



# **ANNUAL REPORT**

# **2017-2018**

# Contents

Acknowledgement of Survivors .....	i
Acknowledgment of Country .....	i
About us .....	1
Statement of Purpose.....	1
Values .....	1
Safety of children and vulnerable adults is paramount .....	1
At a glance.....	2
Chairperson’s Report .....	3
CEO’s Report .....	4
Safeguarding .....	5
Development of the National Catholic Safeguarding Standards .....	5
Child-friendly standards.....	5
Transition of responsibilities from NCPS to CPSL .....	5
Education and training.....	5
Compliance .....	6
Development of Audit Framework .....	6
Pilot Audit program.....	6
Stakeholder engagement.....	7
Stakeholder communications .....	7
Business Plan 2017-18 .....	8
Strategic Plan 2018-2021 .....	9
Our Services .....	9
Our Governance and Engagement .....	9
Our People and Resources .....	9
Members.....	10
Board of Directors.....	10
Staff.....	12
Contact us .....	13

# Acknowledgement of Survivors

Catholic Professional Standards Ltd acknowledges the lifelong trauma of abuse victims, survivors and their families, the failure of the Catholic Church to protect, believe and respond justly to children and vulnerable adults, and the consequent breaches of community trust.

# Acknowledgment of Country

Catholic Professional Standards Ltd respectfully acknowledges and celebrates the Traditional Owners of the land throughout Victoria and pays its respects to their Elders, children and young people of past, current and future generations.

# About us

## Statement of Purpose

Catholic Professional Standards Ltd (CPSL) is committed to fostering a culture of safety and care for children and vulnerable adults by developing National Catholic Safeguarding Standards (Standards).

We will audit compliance with these Standards, holding the leaders and members of Catholic organisations accountable for the safety of children and vulnerable adults who come into contact with the Church and its works.

This includes Catholic dioceses, congregations and institutions providing education, health and aged care, social and community services, pastoral care and other services.

We will publicly report audit findings and provide education and training in respect of the Standards.

## Values

We are committed to acting with courage, compassion and honesty. These values guide the ways we develop and manage our organisation and inform cultural change within the Catholic Church to protect children and vulnerable adults.

We seek to embed our values in everything we do.

### Courage

*We stand firm, act responsively and persevere*

### Compassion

*We honour the dignity of all and work with understanding, respect and care*

### Honesty

*We embrace openness and transparency, and act with integrity, probity, fairness and consistency*

## Safety of children and vulnerable adults is paramount

We are committed to the safety of children and vulnerable adults. Their protection and safety is our priority. We actively seek to listen to, empower and protect children and vulnerable adults.

CPSL has zero-tolerance of abuse.

# At a glance

Over the past year we have achieved some significant milestones as we have worked towards building a safer Church for children and vulnerable adults including:

- articulating the draft National Catholic Safeguarding Standards, following recommendations made by the Royal Commission into Institutional Responses to Child Sexual Abuse;
- consulting around Australia with Catholic Church representatives and survivors of sexual abuse within the Catholic Church, their families and advocates, in order to refine the draft Standards;
- promoting the Standards and the need for institutional protections for children through conference presentations, webinars, newsletters, media interviews and social media;
- recruiting and employing new staff and building office, communications and IT infrastructure;
- developing and publishing our three-year Strategic Plan (2018-2021);
- making amendments to our Constitution in line with recommended changes suggested by the Royal Commission into Institutional Responses to Child Sexual Abuse; and
- planning a series of pilot-tests of our audit regime to assess and report on compliance with the Standards.



# Chairperson's Report



During its first full year of operation, CPSL has developed from an organisation with just three directors and no employees to a fully functioning corporation with a board of seven, a CEO and key staff in

the areas of safeguarding, audit, training and administration.

Our CEO, Sheree Limbrick, joined CPSL in mid-July 2017 and immediately commenced the process of obtaining premises, recruiting staff and engaging various service providers. These things were substantially achieved in the second half of 2017.

Four new board directors were appointed during the year. They are Professor Michael Lavarch AO, Dr Robyn Miller, Dr Kerrie Tuite and Dr Ruth Shean. These appointments bring to the Board skills and experience in the establishment, implementation and maintenance of professional standards in education, the public sector and the not-for-profit sector and the Board as-a-whole has a wealth of experience in the formulation and auditing of standards, particularly standards in relation to the safeguarding of children and vulnerable adults.

