



ANNUAL REPORT

2018-2019

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.

Catholic Professional Standards Ltd is committed to fostering a culture of safety and care for children and vulnerable adults.

© Catholic Professional Standards Ltd 2019

Available at www.cpsltd.org.au

Catholic Professional Standards Ltd
Level 13, 200 Queen Street Melbourne Victoria 3000
Phone: 1300 603 411
Email: info@cpsltd.org.au
Web: www.cpsltd.org.au

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



Contents

About us	2
Our year at a glance	3
Our year around the country	4
Our year in numbers	5
Chairperson's Report	6
Chief Executive Officer's Report	7
Safeguarding	8
Compliance	11
Stakeholder Engagement	13
Looking ahead to 2019-2020	14
Members	15
Board of Directors	16
Staff	18

About us

Catholic Professional Standards Ltd (CPSL) was formed in response to the findings of the Royal Commission into Institutional Responses to Child Sexual Abuse. CPSL was established by the Australian Catholic Bishops Conference and Catholic Religious Australia. We operate independently of the Church. There are no bishops, priests or religious brothers or sisters on our board. CPSL Board Directors are lay people with professional expertise in the fields of law, education, human services, safeguarding and regulation.

CPSL has five core functions:

1. Set safeguarding standards to ensure the safety of children and vulnerable adults who engage with the Church at any level anywhere in Australia;
2. Provide training and support to enable Church authorities, entities, organisations, ministries and anyone involved in the Church to create a culture of safety for everyone;
3. Support the Church to build a culture of safeguarding;
4. Audit the compliance of Catholic entities, organisations and ministries in accordance with the Standards; and
5. Publicly report the results of those audits.

Broadly speaking, these five functions mean CPSL performs both an audit & compliance function (assessing & reporting on compliance across entities) & a capacity building function (educating, advising & researching to support compliance & promote continuous improvement).

CPSL has produced a short video about the National Catholic Safeguarding Standards, some background information about CPSL and our role and responsibilities as an organisation. Watch the video [here](#).



Figure 1 - CPSL Objectives infographic

Values

Our values define us.

CPSL is committed to acting with courage, compassion and honesty. These values guide the way we develop and manage our organisation and inform cultural change within the Catholic Church to protect children and vulnerable people.

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 people and work with understanding, respect and care.

Honesty

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

Our year at a glance

AUGUST 2018

Feedback submitted to CPSL on the draft National Catholic Safeguarding Standards published.

DECEMBER 2018

Meeting with the National Aboriginal and Torres Strait Islander Catholic Council regarding safeguarding, supporting Aboriginal and Torres Strait Islander communities and culturally appropriate practices in audit delivery.

First National Catholic Safeguarding Standards Introductory Session for Leaders held in Australia (Brisbane).

FEBRUARY 2019

CPSL Audit Framework and Pilot Audit Summary Report released.

APRIL 2019

Audit fieldwork with the Presentation Sisters of Wagga Wagga undertaken.

JUNE 2019

Safeguarding in International Contexts workshop featuring Fr Hans Zollner SJ held in Melbourne.

JULY 2018

National teleconference roundtable consultations with the Association of Ministerial PJPs (Public Juridic Persons), health & aged care sector, social services sector and education sector regarding the Standards and development of the audit framework.

NOVEMBER 2018

Planning begins for Presentation Sisters of Wagga Wagga and Diocese of Ballarat 'early adopter' audits.

National Catholic Safeguarding Standards Draft 2 circulated to Catholic Religious Australia and the Australian Catholic Bishops Conference.

JANUARY 2019

Launch of CPSL Learning & Development Strategy 2019-2021.

MARCH 2019

First Applying the National Catholic Safeguarding Standards Workshop held (Brisbane).

MAY 2019

Publication of National Catholic Safeguarding Standards Edition 1 and National Catholic Safeguarding Standards Implementation Guide.

