Estate | NT |
| Julie | Turner | Adelaide Property Professionals | SA |
| Nikki | Jensen | Philip Webb Rentals | VIC |
| Tracy | Bold | Bebold Properties | QLD |
| Patty | Dollery | Patty Dollery Business Consultant | SA |
| Rebecca | Herbst | Bees Nees City Realty | QLD |
| Paul | Edwards | REISA | SA |
| Greg | Troughton | the real estate institute of SA | SA |
| Christine | Jansse | The Real Estate Institute of SA | SA |
| Julie | McLean | Ace Body Corporate Consulting | VIC |
| Cecille | Weldon | Centre for Liveability Real Estate | NSW |
| Danielle | King | Green Moves Aust | VIC |
| Sasha | Boe | RETS | NSW |
| George | Ganter | Real Estate Training Academy | SA |
| Terry | Marsh | NMTafe | WA |
| John | Morris | Real Estate Training College | SA |
| Nicol | Booth | BHI | VIC |
| Malcolm | Cathcart | National Real Estate Association | QLD |
| Emilia | Bekiaris | RETC | SA |
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| Elaine | Fisher | Chisholm Institute | VIC |
| Shashi | Hodge | Training Partners Australia | VIC |
| Rick | Dalgrin | OTP-NT | NT |
| Michael | Bongiorno | First national Real Estate Framptons | NT |
| Mitchell | Cross | PRD Nationwide | ACT |
| Lynn | Williamson | Busselton Real Estate | WA |
| Bobby | Suminoski | Fourwalls Commercial | NSW  |
| Lisa | Reid | Abley Real Estate Pty Ltd | VIC |
| Narelle | Waller | Waller Realty | VIC |
| Grahame | Files | Cardoc Real Estate Pty Ltd | WA |
| Carol | Need | Carol Need Real Estate | NT |
| Jenny | Birrell | Elders Real Estate | SA |
| Andrew | Turner | Commercial sa | SA |
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| AJ | Colman | AJ Colman Independent Auctioneer | SA |
| Nikki | Jensen | Philip Webb Rentals | Vic |
| Jacqueline | Parker | House Search Australia | NSW |
| Patricia | Donnelly | REIT | TAS |
| Patty | Dollery | Patty Dollery Business Consultant | SA |
| Heather | Terrington | REISA | SA |
| Rebecca | Herbst | Bees Nees City Realty | QLD |
| Paul | Edwards | REISA | SA |
| Greg | Troughton | The Real Estate Institute of SA | SA |
| Caitlin | Johns | Century 21  | NSW |
| Brenda | Chiotellis | First National Real Estate | VIC |
| Kathy | Townsend | NSW Fair Trading | NSW |
| Jacqui | Brown | Open Colleges | QLD |
| Peter | Ford | Complete Property Training RTO  | QLD |
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| Tony | Rowe | MRT Training | NSW |
| Richard | Hayden | Richard Hayden Training | QLD |
| Sonya | Morris | South Coast Realty | SA |
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| Paul | Haddad | Open Colleges | NSW |
| Sasha | Boe | RETS | NSW |
| Terry | Marsh | NM TAFE | WA |
| Maree | Tabb | North Metropolitan TAFE | WA |
| Andrew | Coulson | Coulson Property Group  | NSW |
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| Nicol | Booth | BHI | Vic |
| Guy | Innes | Felsham | NSW |
| Michelle | Harwood | Artibus | Tas |
| John | Morris | Real Estate Training College | South Australia |
| Leah | Young | Real Estate Business Consultants | Vic |
| Dr | Malcolm | Australian School of Business & Law | WA |
| Roxley | Pearce | Home Zone NT  | NT |
| Paul | Muenchow | DTWD | WA |
| Greg | Hansen | Real Estate Training College | SA |
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| Paul | Haddad | Open Colleges | NSW |
| Sasha | Boe | RETS | NSW |
| Maree | Tabb | North Metropolitan TAFE | WA |
| Nicol | Booth | BHI | VIC |

**REI Stakeholder Consultation Lists**

| **QLD Consultations via Forums Attendee List** |
| --- |
| **Full Name** | **Relationship/Role** |
| Ken Allsop | ABS Business Sales  |
