



SUPER
MEMBERS
COUNCIL

Trustee Training

2025



Trustee Director Courses: Built by the industry, for the industry.

There is no room for complacency in boardrooms. With APRA keeping a close eye on trustees' skills, make sure yours are up to speed with SMC's flagship Trustee Director Courses (TDC).

Facilitated by SMC and industry experts, our TDC program recognises the unique role that superannuation trustee directors have in providing a better retirement outcome for working Australians.

Delivered with interactive case studies and practical "real life" learning, our classes have an emphasis on peer interaction including small and large group discussions.

Modules are delivered with a mix of in-person and virtual formats. The first and final two modules are delivered face-to-face over two days with a trustee director networking dinner on the evening before the final module.



Trustee Director Course

(Level 1)

Course Overview

The Trustee Director Course (Level 1) is the foundation of Trustee Director professional development training offerings. The Trustee Director Course Level 1 (TDC1) builds a comprehensive grounding in trustee director duties and obligations, fund operations, the risk framework, financial statements, investment principles and the workings of the board.

Participants can undertake the whole course or individual modules. This flexible approach is designed to accommodate the demanding schedules experienced by directors.

The course lays the groundwork to ensure that individuals have the requisite knowledge to undertake a director role in the superannuation sector. Participants learn the hard and soft skills required to operate effectively in the boardroom. TDC Level 1 is also of value if you are an executive or a senior manager needing to understand governance issues in depth.

Learning Objectives

- Understand the risk framework including what is required to sign the annual risk declaration and input to a fund's risk strategy
- Sharpen your analysis of investment strategies and oversight of investment operations
- Improve your superfund financial statement literacy
- Be on top of the scope and depth of duties and obligations of super fund directors
- Enhance your knowledge of fund operations that trustee directors must monitor
- Learn to confidently represent members' best financial interest



Modules

- Module 1: The superannuation industry
- Module 2: Trustee director duties and obligations
- Module 3: Superannuation fund operations with guest CEO
- Module 4: The risk framework
- Module 5: Interpreting financial statements
- Module 6: Introduction to investment principles
- Module 7: The trustee board
- Module 8: Board capstone with guest CEO and chair

Content Summary

- Overview and history of super
- Legal and regulatory frameworks
- Risk framework and culture
- Fund financial statements and management accounts
- Practical workings of the board

Course Outcomes

- Comprehensive knowledge of superannuation fund governance
- Statement of Completion
- Up to 60 CPD hours

Course Format and Trustee Dinner

Modules are delivered using a mix of virtual and face-to-face formats. The first and final two modules are held in person.

SMC hosts a networking dinner on the evening that module 7 is held. The dinner is an opportunity to catch up with peers and build relationships in an informal setting. Attendees will have the chance to talk with trustee director course participants as well as a SMC representative. It is an excellent opportunity to discuss what is happening in the industry, share experience and knowledge.

The face-to-face component and TDC dinner is a highly enjoyable experience, providing an opportunity to build on the relationships with other course participants and exchange ideas.

What Others Say

"The thing I found most useful about the course was getting to interact with other trustee directors. It's really fantastic that you're all there with a common interest and shared a passion for profit-to-member superannuation. So, while you're in the room with some really experienced directors from other walks of life, I think it's particularly valuable that you're sharing the experience wanting to really understand superannuation and start your work on a super board with in-depth knowledge of the sector."

EMILINE GASKE – TRUSTEE DIRECTOR, HESTA

"The use of technology was excellent, and the breakout room feature worked particularly well; the modular format allowed me to be available to do my critical work and complete the course."

ROB POTTER – TRUSTEE DIRECTOR, CARE SUPER, AND NATIONAL SECRETARY, ASU



Who should register?

TDC1 is designed for aspiring trustee directors (TDs), TDs with less than three years' experience in a superfund board room and fund senior executives.