Our year around the country

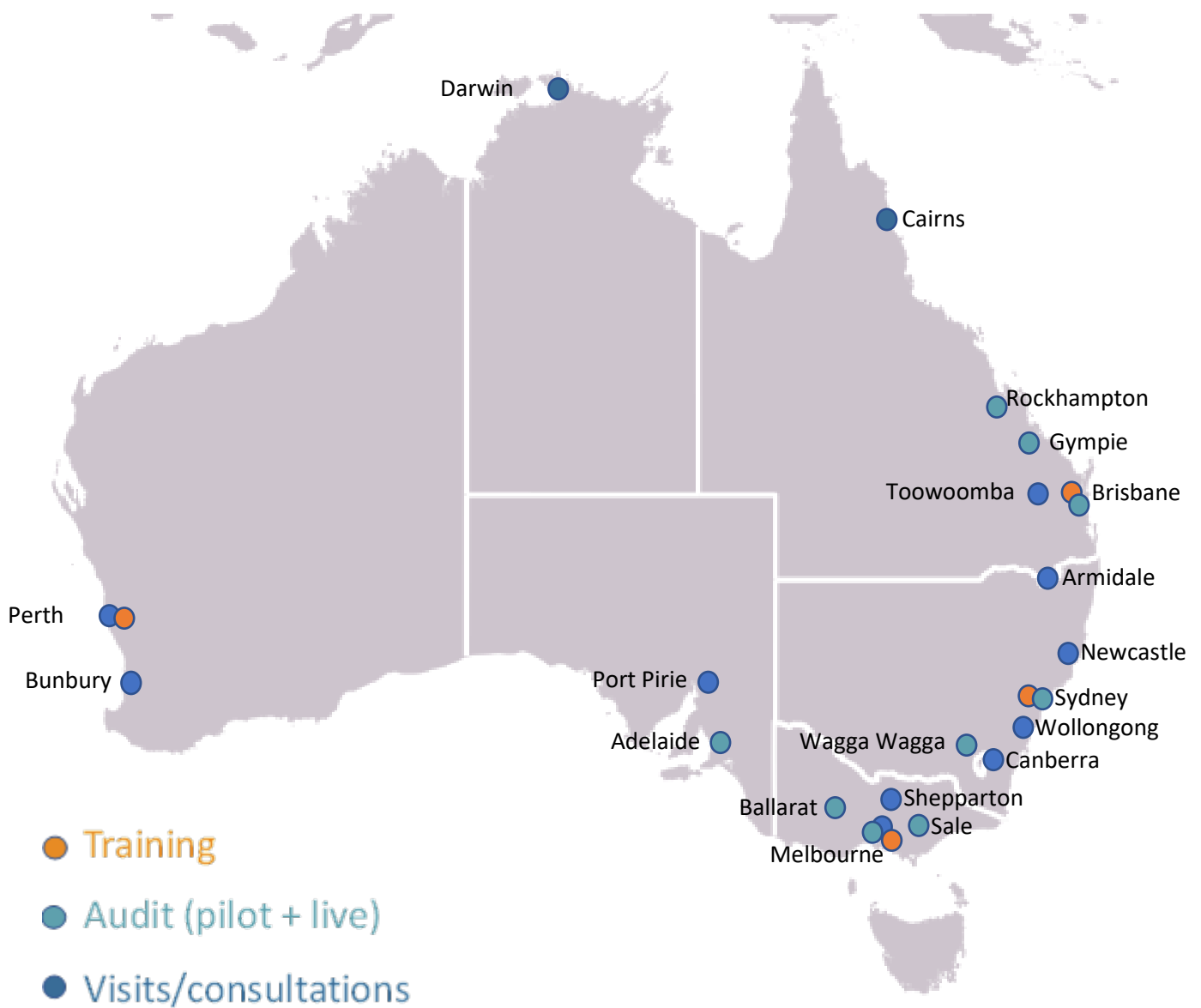


Figure 2- Audits, visits and training destinations around the country last financial year.

Our year in numbers



4 video-conference roundtables with Catholic education, social services, health, aged care, disability & ministerial PJPs regarding CPSL audit framework



4 pilot audits completed

3 entities commenced audit fieldwork for live audits

28 formal presentations delivered to CPSL stakeholders



294 participants attended **9**

National Catholic Safeguarding Standards Introductory Sessions for Leaders



62% of all dioceses, eparchies & ordinariates were represented at a training session or workshop



39 attendees at **1** workshop focusing on Safeguarding in International Contexts

171 participants attended **5** Applying the National Catholic Safeguarding Standards Workshops



39% of religious institutes (including religious men & women, institutes of consecrated life & societies of apostolic life) were represented at a training session or workshop

94 support/advice enquiries received between February to June 2019



63% of ministerial PJPs were represented at a training session or workshop



1,334 stakeholders met with CEO &/or Director of Safeguarding as part of **118** engagements

Chairperson's Report



Without doubt 2018-2019 has been a year of great achievement in CPSL's short life and an historic year for the Catholic Church in Australia. The National Catholic

Safeguarding Standards (NCSS, the Standards) were approved by the Australian Catholic Bishops' Conference (ACBC) and Catholic Religious Australia (CRA) in May and adopted by the Member Representatives on May 13, 2019. The Standards were approved and operational within 18 months of the release of the final report of the Royal Commission into Institutional Responses to Child Sexual Abuse. This is a great achievement for which our staff, led by our CEO Sheree Limbrick, are to be congratulated.