| Bruce Coudrey | Benchmark Business & Commercial Sales |
| Ron Frank | Business Brokers Qld |
| Don Gunther | Brisbane Business Brokers Pty Ltd |
| Ian Salter | Benchmark Business & Commercial Sales |
| Michelle Gaye Wright | Connect Business Brokers |
| Tony Coughran | VFM Property Advisors |
| Meighan Hetherington | Property Pursuit |
| Bryan Loughnan | Propertyology |
| Nathan Wunsch | Property Pursuit |
| Karen Young | Property Zest Pty Ltd |
| Rauhena Chase | Raine and Horne Commercial Bris Southside |
| Doug Smith | Team Property Consultants |
| Gregory Wood | Knight Frank (Cairns) |
| Peter Burgin | Place Estate Agents |
| Doug Disher | Doug Disher Real Estate |
| Des Edmonds | Julatten Realty |
| Justin Nickerson | Apollo Auctions Pty Ltd |
| Phil Parker | Ray White Real Estate |
| Daniel Argent (Chairman) | Urban Property Agents |
| Nicole Devine | SPACE Property Agents |
| Doug Disher | Doug Disher Real Estate |
| Rebecca Herbst | Bees Nees City Realty |
| Mark McGill | Amber Werchon Property |
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|

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| 4one4 Real Estate | Abbey Berry |
| LJ hooker Burnie | Katrina James |
| Sims for Property | Tania Bean |
| LJ Hooker Hobart | Alan Clark |
| Charlotte Peterswald Property Management | Adam Dougherty |
| Harrison Humphreys | Adam Saunders |
| Halliwell Property Agents | Vanessa Stephens |
| Sims for Property | Erin O'Grady |
| Spinks Property Services | Amanda Poke |
| Spinks Property Services | Tara Kay |
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| LJ Hooker Glenorchy | Anna Hutcheon |
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| Harcourts Northern Suburbs | Alanna Hawkes |
| Raine & Horne | Alanna Robertson |
| Harcourts | Aleena Whitelaw |
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| Harrison Humphreys | Alison Flood |
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| Charlotte Peterswald For Property Sales | Dion Flanagan |
| First National Real Estate Burnie | Deanne Lamprey |
| Petrusma Property Lindisfarne | David McLeod |
| The Accommodation Group | Donna Stroud |
| Halliwell Property Agents | Donna Bellinger |
| Petrusma Property Lindisfarne | Daniel ten Broeke |
| Emubay Realty | Dudley Bacon |
| Emubay Realty | Dudley bacon |
| Ray White Central Launceston | Duncan Morrison |
| Spinks Property Services | Duncan Spinks |
| Baxton Property Management | Elizabeth Beames |
| Harcourts Newtown | Eboni Stocks |
| LJ Hooker Hobart | Elizabeth Devine |
| LJ Hooker Bicheno | Ely Evans |
| Tas Property | Eileen Simpson |
| Harcourts Devonport | Elizabeth Hankey |
| Elders Real Estate | Ellie Walker |
| Harcourts Newtown | Emily Nankivell |
| Collins Real Estate | Emily Shaw |
| Harrison Humphreys | Emma Donnachy |
| Emubay Realty | Kathyrn Smart |
| Surf Coast Realty | Shannon |
| Australian Institute of Conveyancers (Tasmanian Di | Erin |
| VIEW Devonport | Esley Dunham |
| Petrusma Property | Ed ten Broeke |
| Roberts Flinders Island | Flinders Island |
| Roberts Ulverstone | Frederic Guilbert |
| VIEW St Helens | Gail Paulsen |
| Living here Launceston | Gary Thomas |
| PMM Real Estate | Gary Read |
| One Agency Sorell | Gavin Shaw |
| LJ Hooker St Helens | Gary Ball |
| LJ Hooker St Helens | Gary Ball |
| Bushby Property Group | Georgina Fragoulis |
| Roberts Ulverstone | Gerald Davies |
| Elders Brown and Banks | Gillian Allen |
| 4one4 Real Estate | Mary-Jane |
| LJ Hooker Glenorchy | Glenorchy |
| First National Elite | Gloria Park |
| Harcourts Elite Bellerive | Gloria Park |
| Harrison Humphreys | Gordon Humphreys |
