



Confidential

Submission to Review Panel

Privacy Notice: All submissions will be treated in strict confidence and with respect.

In submissions, please respect the privacy of others and carefully consider inclusion of any Personally Identifying Information of others in line with the Australian Privacy Principles.

Information provided to the Review Panel is subject to the Privacy Policies of the Anglican Diocese of Melbourne and the Anglican Diocese of Bendigo.

On 10 June 2021, the Archbishop in Council moved to adopt the *Terms of Reference* for the Professional Standards Review Panel in order to review the operation of the *Professional Standards Uniform Act 2016* (the PSUA) in the Anglican Diocese of Melbourne (ADOM). The Panel's terms of reference include whether the overriding purposes of the PSUA remain appropriate and, if they are, how they may best be achieved. The first of these purposes is to enable complaints to be dealt with justly, quickly and inexpensively. The second is to regulate fitness for each of (i) ministry and (ii) service otherwise than in the ministry.

The Panel is chaired by retired Supreme Court judge The Honourable David Harper AM and will, during the second half of 2021, undertake the review and provide a report to the Archbishop in Council in early 2022.

The Panel would be assisted, in addressing the terms of reference, by submissions from:

1. people and organisations who have engaged with processes under the PSUA, noting concerns and suggestions for improvement as applicable.
2. people and organisations for which the PSUA is applicable who have comments and suggestions.
3. people who have views about what recommendations will serve to improve the operations of Professional Standards.

The Panel is particularly interested in your answers to the questions outlined below. While submissions may cover any issue raised in the Panel's terms of reference, the Panel cannot consider issues which go beyond those terms. In particular, the Panel has no mandate to re-open particular individual matters and their outcomes. It will necessarily be looking at the past, but only so as to assist in formulating high-level recommendations for the future.

Enquiries in relation to making a submission can be directed to the Secretary to the Panel at PSUA.Enquiries@melbourneanglican.org.au

To help the Panel understand the context to your submission, which best describes your relationship to the process? (Mark all that apply)

- I made a complaint of misconduct against a Church worker
- I had a complaint made against me
- I was a witness
- I am affiliated with the Anglican Diocese
- I was a carer for a person against whom a complaint was made
- I was an applicant for a clearance for ministry
- I was an applicant for a clearance for service

- I am affiliated with Kooyoora
- I was legal counsel for a respondent
- I was a mediator
- Other (Please specify)

If you were involved directly or indirectly in the complaint/clearance for ministry processes, what time period was covered by your involvement?

This submission form is divided into three parts. Part A seeks any feedback you can give on the Clearance for Ministry Process. Part B seeks any feedback you can give on the Clearance for Service Process. Part C seeks any feedback you can give on the Complaints Process. The Panel welcomes, and would be grateful for, any such feedback.

Indeed, the Panel welcomes and would be greatly assisted by all succinct submissions which directly address the Panel's terms of reference. There is no word limit to those submissions or to your answers to those of the questions below which apply to you.

The Panel cannot, however, consider issues which go beyond its terms of reference.

PART A: Clearance for ministry process

AQ1. Thinking about the clearance for ministry process, what is your experience or view of the involvement (if any) of:

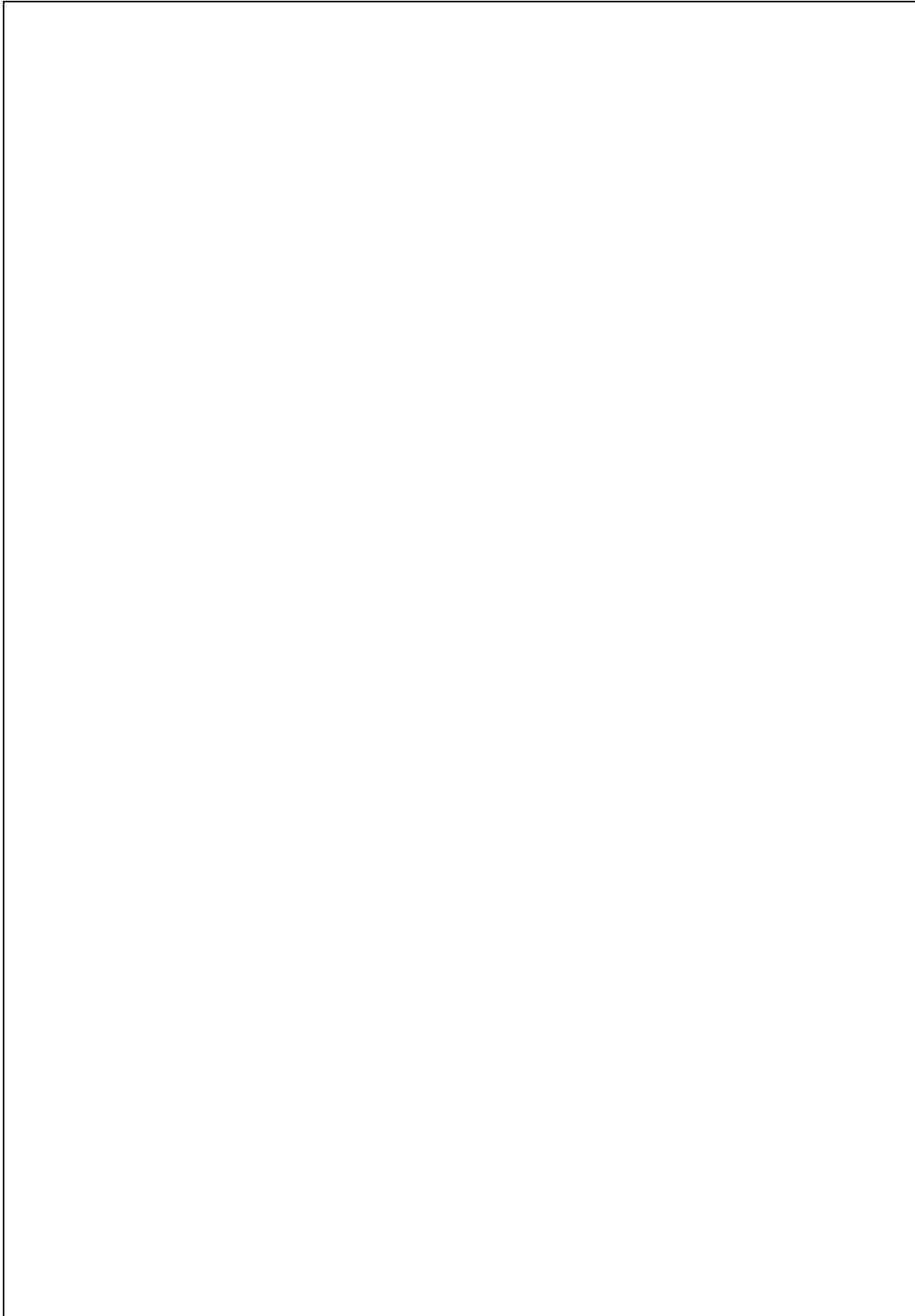
- (i) ADOM;**
- (ii) the person appointed by Kooyoora as its Director of Professional Standards;**
- (iii) the committee appointed by Kooyoora as its Professional Standards Committee;**
- (iv) the Professional Standards Board which is independent from Kooyoora.**

AQ2. If you have been directly involved in a clearance for ministry process, did you receive appropriate assistance from:

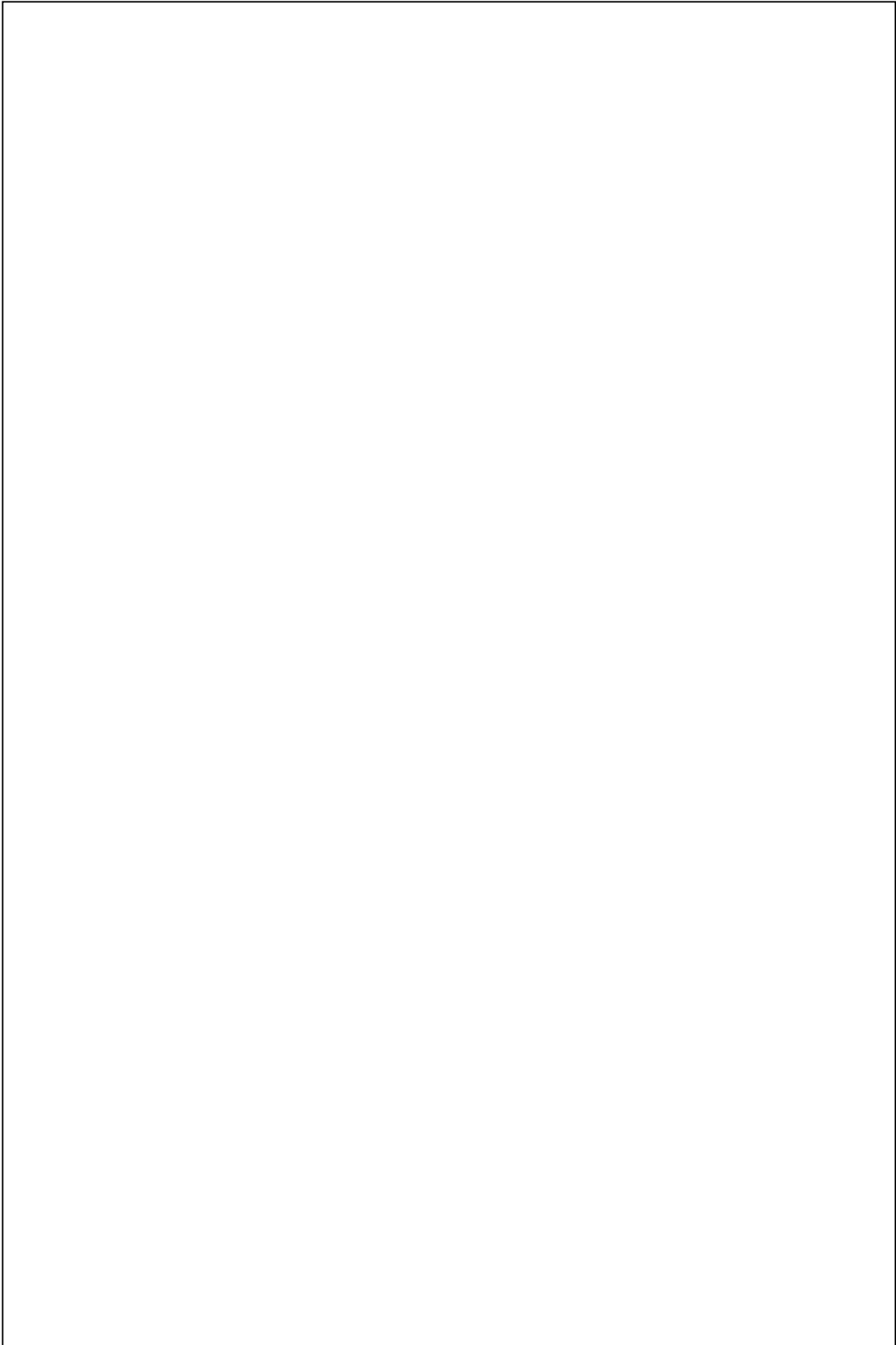
- (i) ADOM;**
- (ii) Kooyoora administration;**
- (iii) the Director of Professional Standards.**

If not, in what respects was the assistance inadequate and how could it have been improved? For example information, timeliness or support.

AQ3. What is your opinion of the length of time it took to finalise the clearance for ministry process?



AQ4. What concerns (if any) do you have about the clearance for ministry process?



AQ5. How could the clearance for ministry process and its timeliness, expense, interaction between ADOM and Kooyoora, or outcomes be improved?

AQ6. Do you think that the clearance for ministry process is effective in reducing harm?

Yes **No**

PART B: Clearance for Service Process

BQ1. Thinking about the clearance for service process, what is your experience or view of the involvement (if any) of:

- (i) ADOM;**
- (ii) the person appointed by Kooyoora as its Director of Professional Standards;**
- (iii) the committee appointed by Kooyoora as its Professional Standards Committee;**
- (iv) the Professional Standards Board which is independent from Kooyoora.**