On December 15, 2017 the Royal Commission into Institutional Responses to Child Sexual Abuse presented its final report to the Governor-General. This report, the culmination of five years of extraordinary work by the Commissioners and their staff, marked a significant chapter in Australian history. It also marks a way forward for CPSL as we go about our work of setting standards and monitoring compliance across the Catholic Church in Australia.

The 2018-2021 Strategic Plan was developed by the CEO and the Board and published in June 2018 after being endorsed by the Member Representatives. The strategic plan includes the development of the following key services over the next three years:

- national standards for the safeguarding of children and vulnerable adults;
- an audit framework which measures compliance with the standards and an audit plan;

- publication of audit reports; and
- a learning and development strategy to strengthen the safeguarding capacity across the Catholic Church in Australia.

Significant progress has been made towards the achievement of CPSL's objectives. In relation to the development of child safeguarding standards, national standards were drafted by CPSL staff with assistance from the National Committee for Professional Standards. The standards were based to a large extent on the principles developed by the Royal Commission but also drew on a range of other Australian and international precedents. After an extensive national consultation program, the draft standards were refined and at the end of June 2018 were nearing finalisation. Work on the audit and training functions was also well underway. It is anticipated that the Standards will be finalised and, along with the associated training and auditing functions, become operative during 2018-2019.

The Annual General Meeting of the CPSL Member Representatives was held in November 2017. There are a number of matters in relation to which the Board cannot proceed without the approval of a general meeting of the Member Representatives. These include the CPSL strategic plan, the CPSL annual budget and any alterations to the CPSL Constitution. All of the relevant recommendations of the Board were approved by the Member Representatives at two general meetings. At a general meeting in September 2017 the Member Representatives approved some amendments to the Constitution which responded to suggestions made by the Royal Commission. At another general meeting in May 2018 the Member Representatives approved the 2018-19 annual budget and the 2018-2021 Strategic Plan.

In this report you will find more information about the work of CPSL and of our CEO and staff. Much of the work is ground-breaking. A lot has been done in a short time and numerous challenges have been overcome. The Board greatly appreciates the dedication and skill which the staff have brought to their work and thanks them for it.

**The Hon Geoff Giudice AO**  
**Board Chair**



# CEO's Report



CPSL's first full year of operation has been a busy one to say the least.

As we have gone about establishing the organisation, our primary focus has been on the development of the

National Catholic Safeguarding Standards with an initial focus on the safeguarding of children.

Our small team progressively grew across the year with expertise in safeguarding, child protection, audit, compliance, training and administration, and we were joined from February by staff from the National Committee for Professional Standards (NCPS). In August I welcomed on board Mandy Fielding in the role of Executive Assistant to the CEO, followed in November by Kate Eversteyn, Director of Safeguarding. In February and March 2018 we were joined by Tania Stegemann as Director of Compliance and Dianne Kouvelis, Manager of Training and Resources. Also in February, we were pleased to have two staff members from NCPS work with us until December 2018.

According to the Cambridge dictionary, the phrase *hit the ground running* means 'to immediately work hard and successfully at a new activity'. This has been both our mantra and our reality at CPSL over the past year. You will read more detail following, but some of the highlights include:

- offices established in Melbourne July 2017;
- meetings with more than 80 Catholic entities between August 2017 and June 2018;
- meetings and discussions with a range of individual child sexual abuse survivors and their families as well as a range of groups and organisations representing, advocating and/or providing services to child sexual abuse survivors and their families;

- new staff came on board in August and November 2017, and February and March 2018;
- discussions with a range of safeguarding bodies around the world, including the Irish National Board for Safeguarding Children in the Catholic Church and the National Catholic Safeguarding Commission for England and Wales;
- new website launched in April 2018;
- draft standards released for consultation April 2018;
- face-to-face and online consultations on the draft Standards underway from April to September 2018;
- discussions with a range of government entities and regulators at both state and federal levels;
- commenced development of 'child-friendly' materials to support the Standards in May 2018;
- commenced development of a safeguarding risk assessment tool in June 2018; and
- presented the work of CPSL at several conferences including Catholic Social Services Australia in February 2018 and Anglophone Child Safeguarding Conference in Rome, Italy in June 2018.