| Harcourts Northern Suburbs | Greg Gottschalk |
| Signature For Property | Greg Gottschalk |
| Raine & Horne | Greg Jones |
| Fall Real Estate | Greg Fall |
| One Agency Burnie | Hamish Becker |
| EIS Property Management | Hank Petrusma |
| First National McGregor | Hannah Devine |
| First National Real Estate Kingston | Helen Lehane |
| Michael Burr Real Estate | Helen Burr |
| Opossum Bay Realty | Helen Wyndow |
| LJ Hooker Hobart | Heather Mason |
| VIEW Hobart | Traci O'Shannassy |
| Harcourts | Holly Perry |
| Signature For Property | Holly Perry |
| Roberts Huon Valley | Trish Rankin |
| Harcourts | Ian Strutton |
| Harcourts Newtown | Ian Strutton |
| Shepherd & Heap | Ian Singline |
| TPR Property Group | Ian Bendall |
| First National McGregor | Amelia Hale |
| My Property Hunter | Kerri Harris |
| Quamby View Real Estate | Alesha Taylor |
| The Accommodation Group | Jillian Jak |
| Harcourts Burnie | Jaci Hill |
| Elders Real Estate | Jacinta Batt |
| Downton property | Jacinta Ray |
| Elders Real Estate | Jackie Taylor |
| VIEW Central Coast | Jackie Johnson (nee de Haan) |
| Harcourts Elite Bellerive | Jacqui Allen |
| Raine & Horne | Jade Patmore |
| Petrusma Property | Jake Towns |
| Aqua Property | James |
| Downton property | James Lacey |
|   | James Nielsen |
| Sims for Property | Jane Crawford |
| Signature For Property | Janeece Favaloro |
| Petrusma Property | Janita Atha |
| Halliwell Property Agents | Jan Robson |
| LJ Hooker Hobart | Julie Arnold |
| Harrison Humphreys | Jarrah Burns |
| Tas Property | Jarrod Nasiukiewicz |
| Harcourts Northern Suburbs | Jason Andrikonis |
| PRDnationwide Hobart | Jaye Bowden |
| Harcourts Launceston | Jayne Harwood |
| LJ Hooker Hobart | Julie Barwick |
| LJ Hooker Hobart | Julie Barwick |
| Petrusma Property | - |
|   | Jeannie Leong |
| Roberts Regional North | Jeff Carins |
| Harcourts Devonport | Jen Frewen |
| Ray White Central Launceston | Jenna Phillips |
| One Agency Burnie | Jenna Grice |
| First National Real Estate Burnie | Jenna Lamprey |
| Harcourts Launceston | Jenni Howlett |
| Signature For Property | Jeremy Parker |
| Harcourts Launceston | Jeremy Wilkinson |
| Signature For Property | Jerome Thiessen |
| Harcourts | Jess Stevenson |
| Landmark Harcourts Tasmania | Jess Stevenson |
| Harrison Humphreys | Jesse Denholm |
| First National McGregor | Jessica Piesse |
| Signature For Property | jessie Mills |
| LJ Hooker Hobart | Jo Harris |
| LJ hooker Burnie | James House |
| Elders Real Estate Burnie | Jo Walker |
| Charlotte Peterswald For Property Sales | Jo Ginn |
| Harrison Humphreys | Jo Oliver |
| PRDnationwide Hobart | Jodi Hansson |
| One Agency | Jo Eady |
| Shepherd & Heap | Joel Harwood |
| Ray White Central Launceston | Joey Maloney |
| Signature For Property | John Crane |
| Landmark Harcourts Tasmania | John Hewitt |
| Charlotte Peterswald For Property Sales | John Morgan |
| First National McGregor | John McGregor |
| Ripple Realty | John Soundy |
| Halliwell Property Agents | John Ackroyd |
| Roberts Hobart / Kingston / Easternshore | John Barwick |
| x Individual | John Abell |
| Roberts Shearwater | John Price |
| x Individual | John Soundy |
| Raine & Horne | Jonathan Clarkson |
| Signature For Property | Jordan Seymour-Carr |
|   | Josh McBrien |
| One Agency Harper Property | JOSH HART |
| Spinks Property Services | Judith O'Halloran |
| Elders Real Estate Ulverstone | Judy Gale |
| First National Real Estate Burnie | Julian Long |
| AQUA Property Services North | Julie Gumley |
| AQUA Property Services North | Julie Gumley |