The implementation of the Standards is well underway. CPSL has conducted a national program of formal training sessions, and following a number of pilots, the audit program has also commenced. Several Church Authorities volunteered to participate in 'early' audits and the first audit reports have been published on the CPSL website: see [Church Reports](#).

There has been a high level of engagement by Church authorities preparing to implement the Standards by entering an audit service agreement. Through this process policies, practices and behaviours will be evaluated and CPSL will make practical recommendations for change to fill gaps and to improve what exists. The audits will also provide rich data to inform future decisions on safeguarding policy and practice across the Catholic Church in Australia.

At this stage audits have not included areas where there is Government oversight, such as education, social welfare and health. Operations in those areas are generally not within the scope of the CPSL audit because authorities are already answerable to a Government regulator.

However, there is reason to question whether the nature of Government regulation is in all

cases equivalent to the Standards and whether the existing regulatory oversight is as effective as the CPSL audit process. It may be that the scope of the CPSL audits will be extended as these issues are more closely examined.

In the coming year work will commence on drafting national standards for the safeguarding of vulnerable adults. Extending safeguarding beyond children will be ground-breaking in many ways. Drafting appropriate standards will be a complex process and extensive consultation and feedback will be required. CPSL will be looking to relevant industry bodies and authorities to engage fully in the development process.

Although CPSL was fully funded in accordance with its budget in 2018/9, as a result of decisions taken by the ACBC in May 2019, CPSL funding was significantly curtailed for the second half of calendar year 2019. While the Board was surprised by this reduction in funding it also understands that there is continuing concern among ACBC and CRA members about expenditure on safeguarding, of which CPSL is a component. The Board is confident that as the audit program gathers pace, the company will be seen to be achieving the objectives for which it was primarily established.

It is an understatement to say that the Church is facing difficult times as a result of a history of widespread abuse. While CPSL's mission is forward-looking, we cannot help but be affected by the past. One thing stands out, however. The inadequacy of the Church's responses to abuse in the past serves to emphasise the critical role that CPSL is playing in creating a culture of safety and care for children and vulnerable adults in the future.

The Board extends its thanks to the Member Representatives for their support during the year and to Sheree and her team for their hard work and persistence in implementing the company's objectives. My thanks also to the Directors for their role in guiding the company through another year.

The Hon. Geoff Giudice AO
Board Chair

Chief Executive Officer's Report



This past year has seen CPSL reach a number of significant milestones articulated in our 2019-21 Strategic Plan. As Geoff has mentioned, the most significant of these

milestones was the publication of the National Catholic Safeguarding Standards Ed 1 (NCSS) on May 30, 2019. The publication of the Standards was the culmination of 18 months' work not just by the CPSL team, but also many individuals and organisations (both within and external to the Church, and within Australia and internationally) who took time to attend consultations, wrote feedback, gave expert advice, shared resources, reviewed materials, and contributed learnings, frustrations and hopes for a safer future. I would like to take this opportunity to thank everyone who contributed to the work of CPSL as we developed and refined the NCSS.

In January 2019 we also launched our three-year Learning and Development Strategy designed to support the Church in Australia to continue to build awareness, skills and capacity in safeguarding. We kicked off this strategy with a series of two face-to-face professional development activities – one targeting leaders and building their knowledge and understanding of leadership, governance and culture as it pertains to prevention, intervention and response to safeguarding and the second focused on building practical strategies and skills to embed safeguarding in policies and practices. We have been delighted with the positive response to the training to date and the strong attendance rates. We have also heard from many participants their ideas about other education and development activities they would find useful in the future, so our intention is that the design and delivery of future initiatives will continue to evolve and respond to need.

The commencement of fieldwork for our first 'live' safeguarding audits was another important

marker of CPSL's progress. A number of Church entities put their hands up to be 'early adopters' of an audit. For some, putting themselves forward may have been part of their ongoing commitment to building child safe processes and culture within their entity, for others they may have been motivated by a desire to 'check in' on their progress with significant change, and for others they may have been seeking further assistance with 'where to next'. No matter the motivations, all of the entities who have worked with CPSL as 'early adopters' have been committed, open and cooperative and have worked with our audit teams constructively and responsively.