It has been a year characterised by rapid development, robust engagement, continuous learning and shared expertise. As we mark the end of the first year of operation for CPSL, we are poised to publish the first edition of the National Catholic Safeguarding Standards, continuing in a focused way the work of the Royal Commission into Institutional Responses to Child Sexual Abuse. Great work and small achievements have been acknowledged, but there is much still to be done!

**Sheree Limbrick**  
**Chief Executive Officer**

# Safeguarding

## Development of the National Catholic Safeguarding Standards

Throughout the year work continued on the development of our overarching standards development framework along with the contextualisation and application of the standards to the Catholic Church. This included the development of a detailed consultation plan.

In March 2018 KPMG was retained to assist with the development, articulation and testing of the Standards and the Audit Framework.

The draft Standards were published on CPSL's website on Friday 27 April and at the same time we opened a survey for receiving written feedback. More than eighty written responses to the draft Standards were received, from a range of sources including individuals, organisations, groups of organisations, church bodies and advocacy groups.

Seven face-to-face workshops designed specifically to hear from survivors, families and advocates were held in Ballarat, Brisbane, Hobart, Melbourne, Newcastle, Perth and Sydney in June and early July. The workshops provided more than 60 survivors and advocates who attended an opportunity to hear about the work of CPSL and provide input into the draft Standards.

Individual written submissions can be read on CPSL's website. The Consultation Feedback Report (August 2018) is also available on the website – [www.cpsltd.org.au](http://www.cpsltd.org.au).

In addition to these consultations, CPSL met with a range of stakeholders – statutory authorities, lawyers, Church leaders, other churches and secular institutions caring for children, professional sectors including education, health, disability, social services and aged care – to gain feedback and further enhance the development of the Standards and our overall approach.

## Child-friendly standards

CPSL is committed to ensuring the voices of children and young people are heard as part of the consultation process. CPSL has worked with the Australian Catholic University to develop 'child-friendly' materials and a guide to support the gathering of feedback from children and young people in relation to the Standards.

The results of the consultations with children and young people, to be conducted early in 2018-19, will inform the final 'child-friendly' publication and guide to support adults to engage with children about the Standards.

## Transition of responsibilities from NCPS to CPSL

The National Committee for Professional Standards (NCPS) has been a joint initiative of the Australian Catholic Bishops Conference and Catholic Religious Australia since the 1990s. For the majority of this time the NCPS has, among other support, provided advice, policy development and training assistance, primarily in the area of child protection, to Catholic dioceses and religious institutes. In November 2017, CPSL and the NCPS team met to review functions that have been provided by NCPS which would, in the near future, transition to CPSL. The review identified the functions and activities which most closely related to CPSL activities regarding standards, policy and training/capacity building.

As part of the transition of activities, NCPS were able to second to CPSL two Protection and Prevention Officers, Narelle McMahon and Tom Bagot from February to December 2018.

Narelle and Tom have continued to provide training and advice to Church entities and played a pivotal role in the writing and development of the Standards and support materials.

## Education and training

CPSL will be developing and implementing a Learning and Development Strategy to strengthen the awareness, knowledge, skills and capacity of Church organisations to safeguard children. To help us better meet the learning needs of Church organisations in implementing the Standards, we surveyed the participants from the Church stakeholder consultations. The input from the learning needs survey is now being used in the development of a comprehensive Learning and Development Strategy to support the implementation of the Standards and the associated audit processes.



# Compliance

## Development of Audit Framework

CPSL has been working with a team at KPMG to develop an overall audit framework and the approach to auditing and reporting each Catholic entity's compliance with the Standards.

In June and early July, we consulted with Church stakeholders around the country in seven workshops held in every capital city (excluding Canberra).

Over the course of these consultation workshops more than 300 representatives from Church and related entities heard more about the work of CPSL and provided input into the development of the audit and reporting processes.

## Pilot Audit program

While the Standards and audit framework were being developed, CPSL also embarked on a series of pilot audits in order to maximise learning.

In late April, just a week after the publication of the draft Standards, we undertook the first of four 'tests'

of the Standards within Church entities. This first test was a benchmarking conducted in conjunction with one of the metropolitan archdioceses and was designed to identify gaps and test potential sources of evidence and how effective indicators were in articulating what was required to be in place within the diocese.

The lessons learnt from this test were integrated into further development of the audit framework and the refinement of the draft Standards.