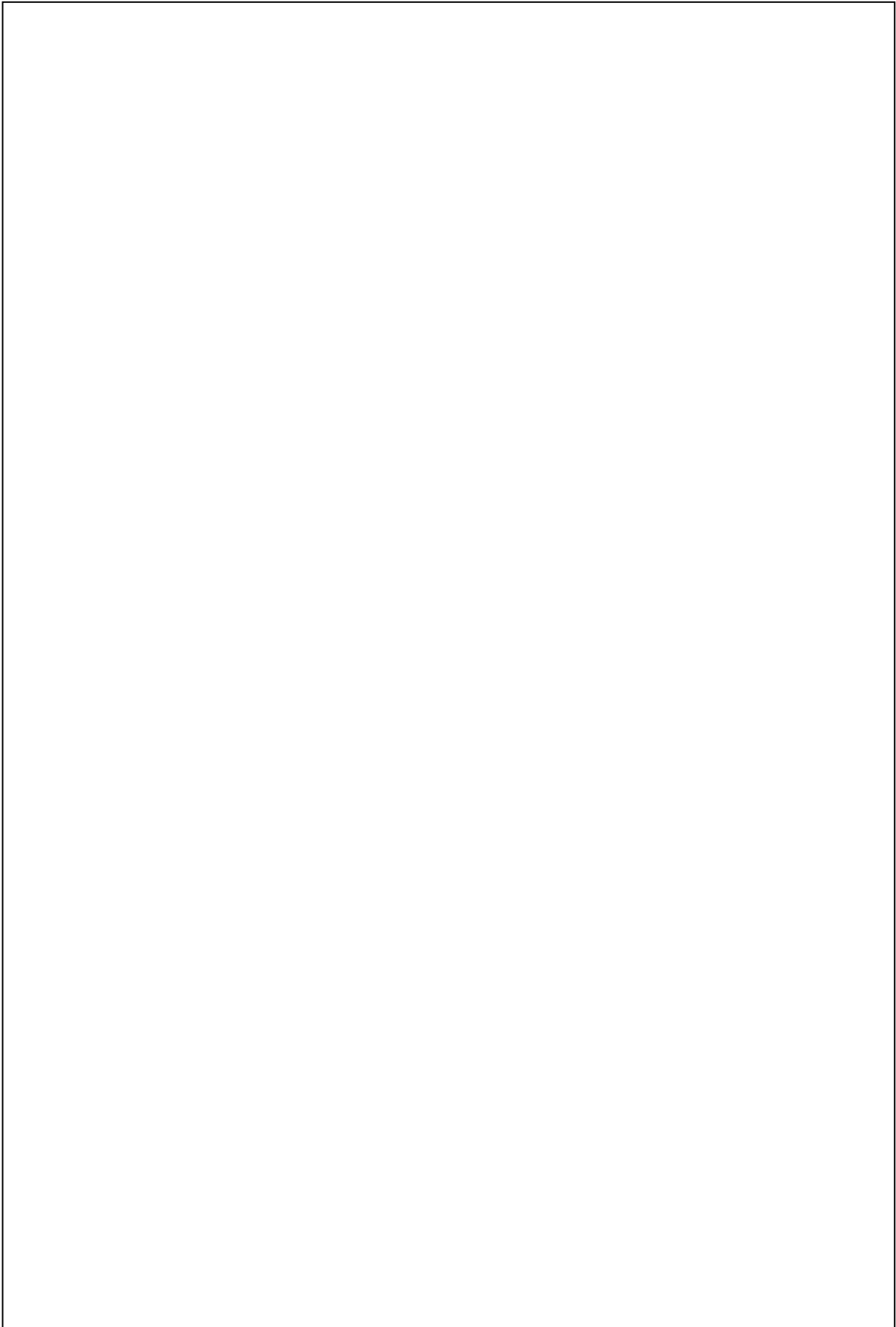
BQ2. If you have been directly involved in a clearance for service process, did you receive appropriate assistance from:

- (i) ADOM;**
- (ii) Kooyoora administration;**
- (iii) the Director of Professional Standards.**

If not, in what respects was the assistance inadequate and how could it have been improved? For example information, timeliness or support.

BQ3. What is your opinion of the length of time it took to finalise the clearance for service process?

BQ4. What concerns (if any) do you have about the clearance for service process?



BQ5. How could the clearance for service process and its timeliness, expense, interaction between ADOM and Kooyoora, or outcomes be improved?

BQ6. Do you think that the clearance for service process is effective in reducing harm?

Yes

No

PART C: Complaint Process

CQ1. Thinking about the complaint process, what is your experience or view of the involvement (if any) of:

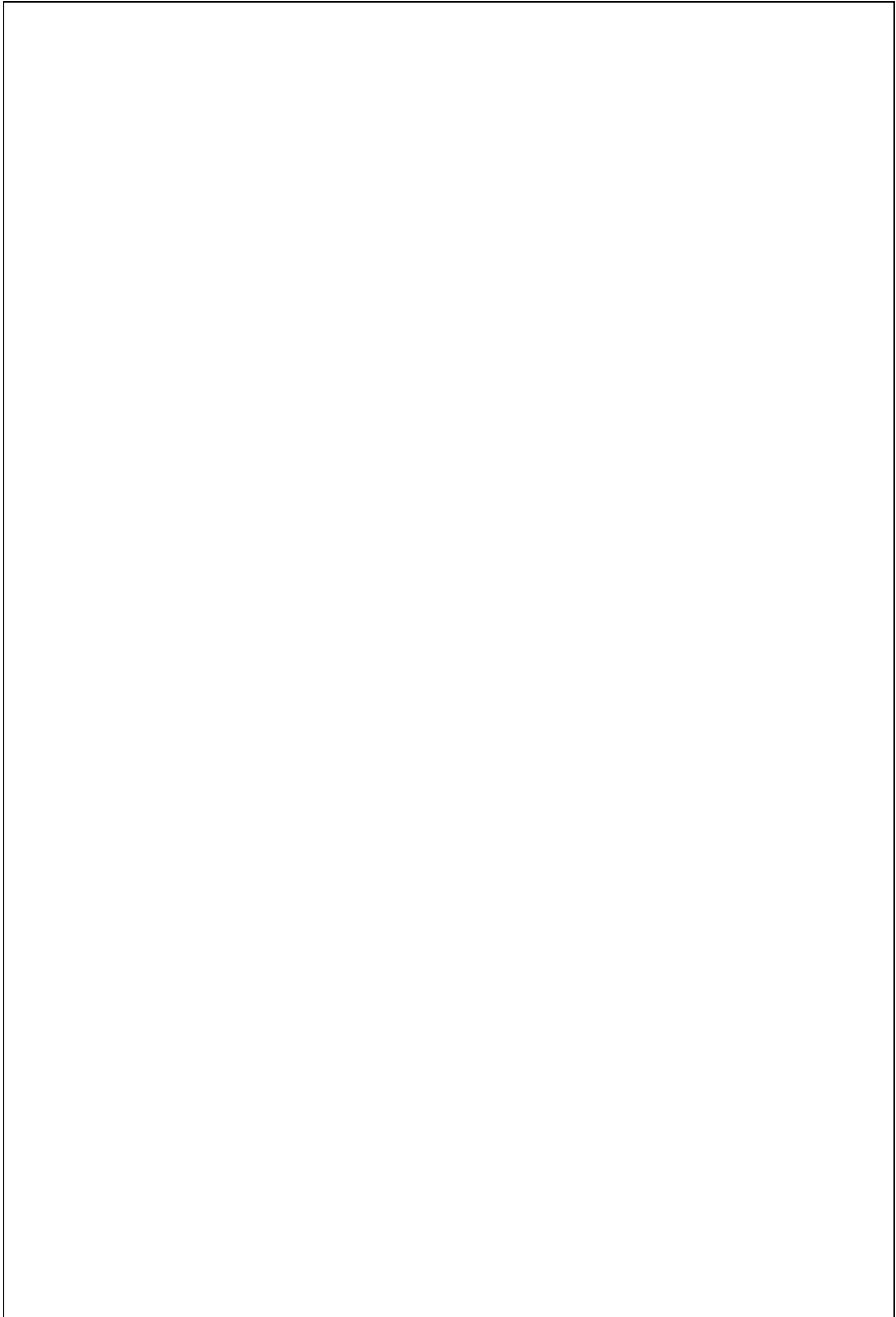
- (i) ADOM**
- (ii) the person appointed by Kooyoora as its Director of Professional Standards;**
- (iii) the committee appointed by Kooyoora as its Professional Standards Committee;**
- (iv) The Professional Standards Board which is independent from Kooyoora**
- (v) The Professional Standards Review Board which is independent from Kooyoora.**

CQ2. If you have been directly involved in a complaint process, did you receive appropriate assistance from:

- (i) ADOM;**
- (ii) Kooyoora administration**
- (iii) the Director of Professional Standards**

If not, in what respects was the assistance inadequate and how could it have been improved? For example, timeliness, expense and support provided?

CQ3. What is your opinion of the length of time it took to resolve the complaint?

A large, empty rectangular box with a thin black border, intended for the respondent to provide their opinion on the length of time it took to resolve the complaint.

CQ4. What concerns (if any) do you have about the complaint process?

CQ5. How could the complaint process and its timeliness, expense or outcomes of the process be improved?

CQ6. Are there any other matters that you would like to bring to the Panel’s attention regarding the complaint process or any other matter regarding Professional Standards?

CQ7. Do you think the complaints process assists ADOM to effectively respond to harm?

Yes **No**

CQ8. Do you think that the right outcome was ultimately reached?

Yes **No**

Contact Details (Optional)

Name:

Address:

Email Address:

Thank you for taking the time to complete your submission to the Panel.

Submissions closing date is 24 September 2021.

*Once you have completed this form, please save and send it **via email to:***

PSUA.Submissions@melbourneanglican.org.au

or print and post to:

PSUA Submissions

Melbourne Anglican Diocese of Melbourne

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