A key feature for the team this year has been the increasing engagement with the whole gamut of different organisations and ministries across the Church in Australia. Whether it be through training, meetings, presentations, enquiries and requests for support and advice, it has been energising and rewarding for all the team to learn more about the breadth and reach of ministries and work together with each entity to ensure that our support and guidance works in such diverse settings and contexts. It has also been reassuring to hear consistently that no matter the size, structure, ministry or governance arrangements, the realisation that safeguarding is everyone's responsibility is spreading!

Amidst the busyness of our individual and collective work, we have as a team said farewell to colleagues who helped us in no small way achieve what we have to date. We have also been delighted to welcome aboard new team members who have been able to pick up where others left off, maintaining our momentum and focus. To all staff I say a personal thanks for your energy, enthusiasm, passion and commitment.

A final thanks also to Geoff and the entire Board of Directors for your guidance, support, vision, clarity, good humour and expertise.

Sheree Limbrick
Chief Executive Officer

Safeguarding

Daniele Donnini, Director of Safeguarding

Safeguarding is about the measures put in place to protect children or adults from abuse. At CPSL we are committed to promoting and helping to build a culture of safety and care for children and vulnerable adults who come into contact with the Catholic Church in Australia. The creation of the National Catholic Safeguarding Standards and their ongoing development is a key responsibility of the Safeguarding team.

The Royal Commission into Institutional Responses to Child Sexual Abuse exposed nationwide institutional failures to protect children from sexual abuse and highlighted the Catholic Church's manifest failure to protect children, compounded by further failures and inadequate responses when people came forward to raise concerns. The Royal Commission called for decisive action from Church entities to protect children from harm. Safeguarding is central to protecting children and vulnerable adults from abuse.

Key achievements of Safeguarding 2018/19:

- ✓ finalised and published the National Catholic Safeguarding Standards, Edition 1;
- ✓ rolled out Learning and Development Strategy, including National Catholic Safeguarding Standards training program;
- ✓ reviewed and advised Catholic entities regarding their safeguarding approaches in relation to both policy and procedure development and implementation and provided practical support for the implementation of child safeguarding strategies in a range of specific contexts; and
- ✓ created and promoted more than 140 individual pieces of guidance and resource support documents to assist entities to implement the National Catholic Safeguarding Standards.

Feedback

"Thank you again for your time this morning. It was very useful to be able to discuss the various safeguarding questions I had with you.

Having CPSL as a resource to assist with our implementation of the Standards will certainly enhance the effectiveness & efficiency with which we can work."

Diocesan child safeguarding & compliance officer

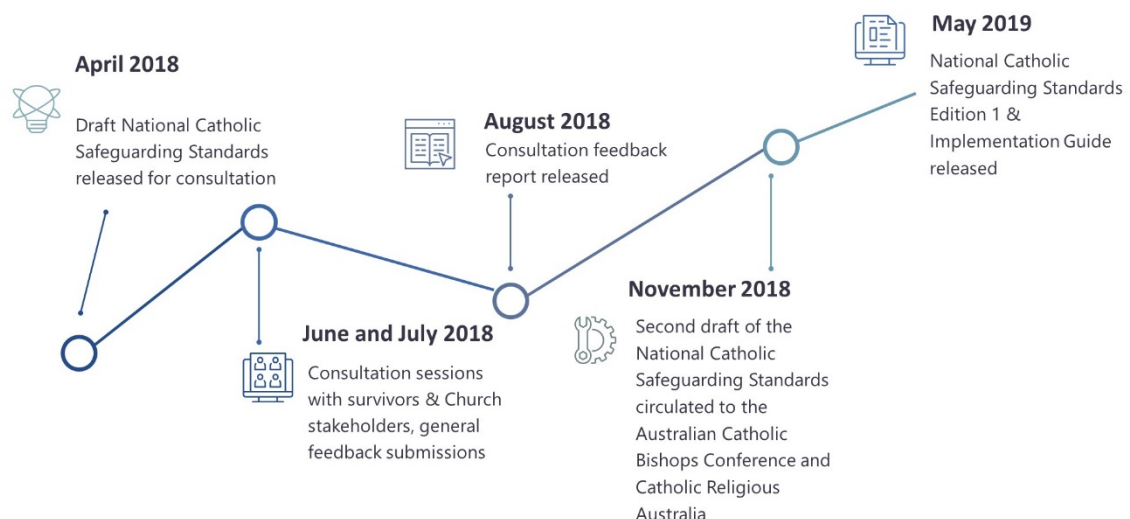


Figure 3 - Development of the National Catholic Safeguarding Standards – Timeline.