| Edwards Windsor | Julie Drinkwater |
| First National McGregor | Julie McGregor |
| Bushby Property Group | Justin |
| PRDnationwide Hobart | Justin Wilson |
| Baxton Property Management | Kellee Wilson |
| PMM Real Estate | Kaili Mellowship |
| Harcourts Northern Suburbs | Karen Bowerman |
| Raine & Horne Eastern Shore | Karen Sward |
| Focus Property Management | Karen Bligh |
| Harcourts | Karl Gallienne |
| Living here Launceston | Karla Turner |
| Harcourts Launceston | Kate Littlejohn |
| Harcourts Launceston | Kate Littlejohn |
| Raine & Horne Sorell | Kate Lockley |
| Kate Storey Realty | Kate Storey |
| Key 2 Property | Kate |
| First National McGregor | Katherine Goudsouzian |
| VIEW St Helens | Kathie Davies |
| Woolcock Partners Real Estate | Kathy Padgett |
| PRD Nationwide Hobart | Kathy Roberts |
| Raine & Horne | Katrina Brimfield |
| First National Real Estate Kingston | Katrina Muir |
| Ripple Realty | Katrina |
| Halliwell Property Agents | Katrina Niaura |
| Kate Storey Realty | Kaye Millington |
| LJ Hooker Hobart | Kylie Brown |
| Harrison Humphreys | Kellie Bennett |
| Living here Launceston | Kelly Jack |
| Fall Real Estate | Kelly Eastwood |
| Harcourts Circular Head | Ken Else |
| Harcourts Circular Head | Kendra Poke |
| Raine & Horne Kingston | KENT HARBUTT |
| Kerri's Costal realty | Kerri Kennewell |
| Harcourts Coast & Country Real Estate - Ulverstone | Kevin Briggs |
| Roberts Launceston / Scottsdale | Khan Dick |
| Harcourts Devonport | Kim Moncrieff |
| Charlotte Peterswald For Property Sales | Kim Morgan |
| Harcourts King Island | Dick Stansfield |
| Petrusma For Property Kingston | Kingston |
| Harrison Humphreys | Kit Thompson |
| VIEW St Helens | Kristi Chapple |
| Roberts Hobart / Kingston / Easternshore | Krystle McGuiness |
| LJ Hooker St Helens | Kate Walsh |
| Harcourts Launceston | Kylie Smart |
| Harcourts Launceston | Kylie Smart |
| Salamanca Realty | Lynne Gowans |
| VIEW Launceston | Lisa Bird |
| Halliwell Property Agents | Laura Hext |
| Living here Launceston | Lauren Atkinson |
| Harcourts Circular Head | Lauri Willmot |
| LJ Hooker St Helens | Leanne Bell |
| Signature For Property | Leah Westmoreland |
| Edwards Windsor | LEAH MORSE |
| Charlotte Peterswald | Ulli Porter |
| Charlotte Peterswald | Yevonne Lowe |
| Collins Real Estate | Leigh Jordan |
| VIEW Devonport | Leon Perry |
| Sushames Real Estate | Les Ralph |
| Raine & Horne Hobart | Leslie Simpson |
| EIS Property Management | Leslie Barker |
| Shepherd & Heap | Linda Davy |
| Living here Launceston | Lisa Armstrong |
| Signature For Property | Lisa Russell |
| First National McGregor | Lisa Thomas |
| Ripple Realty | Lisa Gifford |
| Charlotte Peterswald Property Management | Liz Walch |
| Charlotte Peterswald Property Management | Liz Marshall |
| LJ Hooker Hobart | Libby Jessup |
| Homelands Property | Louella Jury |
| Shepherd & Heap | Louise Millwood |
| Roberts Real Estate | Lynette Jordan |
| Harcourts Circular Head | Lynne Greene |
| Emubay Realty | Lynne Mubay |
| Lynn Morse | Lynn Morse |
| Salamanca Realty | Mark Lawler |
| Harcourts | Madeleine Woodward |
| Signature For Property | Maddie Woodward |
| Sims for Property | Madeline Dingemonse |
| Deloraine First National | Mail |
| Rentalroom.com | Sandra Bamford |
| Raine & Horne Kingborough Rentals | Mandy Hedges |
| Exceed Property | Mandy Welling |
| Shepherd & Heap | Marcus Douglas |
| Elders Real Estate Ulverstone | Margaret Montgomery |
| Charlotte Peterswald | Margaret Whitfield |
| LJ Hooker Margate | Office |
| Curo Property | Margery |
| VIEW Central Coast | Marie Crossey |
