

2016-17
ANNUAL REPORT

Catholic Professional
Standards Ltd

ABN: 11 616 062 714

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ABOUT US

Announced in mid-November 2016, Catholic Professional Standards Ltd has just begun its work in the seven months to the end of June 2017.

The founding Members of the Company are the Australian Catholic Bishops Conference and Catholic Religious Australia. Other Catholic entities may be admitted as a Member in the future, in accordance with the Company's Constitution.

Initially established with three foundational Board Directors, it is a not-for-profit public company limited by guarantee and registered as a charity in Australia.

Catholic Professional Standards Ltd has been established as a carefully considered response by the Catholic Church to what has emerged during the Royal Commission into Institutional Responses to Child Sexual Abuse. The Company has been established by the Members to put into action their determination to do all in their power to ensure that abuse, in any form, should never again occur in the Catholic Church in Australia.

The objects for which the Company has been established are to care for, protect and support all persons who have a professional, pastoral or ministerial relationship with Catholic entities, including children, vulnerable people, clerics, members of religious institutes or other persons who are employees or volunteers with a Catholic entity.

Care, protection and support is to be expressed by:

Establishing standards to:

- i. Promote the safety of;
- ii. Prevent abuse and/or misconduct towards; and
- iii. Respond to allegation of abuse and/or misconduct concerning people involved with Catholic entities.

Catholic Professional Standards Ltd will enter into contractual arrangements with Church Authorities to ensure that all Catholic entities subject to their authority meet the Professional Standards. We will audit compliance within the contractual arrangements to ensure ongoing compliance with the Professional Standards.

We will provide education and training directly or indirectly in respect of the Professional Standards, to both support the implementation of the Professional Standards and to foster a culture of safety and care.

OUR PEOPLE

Board members

Name	Position	Dates
The Hon. Geoff Giudice AO <i>LLB, BA</i>	Chair	November 2016
Patricia Faulkner AO <i>MBA, BA (Econ), DipEd</i>	Board Director	November 2016
Prof The Hon. Michael Lavarch AO <i>LLB</i>	Board Director	August 2017
Dr Robyn Miller <i>PhD, MFT, GradDipFT, BSocSc (Social Work)</i>	Board Director	August 2017
The Hon. John Watkins AM <i>MA, LLB, DipEd, HonDLitt</i>	Board Director	November 2016
John Andrew	Company Secretary	November 2016 – August 2017
Sheree Limbrick <i>BSocSc (Family Studies)</i>	Company Secretary	August 2017

Board members' current appointments

Name	Appointments
The Hon. Geoff Giudice AO	Honorary Professorial Fellow, University of Melbourne Law School (Centre for Employment & Labour Relations Law) Consultant, Ashurst Australia (Employment Law) Chair, Independent Review Panel, Gambling Regulation Act 2003 (Vic)
Patricia Faulkner AO	Chair, Telecommunications Industry Ombudsman Ltd Chair, Jesuit Social Services Chair, Melbourne Racing Club Foundation Deputy Chair, St Vincent's Health Australia Ltd Trustee, Vic Super Committee Member, Melbourne Racing Club Board Member, Melbourne Theatre Company Board Member, CEDA (Committee for Economic Development of Australia)

Board members' current appointments

Name	Appointments
Prof The Hon. Michael Lavarch AO	Deputy Chief Commissioner & Commissioner, Risk, Intelligence & Regulatory Support, Australian Skills Quality Authority Board member, Telecommunications Industry Ombudsman Ltd Chair, Financial Ombudsman Service Ltd Chief Adjudicator, Alcohol Beverages Advertising Code Adjudication Panel
Dr Robyn Miller	Chief Executive Officer, MacKillop Family Services Board member, Catholic Social Services Australia
The Hon. John Watkins AM	Chair, Calvary Health Care Chair, Mary MacKillop International Chair, McKell Institute

Employees

Name	Position	Dates
Sheree Limbrick <i>BSocSc (Family Studies), DipMan, DipProject Man</i>	Chief Executive Officer	17 July 2017
Kate Eversteyn <i>MChildhood & Youth Studies, BSW, BSocSc (Youth Affairs)</i>	Director of Safeguarding	13 November 2017
Amanda Fielding <i>DipMan, Cert IV Training & Assessment, DipTeach</i>	Executive Assistant	28 August 2017

STRUCTURE & MANAGEMENT

Catholic Professional Standards Ltd is registered on the Australian Business Register as an Australian Public Company, limited by guarantee (ACN 616 062 714), and is registered with the Australian Charities and Not-for-profits Commission (ACNC) as a charity.

Three Board Directors were appointed at the commencement of the Company in November 2016.

In its first seven months of operation, the Board met four times, inclusive of an initial implementation meeting with the Member Representatives.

John Andrew was the first Company Secretary and served from November 2016 until August 2017.

In accordance with the Constitution, the Members are represented by two Member Representatives. The Member Representatives for the period were:

Australian Catholic Bishops Conference:

Archbishop Mark Coleridge, Archbishop of Brisbane
Bishop William Wright, Bishop of Maitland-Newcastle

Catholic Religious Australia:

Sr Ruth Durick OSU, Provincial, Ursuline Sisters
Fr Tom McDonough CP, Provincial, Passionist Fathers

The Board Directors met with the Member Representatives on two occasions during the period November 2016–June 2017.