On May 30, 2019, CPSL published the National Catholic Safeguarding Standards Edition 1, accompanied by the National Catholic Safeguarding Standards Implementation Guide

The National Catholic Safeguarding Standards and their supporting criteria build on the Royal Commission's child safe standards and harmonise with the National Principles for Child Safe Organisations. In addition, the National Catholic Safeguarding Standards include seven further criteria unique to the Catholic Church. These are in response to specific Royal Commission recommendations and in light of consultations, leading to the development of the Standards.

Together, the 10 Standards provide the framework for each entity, ministry and organisation across the Catholic Church in Australia to place child safety at the core of how it plans, thinks and acts.

Edition 1 of the National Catholic Safeguarding Standards has a focus on safeguarding children, with the development of the standards relating to vulnerable adults commencing in late 2019.

CASE STUDY

Diocese of Darwin Safeguarding Consultative Panel



Figure 4 – Left to right: Greg O'Mullane, Director, Catholic Education; Jayne Lloyd, Director, CatholicCare NT; Dr Tanja Stojadinovic, South Australia/Northern Territory Professional Standards Office; Christine Smith, Integrity Officer/Child Safe Coordinator, Diocese of Darwin; Charles Gauci, Bishop of Darwin; Fr Malcolm Fyfe msc., Vicar General of Darwin; Daniele Donnini, CPSL Director of Safeguarding.

In April 2019, Director of Safeguarding, Daniele Donnini, met with the Bishop of Darwin, Charles Gauci, and the newly formed Diocesan Safeguarding Consultative Panel to discuss the scope and functions the panel might undertake. The Consultative Panel is intended to assist the bishop in safeguarding prevention and incident management.

One of the outcomes of the meeting was that the roles and functions of the Consultative Panel itself and of individual Panel members were clarified. Through this process it was identified that broadening membership to include specific expertise in the areas of criminal justice, legal, child protection and mental health would be advantageous. How and when the Panel's counsel would be sought was agreed as well as how the Panel would contribute to the ongoing development of a robust child safe culture in the diocese. Processes for identifying new Panel members, structuring meetings and reviewing the efficacy of the Panel and its advice and activities were also discussed. Issues such as managing confidentiality/privacy, ensuring whistle-blower protections are in place and documentation and reporting requirements were also canvassed and flagged for follow up.

Learning and Development

A key strategy for CPSL to achieve our commitment to supporting and sustaining a culture of care and protection across the Catholic Church in Australia is the rollout of CPSL's [Learning and Development Strategy 2019-21](#).

The Learning and Development Strategy aims to strengthen the awareness, knowledge, capability and capacity of Church entities to safeguard children and vulnerable adults.

As with the National Catholic Safeguarding Standards themselves, the initial learning and development efforts of CPSL have focused primarily on the safeguarding of children.

The rollout of CPSL's Learning and Development Strategy commenced in January 2019 with the development and delivery of the National Catholic Safeguarding Standards Introductory Session for Leaders and subsequent development

and delivery of the Applying the National Catholic Safeguarding Standards Workshop.

Feedback

"Thanks for the information today. You & the team did a great job – clear presentation, great interaction & dialogue."

Training participant

In June 2019 CPSL also facilitated, in collaboration with the Implementation Advisory Group, a workshop specifically exploring the safeguarding of children in countries other than Australia (for those Catholic organisations ministering with children overseas). This is the first in a series of initiatives CPSL will facilitate to support Church entities to develop capacity and capability in a range of specific areas.



Figure 5 - National Catholic Safeguarding Standards training across the country.

Compliance

Tania Stegemann, Director of Compliance

The role of the Compliance team at CPSL is to audit Church Authorities for compliance with the Standards. However, the audit approach goes far beyond mere compliance, i.e. assessing conformance or non-conformance with the Standards. CPSL's audit approach is focused on



Figure 6 - Director of Compliance Tania Stegemann (right) with KPMG Audit Team during pilot audit of the Sisters of the Good Samaritan, Sydney.

capacity building through assisting Catholic organisations to embed safeguarding practices within all activities and ministries of the Church. We do this by providing audit recommendations and guidance across a range of areas including safeguarding policies, risk management, complaints handling, volunteer management and training.

Key achievements of Compliance 2018/19:

- ✓ finalised and rolled out the audit framework;
- ✓ completed four pilot audits to test and refine the audit framework. For more information, see Pilot Audit Summary Report [here](#);
- ✓ conducted the first audit against the National Catholic Safeguarding Standards in April 2019 – Presentation Sisters of Wagga Wagga; and
- ✓ commenced audits for Diocese of Ballarat, Archdiocese of Brisbane and Diocese of Rockhampton.