| x Individual | Marina Tyrrell |
| Signature For Property | Marita Oliver |
| Roberts Real Estate | Mark Hurley |
| PRD Nationwide Hobart | Mark Johnston |
| 4 One 4 Real Estate | Martin Evans |
| Woolcock Partners Real Estate | Mary Dash |
| Raine & Horne Eastern Shore | Matt Carne |
| One Agency Burnie | Matt Grice |
| One Agency Burnie | Matt Grice |
| Harcourts | Maureen Lacey |
| LJ Hooker Hobart | Mark Devine |
| LJ Hooker Commercial Hobart | Mark Devine |
| Ray White Central Hobart | Meegan Manton |
| Harcourts Launceston | Megan Hampton |
| Harcourts Northern Suburbs | Mel Cannan-Williams |
| Harcourts | Mel Likar |
| Harcourts Devonport | Mel Likar |
| Raine & Horne | Mel Moore |
| Raine & Horne | Mel Stuart |
| Ripple Realty | Mel Shutt |
| Signature For Property | Melanie Nawrocki |
| Elders Real Estate Ulverstone | Melody Bugg |
| LJ Hooker Hobart | Marcus Freebody |
| Harcourts Elite Bellerive | Michael Best |
| Landmark Harcourts Tasmania | Michael Warren |
| Signature For Property | Michael Weeks |
| Harcourts Devonport | Michael Ziegler |
| Woolcock Partners Real Estate | Michael Walsh |
| Michael Burr Real Estate | Michael Burr |
| Nest Property | Michael Hurst |
| Roberts Real Estate | Michael Walsh |
| Signature For Property | Michelle Honeyman |
| PMM Real Estate | Michelle Blom |
| Harcourts Burnie | Mikaela Whiteroad |
| Downton property | Mikayla Hall |
| Harcourts Devonport | Minna Brain |
| Hampton Peters | Mitch Walker |
| Salamanca Realty | Nikki Long |
| One Agency | Nadia Butcher |
| One Agency Burnie | Nadia Butcher |
| Downton Property | Natalie Downton |
| Downtown Property | Nat Downton |
| PRDnationwide Hobart | Natalie Gray |
| Harcourts Elite Bellerive | Natasha Morgan |
| Signature For Property | Nathan Grandin |
| Downton property | Natalie Yaxley |
| LJ Hooker St Helens | Nereda Ball |
| Harcourts Launceston | Neil Hawkins |
| Sushames Real Estate | Neil Colbeck |
| Signature For Property | Neville Howlett |
| Crowther Richards | Neville Crowther |
| Living here Launceston | Nick Hosking |
| Harcourts | Nick Bond |
| Harrison Humphreys | Nick Oliver |
| Charlotte Peterswald Property Management | Nicky Browning |
| Harcourts | Nicole Berry |
| Signature For Property | Nicole Berry |
| Harcourts Northern Suburbs | Nicole Andrikonis |
| First National Real Estate Burnie | Nicole Saunders |
| PMM Real Estate | Nigel Heaven |
| Knight Frank | Navi Maharaj |
| AQUA Property Services North | Julie Gumley |
| EIS Property Management | Nyal Merdivenci |
| Harcourts Meander Valley | Cindy Smith |
| First National Real Estate Burnie | Sahrnie Chatwin-Gillam |
| Harrison Humphreys | Ruby Barker |
| Harrison Humphreys | Savannah Gray |
| EIS Property Management | Olivia Atkinson |
| Ripple Realty | Ollie Wuttke |
| My Coast Realty | Ann Scott |
| Key 2 Property | Paige Hawksley |
| Knight Frank | Pam Corkhill |
| Harcourts Newtown | Patrick Noisier |
| 4 One 4 Real Estate | Patrick Berry |
| Nest Property | Patrick Copeland |
| Raine & Horne Kingston | PAUL GUEST |
| 4one4 Real Estate | Paul Berry |
| Professionals Sorell | Paul Kelly |
| Signature For Property | Paula Nolder |
| Elders Brown and Banks | Phillip Banks |
| Hampton Peters | Penelope Moore |
| Collins Real Estate | Peter Colgrave |
| Harcourts Launceston | Peter King |
| Harcourts Northern Suburbs | Peter Shacklady |
| Collins Real Estate | Peter Wiggers |
| Edwards Windsor | PETER SULLIVAN |
| Hampton Peters | Peter Bull |
| Peter Bushby Real Estate | Peter Bushby |
| One Agency Harper Property | PETER HARPER |
| PRDnationwide Hobart | Peter Rezek |