CHAIR'S REPORT

The period from the establishment of Catholic Professional Standards Ltd in November 2016 until 30 June 2017 was taken up with necessary administrative matters incidental to the establishment of company, the search for a Chief Executive Officer and additional directors, and preliminary consultation with some stakeholders.

In the early stages the initial Directors, Patricia Faulkner AO, the Hon. John Watkins AM and I, were assisted by Mr Richard Cameron who provided services on a consulting basis until July 2017. He guided the Board in ensuring regulatory and other legislative requirements were met and in relation to the engagement of various professional service providers. He also assisted the Board on a wide range of administrative matters in the absence of a CEO or other employees.

The Board undertook an extensive executive search for the inaugural Chief Executive Officer. This search was completed by early June 2017, with the announcement of the appointment of Sheree Limbrick to the role of Chief Executive Officer, effective from mid-July 2017.

The Board spent considerable time searching for suitably qualified and skilled candidates to join the Board. In early July the Member Representatives accepted the recommendation of the Directors and appointed Professor The Hon. Michael Lavarch AO and Dr Robyn Miller to the Board and both of them commenced their terms in August 2017.

In the absence of a CEO, the three initial Directors met with a number of stakeholders including the National Catholic Education Commission, Catholic Social Services Australia and Catholic Health Australia to discuss the functions of the company and communications procedures. We also received briefings from the Truth, Justice and Healing Council concerning the proceedings of the Royal Commission into Institutional Responses to Child Sexual Abuse and the circumstances which led to the establishment of Catholic Professional Standards Ltd.

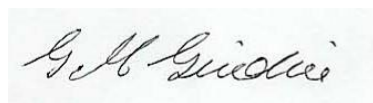
In looking at the period since 1 July 2017, our CEO, Sheree Limbrick, has established premises in Melbourne and has commenced to employ staff and engage consultants. She has also been travelling the country talking to people and organisations about the company and its priority task which, the Board has decided, is the establishment of national standards for the protection of children and young people.

The Board is looking to increase the number of Directors to at least seven and has been working towards that objective with a search consultant and the relevant Member Representatives.

In 2017-18 we will focus on the development of consistent national standards, the audit and compliance framework and the roll-out of the standards and auditing processes. The Board is aware that broad-based consultation with stakeholders including, in particular, survivors of sexual abuse, will be critical. It will also be important to be aware of existing standards and regulation to reduce the possibility of overlap and duplication in the standards themselves and in the audit process. The expertise of the National Committee for Professional Standards and its staff will be a valuable resource in the company's work.

We intend to be evidence-driven and contribute to building further evidence of what works, to understand the impact our work has on the prevention of abuse and exploitation and to build a culture both within and beyond the Church that upholds the dignity, inherent worth and value of children and vulnerable adults.

While acknowledging that the work ahead will at times be complex and challenging, I am confident that the motivation to establish the company, a desire for change born of pain, grief, sorrow and shame, will sustain us, and the Church authorities we work with, in carrying out the purposes for which the company was established.



The Hon Geoff Giudice, AO

OBJECTIVES AND ACTIVITIES

2016-17 Establishment Plan

Stage One – PRE-ANNOUNCEMENT OF COMPANY

- ❖ Finalisation of Constitution
- ❖ Communications Plan
- ❖ Completion of company registration requirements (ATO, ASIC, ACNC, etc)
- ❖ Confirmation of foundational Board Directors
- ❖ Confirm initial funding arrangements

Stage Two – POST ANNOUNCEMENT

- ❖ Board Director recruitment
- ❖ CEO Recruitment
- ❖ Map existing standards and regulation
- ❖ Stakeholder engagement

Stage Three – POST CEO APPOINTMENT

- ❖ Establish office location
- ❖ Operational policy development (delegations, privacy, financial controls, etc)
- ❖ Board structure, meetings, committees, etc
- ❖ Establish necessary service agreements (bank, insurances, audit firm, legal counsel, etc)

Stage Four – TRANSITION TO BUSINESS PLANNING/OPERATIONS

- ❖ Canvass overseas structures, processes and responsibilities for similar bodies
- ❖ Complete outstanding establishment activities

2016-17 Business Plan

Objective One – ORGANISATIONAL ESTABLISHMENT

- ❖ Organisational structure
- ❖ Funding model development
- ❖ Communications & media strategy
- ❖ Policy & governance framework
- ❖ Strategic planning
- ❖ Reporting requirements – CEO to Board, Board to Members
- ❖ Infrastructure & resource planning

Objective Two – CONTENT

- ❖ Develop and map draft standards
- ❖ Develop models for auditing
- ❖ Consultation with stakeholders

Objective Three – STAKEHOLDER ENGAGEMENT

- ❖ Engagement with Church sexual abuse survivors
- ❖ Engagement with Catholic Church Authorities and entities
- ❖ Engagement with audit bodies
- ❖ Engagement with civil authorities
- ❖ Engagement with the Royal Commission for Institutional Responses to Child Sexual Abuse

ACKNOWLEDGMENTS

The Board would like to acknowledge the following organisations and individuals who have provided support and services.

Mr Richard Cameron

Australian Catholic Bishops Conference

Catholic Church Insurance

Catholic Religious Australia

Kathleen Townsend Executive Solutions

McLean Delmo Bentleys

Makinson d'Apice

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