CASE STUDY

A day in the audit team

Tania Stegemann is the lead auditor and the Director of Compliance at CPSL. While no two days in the role are identical, each day is full of action! On an audit fieldwork day, each moment is precious: diocesan and religious congregation visits are often scheduled months in advance, so audit days need to run with precision. When Tania is at an entity, she spends time interviewing parish personnel or congregation members, meeting with leadership, and getting down to the operational level via review and testing of the entity's safeguarding policies and procedures to determine their level of effectiveness and compliance with the National Catholic Safeguarding Standards.

When Tania is in the CPSL office, she's still busy, preparing for and reviewing the results of audits. She uses this time to meet with Church entities preparing to enter into service agreements and plan their audits based on their range of ministries and nature of activities; conduct closing meetings with entities that have been audited and write up the full audit reports; and of course, to work with the CPSL leadership team to improve the service and support offered to Church entities implementing the National Catholic Safeguarding Standards. One of the most enjoyable aspects of Tania's role is to identify the good work that is being done by Church entities in the area of safeguarding and to identify strengths and best practices that can be shared across dioceses and religious congregations.

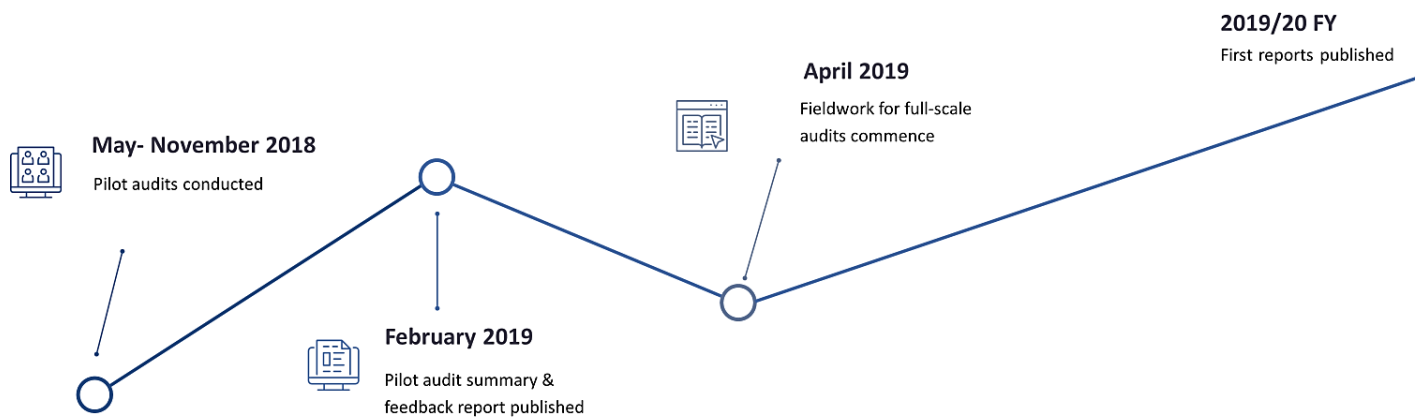


Figure 7 – CPSL Audit Framework development – Timeline.

CASE STUDY

Audit fieldwork with the Presentation Sisters Wagga Wagga

Fieldwork for the first live audit of a Catholic Church entity to assess compliance with the National Catholic Safeguarding Standards was undertaken in April 2019. Tania Stegemann worked closely with Sr Margaret Barclay, Safeguarding Officer and Sr Anne Lane, Congregational Leader at the Presentation Sisters of Wagga Wagga (PSWW) from the end of 2018 to gather documentation and schedule visits with sisters to conduct interviews. For this first live audit, Tania was assisted by CPSL CEO, Sheree Limbrick.

As part of the audit, CPSL inspected and assessed records, policies and practices at the PSWW office in Berala NSW, as well as interviewing a small group of Sydney based sisters and administrative employees. The team also visited and assessed safeguarding controls at the Mount Erin Heritage Centre in Wagga Wagga, along with interviewing another group of sisters from the Wagga area and meeting with leadership team members. In total, a sample of thirteen (23%) PSWW sisters in Sydney, Wagga Wagga and Papua New Guinea were interviewed to assess how safeguarding practices are implemented within their various activities and ministries.

The audit fieldwork, conducted over three days, resulted in 12 recommendations to strengthen child safeguarding practices within the congregation.

