



Diocese of Newcastle

Memorandum

To Bishop Brian Farran
From Business Business Manager
Date 24 August 2010
Subject Professional Standards Matters

Dear Bishop Brian,

Over the past two days, I have received questions from the Chancellor and the Reverend Canon Stephen Williams with respect to Professional Standards matters.

My response to these questions are below

Chancellor

1. When was the Professional Standards Director appointed ?

The Professional Standards director was offered the position in December 2008 and commenced duties in January 2009.

The Professional Standards Director was offered the position following extensive interview process. This involved a panel comprising :

- The former Chair of the PSC (Dr Ann Taylor)
- The former Director of Professional Standards at the Diocese of Maitland-Newcastle (Ms Helen Keevers)
- Former Rector of New Lambton and PSC committee member – The Reverend Paul Robertson
- The Diocesan Business Manager

A recommendation was then made by the sub-committee to the Bishop to appoint Mr Elliott.

2 When did Diocesan Council approve the appointment?

The appointment was approved by the Bishop in December 2008.

3 Is the appointment by contract. If so with whom?

Yes. The contract is between Mr Elliott and the Anglican Diocese of Newcastle.

4 What is the duration of that appointment

The duration is ongoing.

5 If the Diocesan Council exercises its powers under the Ordinance to terminate that appointment prior to the end of the term, what is the amount of any payout for which the Diocese will be liable?

The contract requires up to 4 weeks notice depending on leave of service. Based on current length of service, this would be 2 weeks. Termination of contract would normally occur based on unsatisfactory performance. Unfair termination is subject to review by FWA and could result in up to 26 weeks wages being awarded or reinstatement.

Reverend Canon Stephen Williams

In light of escalating costs incurred in the past 12mths and more relative to Professional Standards matters, can the DBM advise:

1 How does PSC & PSB gain approval for expenditures of Diocesan funds, and for decisions which have financial implications to the Diocese?

The Professional Standards Director operational costs are in the Diocesan Budget.

Matters outside the operational budget (eg investigation costs or costs associated with a particular referral) are unable to be ascertained or budgeted for. They are viewed by the PSD and PSC as confidential in nature and are ordinarily incurred without prior approval.

2. Given that four licenses were suspended last year at great personal and financial cost because of a police inquiry, and in light of that inquiry's conclusion, can the DBM ascertain and advise the DC why these licenses have not now been restored?

These matters are currently before the PSC and I would need the consent of the Diocesan council to do this.

Under 21 (3) of the Professional Standards Ordinance, the Bishop can ask these questions of the PSC/PSD as frequently and as fully as he requires.

3. **Given that there was no recommendation to this effect from the President of the Board which met on 30 July, is the DBM able to ascertain and convey to the DC:**
- i. **why and on whose authority a parish meeting was called at Cooks Hill to shame one of our clergy;**
This question would be better answered by the Rector but certainly can

 - ii. **who was invited to this event and by whom, and on what basis selection was made?**
As per above

Question for the Chancellor

Given the quasi legal nature of the PSC & PSB processes and risks to the Diocese and participants if these processes are defective, what assurances can the Chancellor provide that these processes have integrity from a legal point of view?

John Cleary
Diocesan Business Manager