Three pilot audits are scheduled between July and October 2018. These pilots will test audit methodology, tools, evidence and refined indicators. These pilots will be conducted in a rural diocese, a female religious institute and a male religious institute.

A summative report of the lessons learnt from the Pilot Audit program will be published on the CPSL website at the conclusion of the testing – at this stage, estimated to be November 2018.



# Stakeholder engagement

Over the past year CPSL has implemented an extensive program of engagement with both the Catholic and broader community to introduce CPSL and to explain the work we are doing and how are going about it.

This engagement has involved:

- Formal and informal meetings with Church leaders and external stakeholders to introduce CPSL, its objective and the way in which it will operate, the distribution of CPSL newsletters and media releases;
- An extensive formal consultation program with abuse survivors and their advocates, as well as with Church representatives to inform and receive feedback on the draft standards and their implementation.

## Stakeholder communications

During the course of the year senior staff and board members have met with or spoken to many child sexual abuse survivors and their advocates. This has been an important activity as we have worked to understand how best to engage with survivors.

In addition to these meetings during the past year, CPSL CEO Sheree Limbrick met with or presented to more than 750 stakeholders on some 90 occasions.

Senior staff have met with a range of current public regulators in the safeguarding area including Australian Human Rights Commission, National Children's Commissioner, New South Wales Deputy Ombudsman and the Victorian Commissioner for Children and Young People.

CPSL sent three newsletters – to every Church Authority who is a member of the Australian Catholic Bishops Conference or Catholic Religious Australia, along with a range of stakeholders identified through visits and meetings.

The first newsletter was distributed in February and the second in April, to coincide with the release of the draft Standards, and the third newsletter was distributed in May. There are currently more than 1,700 subscribers to the newsletter.

CPSL distributed 24 media releases to both mainstream and Catholic media.



# Business Plan 2017-18

In the 2016-17 Annual Report CPSL outlined the three key objectives for the 2017-18 year which formed the focus of its work: organisational establishment, content development and stakeholder engagement.

Objective	Description	Activities and Achievements
<b>Organisational establishment</b>	<i>Internal operations and the establishment of the company:</i> Organisational structure, recruitment, Communications Strategy, Policy Framework, Business Plan, Strategic Plan 2018-2021, Governance, infrastructure and resource planning	<ul style="list-style-type: none"> <li>Recruitment to key staff positions – Director of Safeguarding, Director of Compliance, Executive Assistant and Manager, Training and Resources</li> <li>Secondment of two staff from National Committee for Professional Standards from February to December 2018</li> <li>Communications Strategy signed off by Board in March 2018</li> <li>Commissioned and launched Phase 1 of CPSL website in April 2018</li> <li>Key organisational policies developed, including Code of Conduct, Recruitment and Delegations Policies signed off by Board</li> <li>2017-18 Business Plan developed and implemented</li> <li>2018-21 Strategic Plan developed by Board April 2018, approved by Member Representatives May 2018</li> <li>Three general meetings with Member Representatives held</li> <li>Established offices in Melbourne CBD</li> </ul>
<b>Content development</b>	<i>Development of draft standards and models for auditing:</i> Standards development; consultation; audit framework development; pilot audits to test approach	<ul style="list-style-type: none"> <li>Draft Standards released for consultation in April 2018</li> <li>Written feedback to draft Standards received from more than 80 individuals and entities</li> <li>Audit framework drafted, and learning needs survey conducted</li> <li>Forums facilitated around Australia in June 2018 – more than 300 representatives from Church entities</li> </ul>
<b>Stakeholder engagement</b>	<i>Establishing relationships, engaging and communicating with stakeholders:</i> Engagement with individual survivors and representative/advocacy groups; Engagement with Catholic entities; Engagement with audit bodies	<ul style="list-style-type: none"> <li>Informal and formal meetings with range of individuals and groups representing survivors and forums facilitated around Australia in June 2018 – more than 60 survivors, families and advocates attended</li> <li>Visits, meetings and presentations to approximately 80 Catholic entities and groups</li> <li>Formal presentations to both Australian Catholic Bishops Conference and Catholic Religious Australia</li> <li>First Annual General Meeting in November 2017 and general meeting with Members in May 2018</li> </ul>

# Strategic Plan 2018-2021

In June 2018 we published our Strategic Plan 2018 – 2021. It provides an overview of CPSL's key objectives and activities planned for the coming three years. The plan details our approach to the three key areas: our services, our governance and engagement, and our resourcing and staffing.