The recommendation from the fieldwork also generated improvements to safeguarding practices for the safety of the sisters themselves. When the fieldwork was conducted, it was identified that PSWW did not have an IT policy covering online risks or safe use of technology. The absence of this policy was flagged as a safeguarding risk for children but also represented a risk to the sisters themselves. The CPSL team brought this issue to the attention of the PSWW leadership team who took immediate action to address the issue. This swift action has reduced risk to the sisters and provides a safer online environment for children who encounter the sisters through their ministry.

The day before the release of the audit report, CPSL received a letter from the then Congregational Leader, Sister Anne Lane PBVM, which in part read:

“Revising our Policy & participating in the audit process as early adopters has meant considerable work, however we have been very pleased to be part of the process. This is because our Congregation has a longstanding commitment to the safeguarding of both children & vulnerable people.

The Leadership Team is grateful for the assistance of the Catholic Professional Standards Ltd (CPSL) audit staff i.e. yourself in the role of Chief Executive Officer & the Director of Compliance Tania Stegemann, for your guidance, support & availability throughout the entire process. While the process itself was time-consuming at times, the Leadership Team now feel we have an enduring legacy to pass on to future Leadership Teams, who will be better positioned to maintain & uphold these standards.”

Stakeholder Engagement

Katherine Beavis, Manager, Communications & Media

Interwoven with CPSL's functional roles is an ongoing commitment to keeping our stakeholders (inside and outside the Church) appropriately informed and engaged with our work.

CPSL has a range of roles and responsibilities and thus a range of relationships with a variety of stakeholders. We are committed to transparency in our work and aim to communicate our work openly.

During the year our CEO Sheree Limbrick met **38** times with dioceses/eparchies/ordinariates, **29** times with religious institutes, and **6** times with ministerial PJPs.

Meetings with a wide range of stakeholders, including international safeguarding experts, the Catholic tertiary sector, State and National Children's Commissioners and broader public engagements were held on more than **35** occasions throughout 2018-19.



Figure 8 – Clockwise from top left: Mercy Ministries; Goulburn Valley Spirituality in the Pub; Opus Dei; CPSL team with Fr Hans Zollner SJ.

Communications

Communication with all our stakeholders is key – alongside our face to face engagement, we produce videos, a content rich website, an e-newsletter and we regularly engage with Catholic and mainstream media.



1,202 views of Robert Fitzgerald in conversation with Geraldine Doogue (video)



13 media releases & **3** media features (Eureka Street, ABC radio)

484

downloads of National Catholic Safeguarding Standards, Draft 2 Nov 2018



369

downloads of National Catholic Safeguarding Standards, Edition 1

273

downloads of Self-Assessment of Compliance



2,209 subscribers received **8** newsletters

Feedback

"Thanks a million for the newsletter, but more importantly, for all the work it represents."

Leader of a religious institute

Looking ahead to 2019-2020

Over the next year, we will be:

- Commencing August 2019, CPSL will publish audit reports of Church entities' progress in implementing appropriate safeguarding requirements to protect children.
- Continuing to schedule and conduct audits in congregations, dioceses and other Catholic entities.
- Examining the findings from the audits to identify examples of good practice and pinpoint areas where additional guidance and direction is needed.
- Continuing to implement our Learning and Development Strategy by developing & facilitating further training sessions to support Categories 2 & 3 entities along with specific activities to address topics of concern.
- Producing and publishing further tools and guidance materials, and continuing to collate and share resources to support organisations to implement a child safe environment and create a culture of safety and care for children.
- Developing the Vulnerable Adults component of the National Catholic Safeguarding Standards with a planned release date of the second half of 2020.
- CPSL's communications will move into the social media space, adding LinkedIn and Twitter to our suite of communication and engagement tools. We'll also continue to produce and distribute helpful videos via our YouTube channel.



Members

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 [here](#).

CPSL's mandate 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 Member Representatives met with CPSL Directors three times during the 2018-19 year.

The Member Representatives for CPSL are:



Australian Catholic Bishops Conference:

Most Rev Mark Coleridge, Archbishop of Brisbane

Most Rev William Wright, Bishop of Maitland-Newcastle



Catholic Religious Australia:

Sr Ruth Durick osu, Provincial, Ursuline Sisters (*Member Rep to Nov 2018*)

Sr Clare Nolan rsc, Provincial, Sisters of Charity (*Member Rep from Dec 2018*)

Fr Tom McDonough cp, Provincial, Passionist Fathers

Member engagement

This year, the Board hosted two general forums with Members. In September 2018 the Board hosted 14 representatives of 12 Church Authorities from across Victoria and in January 2019, the Board hosted 20 representatives from another 12 Church Authorities in Brisbane.