| LJ Hooker Bicheno | Phil Evans |
| LJ Hooker Glenorchy | Penny Higgs |
| Harcourts Northern Suburbs | Phil Turner |
| One Agency Sorell | Philip Kelly |
| Bushby Property Group | Phillip Bushby |
| Roberts Regional North | Julie Casey |
| Roberts St Helens | Rentals |
| Roberts Launceston | Sue Brunacci |
| Roberts Launceston / Scottsdale | Sue Brunacci |
| Petrusma Property Lindisfarne | Peter Shearing |
| Baxton Property Management | Ruth Malcolm |
| Sims for Property | Gayle Jeffery |
| Sims for Property | Rachael Briggs |
| Elders Brown and Banks | Racquel Cleaver |
| Kate Storey Realty | Ray Storey |
| Resort Brokers | Ray Ironside |
| Roberts Smithton | Raymond Buitenhuis |
| Roberts Ulverstone | Raymond Buitenhuis |
| LJ hooker Burnie | Rebecca Cornwall |
| Harcourts Launceston | Rebecca Little |
| Harcourts Launceston | Rebecca Little |
| Betty Kay Realty | Rebecca Bower |
| Hampton Peters | Rebecca Vanessen |
| Sushames Real Estate | Rebekah Kaine |
| LJ Hooker Bicheno | Julie Robinson |
| First National Real Estate Burnie | Aleeshia Brett |
| Creese Property | David Creese |
| Focus Property | Renae Miller |
| My Coast Realty | Renae Parker |
| TPR Property Group | Renee Vanson |
| LJ Hooker St Helens | Donna Cattanach |
| LJ Hooker Bicheno | Maureen Treadwell |
| Harcourts | Office |
| Harcourts Meander Valley | Samantha Dalton |
| Beachwood Real Estate Shearwater | Rentals |
| First National Real Estate Burnie | Eliza Edwards |
| Focus Property Management | Debbie Lockley |
| My Property Hunter | Amanda Lee Bumford |
| Zoom Property Agents | Office |
|   | Sandra Wilson |
| One Agency Burnie | Tameka Austin |
| Harcourts Hobart | Rob Henry |
| Harcourts | Richard Lesouef |
| Harcourts | Richard Le Souef |
| Bushby Property Group | Richard Bailey |
| Sims for Property | Richard Sims |
| Harcourts | Ricky Courtney |
| Harrison Humphreys | Rikki Brown |
| LJ Hooker Burnie | Rebecca Luck |
| My Property Hunter | Rob Zubin |
| Knight Frank | Robbie Yeoland |
| Ray White Central Launceston | Robert Anderson |
| Harcourts Northern Midlands | Robert Geale |
| Harrison Humphreys | Rob Harrison |
| Sushames Real Estate | Robert Sushames |
| Harcourts Coast & Country Real Estate - Ulverstone | Robyn Harvey |
| Living here Launceston | Rodney Atkinson |
| Raine & Horne Hobart | Rod Cohen |
| Nest Property | Rod Force |
| VIEW Hobart | Rod Krstic |
| Quamby View Real Estate | Rodney Youd |
| Charlotte Peterswald Property Management | Rose Marney |
| View Devonport | Rowena Kelly |
| LJ Hooker Hobart | Ross Rattle |
| Downton property | Russell Yaxley |
| Charlotte Peterswald Property Management | Ruth Innes |
| Salamanca Realty | Susie Van Rhyn |
| Betty Kay Realty | Office |
| Charlotte Peterswald For Property Sales | Sales |
| Derwent Real Estate | Ross Mitchelmore |
| Elders Brown and Banks | Lyn |
| Elders Brown and Banks | Shared |
| My Coast Realty | Carolyn Dutton |
| Salamanca Realty | Tina Hogan |
| PMM Real Estate | Sally Jack |
| Raine & Horne Kingston | Samantha Scarlett |
| Woolcock Partners Real Estate | Sam Woolcock |
| Roberts Real Estate | Sandi Ringiao |
| Harcourts Elite Bellerive | Sandra Mckenzie |
| Halliwell Property Agents | Sandra Jago |
| Harcourts Burnie | Sarah Elphinstone |
| Raine & Horne Kingborough Rentals | Sarah Strong |
| Roberts Real Estate | Sue Brunacci |
| LH Hooker Kingborough | - |
| Signature For Property | Scott Leitch |
| Harcourts Launceston | Scott Morrison |
| Petrusma Property Lindisfarne | Scott Crawford |
| Harcourts Burnie | Selena Elphinstone |
| Elders Real Estate | Shane Walker |