## Our Services

***We are committed to providing high quality, integrated services and to publishing reports that assist Church entities to learn and strengthen their safeguarding.***

We will do this by:

- developing and refining the National Catholic Safeguarding Standards to help safeguard children and vulnerable adults;
- developing a comprehensive audit framework which measures compliance with the Standards, the effectiveness of safeguarding practices and organisational culture;
- publishing audit reports to promote accountability and transparency; and
- developing and implementing a learning and development strategy to strengthen the awareness, knowledge, skills and capacity of the Church to safeguard children and vulnerable adults.

**We audit the application of accepted best practice standards to protect children and vulnerable adults from abuse and exploitation.**

Strengthening accountability, transparency and leadership on safeguarding children and vulnerable adults.



**We shine a light on existing practices to create accountability and bring about change.**

## Our Governance and Engagement

***We are committed to lead and manage CPSL to implement our purpose, live our values and deliver our services.***

We will do this by:

- reviewing and refining our initial governance and management structures, frameworks, member arrangements and constitution;
- establishing a process of external, independent operational review of CPSL;
- developing and implementing a robust engagement strategy to hear and honour the voices, concerns and fears of children, vulnerable adults and victim/survivors of abuse;
- proactively engaging with Church, government, community and other stakeholders to inform efforts to keep children and vulnerable adults safe; and
- articulating an internal evaluation framework which reviews the effectiveness of our work.

## Our People and Resources

***We will work with our people, shape a learning culture and manage our resources to deliver CPSL's strategy, governance and services.***

We will do this by:

- implementing a plan for Board formation and ongoing development;
- developing and implementing a staff formation, recruitment and development plan;
- managing a sustainable budget and establishing a service fee structure;
- implementing an infrastructure and resource management plan;
- implementing a communications strategy; and
- finalising a funding agreement with the Australian Catholic Bishops Conference and Catholic Religious Australia.



# Members

CPSL was announced as a new independent Catholic Church entity in mid-November 2016, and commenced operations in July 2017.

It is part of the Church leadership's commitment to doing all in its power to ensure that abuse, in any form, should never again occur in the Catholic Church in Australia.

CPSL is a not-for-profit public company limited by guarantee and registered as a charity in Australia.

The Members (owners) of CPSL are the Australian Catholic Bishops Conference (ACBC) and Catholic Religious Australia (CRA).

CPSL is governed in accordance with the company's Constitution which is available on our website. The Constitution was last amended in September 2017.

The Member Representatives are:

**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 Member Representatives met with Directors three times during the year – 15 September 2017, 29 November 2017, and 9 May 2017.

## Board of Directors

CPSL operates as an independent entity.

Board Directors are lay men and women with professional expertise in governance, law, education, child protection, human services, safeguarding and regulation.

There are no bishops, priests or religious brothers or sisters on the Board.

In 2017-2018 four new directors joined the Board: Professor the Hon Michael Lavarch AO, Dr Robyn Miller, Dr Ruth Shean and Dr Kerrie Tuite, completing the Board recruitment.

Last financial year the Board met eight times in Melbourne and Sydney. It is intended that the Board will meet in other capital cities in 2018-19.



Back row, left to right – Ruth Shean, Michael Lavarch, Geoff Giudice (chair), John Watkins, Sheree Limbrick (CEO); Front row - Kerrie Tuite, Robyn Miller, Patricia Faulkner (deputy chair)



**Chair**  
**The Hon Geoff Giudice AO**  
**(November 2016 to present)**  
**LLB, BA**

Geoff has a background in industrial relations and labour law having worked in the union movement and the

retail industry before commencing legal practice first as a solicitor and subsequently a member of the Victorian Bar. He was appointed to the Federal Court and president of the Australian Industrial Relations Commission in 1997 and the inaugural president of Fair Work Australia (now the Fair Work Commission) in 2009, retiring in 2012.

**Current Appointments:**

- 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)



**Deputy Chair**  
**Patricia Faulkner AO**  
**(November 2016 to present)**  
**MBA, BA (Econ), Dip Ed**

Patricia is a former secretary of the Department of Human Services in Victoria. In this role, Patricia led portfolios

including child protection, youth justice, public hospitals, public housing, disability accommodation and community health services.