Course duration

8 modules over 3-4 months



Course Dates

11 March – 13 May 2025
22 Sept – 26 Nov 2025



- 4 of 8 Modules face-to-face
- Welcome drinks
- In-person dinner



Enquiries and registration

Send email to:
training@smcaustralia.com

Trustee Director Course

(Advanced)

Course Overview

SMC’s Advanced Trustee Director Course is designed for experienced trustee directors and is a step up from the Trustee Director Course. This contemporary course will further enhance effectiveness in the boardroom.

Participants can undertake the whole course or individual modules. This flexible approach is designed to accommodate the demanding schedules experienced by directors.

The structure of the course has been informed by discussions with APRA regarding trustee director skills and the rapidly evolving business environment for funds.

The Advanced Trustee Director Course has a focus on developing the competencies of the board as a collegiate body which robustly debates issues before taking decisions in the best interests of members.

Learning Objectives

- Enhance your ability to guide the strategic direction of the fund and improve member outcomes
- Improve your capacity regarding technology, insourcing, outsourcing and emerging risk governance
- Know how to take your risk culture to the next level
- Build in-depth knowledge of investment governance frameworks and ensure you focus on what is important, including understanding the nuances of the latest regulatory changes
- Enhance your skills regarding investment governance tools including stress testing and the oversight of ESG, including climate related risks and opportunities as well as the social license to operate.
- Build your capacity to contribute to good decision-making

Modules

- Risk Governance
- Investment Governance
- Board culture and governance
- The Board and Strategy
- Capstone session: Applying the learning

Content Summary

- Deep dive into board governance and culture
- Emerging, technology and vendor risk issues and how to oversee them
- Scenario planning, strategy development and how to ensure members' best financial interests
- Investment governance frameworks, ESG and climate change
- Applying the knowledge in a practical setting



Course Format and Trustee Director Dinner

To enhance peer learning, all modules bar one will be delivered face to face in 2025.

Welcome drinks and a trustee director dinner is also included to give the opportunity to network with fellow directors. The dinner is an excellent opportunity to discuss what is happening in the industry as well as share experiences and knowledge. The dinner is a great opportunity to talk about what is happening in the industry, share experience and knowledge. Don’t miss out on this special opportunity.

Course Outcomes

- Enhanced level of knowledge of superannuation governance and decision-making frameworks
- Statement of Completion
- Up to 50 CPD hours

What Others Say

“The program is specifically tailored to superannuation and the responsibilities that lie within that as a trustee director. The presenters were very good, they had experience in the boardroom, they understood the dimensions of the sort of problems you’re dealing with in the superannuation fund, and they had clear pathways to explaining how they can be dealt with in a satisfactory manner.”

JOHN DIXON, TRUSTEE DIRECTOR, AUSTRALIANSUPER

“The Advanced Trustee Directors Course is a must for all directors of Superannuation Funds. Its content, delivery and depth of specific issues was outstanding and provides all participants with the focus, knowledge and direction on what is important in the superannuation board room. The management of the course content and delivery was exceptional and the interaction with other directors invaluable in gaining broader perspectives. I would recommend that all Trustee Directors take the time to enjoy the experience of completing this course and improve their own board directions and decision making.”

PETER ANDERSON – CEO OF VICTORIA TRANSPORT ASSOCIATION AND EMPLOYER-ELECTED DIRECTOR OF TWUSUPER

Who should register?



The course is designed for trustee directors with three or more years of trustee board experience and fund senior executives who seek deeper superannuation-specific board skills, knowledge and experience. It will benefit those who are taking up or aspiring to chair positions or roles within the board and board committees and those who want to continue to improve their skills and knowledge base. It is a fantastic refresher as well as a deep dive-in to specific topics of critical importance to understanding and contributing to effective decision making in today’s trustee board room.



Course duration
5 modules over 3 months



Course Date
21 May – 23 July 2025



- 1 Module virtual classroom
- 4 Modules face-to-face
- In-person dinner



Enquiries and registration
Send email to:
training@smcaustralia.com



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For more detail or questions, please contact:
training@smcaustralia.com

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