| Harcourts Burnie | Shania Whiteroad |
| Key 2 Property | Shannon |
| Professionals Sorell | Sharlene |
| Deloraine First National | Sharni Westwood |
| Kate Storey Realty | Sharnie Jackson |
| Harcourts | Sharon Fenton |
| Harcourts | Sharon Ling |
| Harcourts Devonport | Sharon Ling |
| Roberts Sheffield | Sheffield |
| Signature For Property | Simon Lidgerwood |
| LJ Hooker Wynyard | Sherin Leno |
| Roberts Smithton | Smithton |
| Sonya Baker | Sonya Baker |
| Raine & Horne Sorell | Sorell |
| One Agency Sorell | Gabby Revell |
| Raine & Horne Kingborough  | Stacey Savage |
| Collins Real Estate | Stacey Sheehan |
| PMM Real Estate | Stefanie Szycman |
| Living here Launceston | Steve Crawford |
| Ray White Central Launceston | Steve McCann |
| LJ Hooker St Helens | Dina McGuiness |
| LJ Hooker St Helens | Kerryn Johnson |
| Roberts St Helens | St Helens |
| VIEW St Helens | Rebecca Holmes |
| View Newstead | Stuart Mcleod |
| TPR Property Group | Sue Clark |
| VIEW Support | Sandy Phelan |
| LJ Hooker Glenorchy | Stuart Whyment |
| LJ Hooker Hobart | Stuart Whyment |
| First National Real Estate Burnie | Tamara Gillam |
| Raine & Horne | Tamika Devine |
| My Coast Realty | Taneille Marshall |
| Raine & Horne | Tanya Burns |
| PRDnationwide Hobart | Tanya Martin |
| Raine & Horne Kingston | TONY EASTHER |
| One Agency Burnie | Temekia Maine |
| Halliwell Property Agents | Teresa Boultbee |
| Spinks Property Services | Tess House |
| Roberts Real Estate | Tess Vrantsis |
| NAI Harcourts | Tina Cox |
| Harcourts | Tina Wessing |
| Flanagan Residential | Tina Flanagan |
| Roberts Hobart / Kingston / Easternshore | Todd Stevenson |
| Harrison Humphreys | Tom Harrison |
| Harcourts Circular Head | Tony Maguire |
| Harcourts Launceston | Tony Morrison |
| Harcourts Launceston | Tony Morrison |
| First National Real Estate Kingston | Tony Wise |
| Roberts Hobart / Kingston / Easternshore | Tony Bacic |
| PRDnationwide Hobart | Tony Butterworth |
| PRDnationwide Hobart | Tony Collidge |
| Halliwell Property Agents | Tony Hollister |
| Halliwell Property Agents | Tony Reid |
| Harrison Humphreys | Tracy Jones |
| Harrison Humphreys | Tracy Jones |
| TPR Property Group | Treena Warwarek |
| One Agency Burnie | Trevor Lovell |
| Collins Real Estate | Trish Costello |
| EIS Property | Trish |
| Deloraine First National | Trudy Claridge |
| Elders Real Estate Ulverstone | David Cousins |
| Elders Real Estate Ulverstone | Robert Medwin |
| Harcourts Coast & Country Real Estate - Ulverstone | Leah Elliot |
| Roberts Ulverstone | Sari Beaumont |
| Woolcock Partners Real Estate | Vicki Johnson |
| Raine & Horne Kingborough Rentals | Vickie Street |
| View | Vicki Johnson |
| Quamby View Real Estate | Virginia Youd |
| Harcourts Northern Suburbs | Vladimir Gala |
| One Agency Burnie | Von Wright |
| One Agency Burnie | Von Wright |
| Raine & Horne Sorell | Warren Stuart |
| Harcourts Northern Suburbs | Wendy Brewer |
| Elders Real Estate Burnie | Property Consultant |
| Harcourts Coast & Country Real Estate - Ulverstone | Wendy Poynton |
| Harcourts West Tamar | Mike Worley |
| Harcourts | Will Ballard |
| Living here Launceston | William Faulkner |
| LJ Hooker Wynyard | Wynyard |
| Harcourts Launceston | Yvonne Hawkins |
| Harcourts Devonport | Yvonne Snook |
| Key 2 Property | Zali Stevens |
| Sea Change Real Estate Devonport | Michael Ziegler |

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| **SOUTH AUSTRALIA Consultation via Forum Attendance List** |
| --- |
| **Name of Attendee** |  |
| Greg Troughton | CEO REISA |
| Kate Southcott | lawyer in real estate |