**Current Appointments:**

- 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)



**Professor the Hon Michael Lavarch AO**  
**(August 2017 to present)**  
**LLB**

Michael has had extensive involvement in Australian public life, serving in local government before being

elected to Federal Parliament in 1987, serving as attorney general in the Keating Government from 1993-1996.

**Current Appointments:**

- Board member, Telecommunications Industry Ombudsman Ltd
- Chair, Financial Ombudsman Service Ltd
- Chief Adjudicator, Alcohol Beverages Advertising Code Adjudication Panel



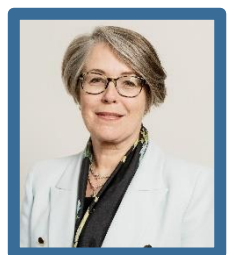
**Dr Robyn Miller**  
**(August 2017 to present)**  
**PhD, MFT, GradDipFT, BSocSc**  
**(Social Work)**

Robyn brings over 30 years' experience in community services, local government and child protection sectors, and

has practised in both the public and private sectors as a therapist, clinical supervisor, consultant and lecturer.

**Current Appointments:**

- Chief Executive Officer, MacKillop Family Services
- Board member, Catholic Social Services Australia



**Dr Ruth Shean**  
**(February 2018 to present)**  
**PhD, MEd**

Ruth has more than 30 years of experience as a former senior public servant in Western Australia including as the Western Australian

commissioner for public sector Standards, director general of the WA Government's Department of Training and Workforce Development, director general of the Disability Services Commission and director general of the Department for Community Development.

**Current Appointments:**

- Board member, SENSES Australia





**Dr Kerrie Tuite**  
(February 2018 to present)  
**EdD, Med, BA, Cert Teach**

Kerrie is a leading Queensland educator with more than 30 years' experience working in schools and senior education policy development and curriculum roles. Kerrie is past

president of the Catholic Secondary Principals Association Queensland and board director of Catholic Secondary Principals Australia.

Current Appointments:

- Principal, Mount Alvernia College Brisbane
- President, Association of Catholic Secondary Schools Queensland
- Member, Queensland Curriculum & Assessment Authority Steering Committee for Senior Schooling Review

- Member, Queensland Catholic Education Commission



**The Hon John Watkins AM**  
(November 2016 to present)  
**MA, LLB, DipEd, Hon DLitt**

After 16 years as a teacher in Catholic schools, John served as a member of the NSW Parliament from 1995 until 2008 spending ten years as a Minister

in eight portfolios including Education, Police and Transport.

Current Appointments:

- Chair, Calvary Health Care
- Chair, Mary MacKillop International
- Chair, McKell Institute

## Staff

### **Sheree Limbrick**

*Chief Executive Officer (July 2017)*

BSocSc (Family Studies), DipMan, DipProject Man

### **Kate Eversteyn**

*Director of Safeguarding (November 2017)*

MChildhood & Youth Studies, BSW, BSocSc (Youth Affairs)

### **Tania Stegemann**

*Director of Compliance (February 2018)*

MComm, FCA, CIA

### **Tom Bagot**

*Protection & Prevention Officer (Seconded from NCPS until December 2018)*

MEd, Bed, GradDipLP, DipLaw, MLLR

### **Mandy Fielding**

*Executive Assistant (August 2017)*

DipManagement, DipTeach, Cert IV Training & Assessment

### **Dianne Kouvelis**

*Manager, Training & Resources (March 2018)*

BA (Community Development), DipCommunity Services, Cert IV Training & Assessment

### **Narelle McMahon**

*Protection & Prevention Officer (Seconded from NCPS until December 2018)*

BEd, DipTeach, CertRE, Cert Corp Investigations



Left to right - Tania Stegemann, Mandy Fielding, Kate Eversteyn, Sheree Limbrick, Narelle McMahon, Dianne Kouvelis

# Contact us

We encourage your compliments, complaints and suggestions. The information you provide will help us improve our service.

You can contact us by phone, letter, email or by completing the form below.

**Catholic Professional Standards Ltd**

Level 13, 200 Queen Street, Melbourne VIC 3001

GPO Box 5110, Melbourne VIC 3001

**Phone:** 1300 603 411

**Email:** [info@cpsltd.org.au](mailto:info@cpsltd.org.au)

**Web:** [www.cpsltd.org.au](http://www.cpsltd.org.au)