The forums provided members of the Australian Catholic Bishops Conference and Catholic Religious Australia with an opportunity to engage directly with Board members, to hear an update on CPSL's progress and engage in policy and strategic discussions regarding safeguarding in the Church in Australia.

The Board will continue this membership engagement initiative in various locations around Australia in 2019-20.

Board of Directors



**The Hon Geoff Giudice AO
(Nov 2016)**

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 was president of the Australian Industrial Relations Commission in 1997 and became 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
(Nov 2016)**

MBA, BA (Econ), Dip Ed, HonDLaw

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, Advisory Panel Commonwealth Bank of Australia
- Chair, Jesuit Social Services
- Chair, Melbourne Racing Club Foundation
- Chair, St Vincent's Health Australia response to Royal Commission into Aged Care Quality and Safety Committee
- Chair, Telecommunications Industry Ombudsman Ltd (ending June 2019)
- Trustee, Vic Super
- Committee Member, Melbourne Racing Club
- Board Member, Melbourne Theatre Company
- Board Member, Committee for Economic Development of Australia (CEDA)



**Prof The Hon Michael
Lavarch AO
(Aug 2017)**

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:

- Chair, Telecommunications Industry Ombudsman Ltd (commenced June 2019)
- Chair, Way Forward Debts Solutions Ltd
- Co-Chair, Path to Treaty Panel
- Chief Adjudicator, Alcohol Beverages Advertising Code Adjudication Panel



**Dr Robyn Miller
(Aug 2017)
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
- Member, Academic Board Family Violence (Vic Police)
- Chair, Protective Schools Taskforce (Vic)
- Development of materials for Diploma of Safeguarding with Pontifical Gregorian University, Rome
- Nominated Member, Board Australian Community Workers Association (ACWA) (commenced Jan 2019)



Dr Ruth Shean
(Feb 2018)
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:

- Chair, National Center for Vocational Education Research (NCVER) Board
- Board director, St Catherine's College, University of Western Australia
- Board member, SENSES Australia
- External Consultant, Department of Communities, Government of Western Australia



Dr Kerrie Tuite
(Feb 2018)
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
(Nov 2016)
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. After leaving political life, John was the CEO of Alzheimer's Australia NSW until retiring from that position in October 2017.

Current Appointments:

- Chair, Calvary Health Care
- Chair, Mary MacKillop Today
- Chair, McKell Institute
- Board Member, Catholic Health Australia
- Governing Committee, Neuroscience Research Australia (NeuRA)

The Board met 11 times between July 2018 and June 2019.

Staff



Figure 9 - Left to right (top row): Judith Tokley, Sheree Limbrick, Daniele Donnini. Bottom row: Tania Stegemann, Mandy Fielding, Genevieve Lown.

Current Staff

Sheree Limbrick

Chief Executive Officer (Jul 2017)

BSocSc (Family Studies), DipMan, DipProject Man

Tania Stegemann

Director of Compliance (Feb 2018)

MComm, FCA, CIA

Daniele Donnini

Director of Safeguarding (Jan 2019)

GradCert Safeguarding Children and Young People, GradCert Research Methodology, BA (Theology), DipCommunity Services Work, DipMan

Luke Whiteside

Manager, Learning & Development (May 2019)

GradDipEd, BTheol, AdvDipMin, DipVET, DipTDD

Narelle McMahon

Protection & Prevention Officer (Mar - Dec 2018)

Safeguarding Project Officer (Feb 2019)

BEd, DipTeach, CertRE, Cert Corp Investigations

Katherine Beavis

Manager, Communications & Media (May 2019)

BA (Politics), MIR

Mandy Fielding

Executive Assistant (Aug 2017)

DipMan, DipTeach, Cert IV Training & Assessment

Genevieve Lown

Administrative Assistant (Oct 2018)

MA Arts Management, BA

Maree Charnley

Senior Payroll & Finance Officer (Mar 2019)

BSocSc (Family Studies)

Staff who completed their employment in 2018-19

Tom Bagot

Protection & Prevention Officer (Mar - Dec 2018)

Kate Eversteyn

Director of Safeguarding (Nov 2017 – Nov 2018)

Dianne Kouvelis

Manager, Training & Resources (Mar 2018 – Mar 2019)

Judith Tokley

Director, Communications & Media (Sept 2018 – May 2019)