| Alexander Ouwens | Employer |
| Andrew Turner | Employer |
| Andy Edwards | Employer |
| Ben Philpott | Employer |
| Christine Bertram | Conveyancer |
| Greg Hobby | Board member real estate |
| Nick Storer | Board member real estate |
| Phil Harris | Employer |
| Robin Turner | Employer |
| AJ colman | Auctioneer  |
| Bill Dimou | CEO Newscorp |
| Brett Roenfeldt | Employer |
| Damien Popowycz | Employer |
| Elyse hearne | Other |
| Jonathon Moore | Employer |
| Mark Sheppard | Employer |
| Matt Smith | Employee |
| Nathan Casserly | Employee |
| Nick Ploubidis | Employer |
| Sarah Sheppard | Employer |
| Troy Tyndall | Employee |
| Annamarie Varellias | Employee |
| David Ente | Employer |
| Kevin Barry | Employer |
| Wendy Atkinson | Employer |
| Adam Blight | Employee |
| Bobi Vikor | Employer |
| Brett Wheatland | Employer |
| Dani Gaspari | Ironfish |
| Debbie Copley | Employee |
| Gordon Russell | Employer |
| Jayne Williams | Employee |
| Mark Leslie | Employer |
| Mark Anderson | Employer |
| Paul Edwards | Lawyer - facilitator |
| Peter Treacy | Employee |
| Ros Munt | Employee |
| Wayne Johnson | Other |
| Darren Steele | Broker |
| Nigel Grivell | Broker |
| Pat Versace | Broker |
| Rob Dansie | Broker |
| Iasn Howard-Jones | Employer |
| Michael Whitrow | Employer |
| Peter Brown | Employee |
| Adnan Zubcevic | Employer |
| Geoff Cooney | Employer |
| Ian Doolette | Employee |
| Ian Lambert | Employer |
| Brittany Lux | Other |
| Nathan Fox | Employee |
| Andrew Newland | Employer |
| Denis Overall | Employer |
| Nigel Christie | Auctioneer  |
| Megan Tamlin | Facilitator |
| Phil Keen | Employer |
| Rob Calaby | Employer |
| Julie Turner | Employer |
| Trish Johnson | Employer |
| Robin Norris | Employee |
| Ruth Mathews | Facilitator |
| David Smallacombe | Employer |
| Melissa Brennan | Employee |
| Paul Henry | Employer |
| Andrew Shields | Employee |
| Ted Piteo | Employer |
| Evan Florinis | Employer |
| Gary J Smith | Employer |
| Geoffrey Schell | Employer |
| Greg Moulton | Real Estate Consultant |
| Paul Stanton | Employee |
| Steven Kemp | Employer |
| Jenny Birrell | Employer |
| Marina J Kelly | Facilitator |
| Luke Biggs | Employee |
| Western Australia Consultation via Forums Attendee List |
| Name  | Organisation |
| Jason Rainsford | REIWA |
| Aaron Sharp | REIWA |
| Raymond Chua | Momentum Wealth Property  |
| Emma Everett | Momentum Wealth Property  |
| David Lynch | Peard Real Estate Leederville  |
| Tom Esze | Tomesze.com  |
| Michael Jenkins  | Commercial Realty  |
| Jenni Wood | Professionals State Service Centre  |
| Kathryn Massey | Michael Johnson & Co  |
| Don Fry   | Southern Districts Estate Agency  |
| Brett Thorp  | Thorp Realty  |
| Paul Di Lanzo | Altitude Real Estate |
| Johann Dique  | DQ Real Estate |
| Eleanor Logiudice  | Logiudice Property  |
| Clare Christiansen | Momentum Wealth Property  |
| Drew Cary | Cary RE |
| Richard Naulls | Ray White |
| Mairi Quinn | Geraldton Property |
| Glen Newland | Stirling Clark RE |
| Rebecca Clow | BD By Design |
| Troy Holloway | Port City RE |

|  |
| --- |
| **NSW Stakeholder Consultation via Forum Attendance List** |
| Betty Ockerlander | McGrath |
| Lynette Malcolm | Chadwick Real Estate |
| Matt Nicastri | Cunninghams Real Estate |
| Lyn Tamsett | KG Hurst Real Estate |
| Miles Feldstead | Miles Felstead Realty |
| Mary Potts | Starr Partners Merrylands |
| Bobby Suminoski | Four Walls Real Estate |
| Michael Laing | The Agency |
| William Gunning | Gunning Real Estate |
| Clarence White | Bresic Whitney |
| Paul Millett | Cooleys Auctions |