

RECOMMENDATION TO THE LEADERSHIP TEAM, 24/2/1997
re PROFESSIONAL STANDARDS
from ANNE SLATTERY, BERNEICE LOCH, SUE PROSSER

BACKGROUND:

Since the setting up of the Steering Committee (approved by Leadership Team 21/1, first meeting Saturday 22/2), we have experienced

- the need for sisters to know how to redirect allegations which come to them
- the need for secretarial staff to have protocols for re allegations by phone
- another person coming forward with allegations (to Julian and Anne)
- the need to dialogue with the Diocese on the treatment of offenders
- a fresh outbreak of media attention re Neerkol
- sexual abuse charges being laid against one person - 40 allegations

It is likely that the court hearing on 28/2 of these charges could result in further contact being made with the Congregation although it is, perhaps, more likely that contact would be made with the Diocese.

Educational opportunities in the same period include:

- Di-Anne and Berneice attended the ISMA workshop with R. Grant in Sydney, 5/6 Feb.
- Di-Anne, Sue Prosser and Berneice attended the meeting of the Qld. Bishops (or representatives) and Congregational Leaders in Brisbane, 13/14 Feb.
- Anne Slattery, Sue Prosser, Berneice, have just finished three days with R. Grant in Rockhampton, Jeff O'Driscoll came for some of Monday, Darren ~~Holzimer~~ Holzberger attended all of Saturday. Investigator, Barrie O'Brien attended Sat. and Sun. (adviser to the Steering Committee, not a member). R. Grant facilitated and resourced the meeting as well as providing training.

We see DESIRED OUTCOMES to be achieved as follows:

1. The Leadership Team needs to be able to delegate responsibility for the above to a group of competent persons rather than to one person (Berneice, often absent)
2. The group receiving education and acquiring skills, needs to have formal authorisation to act.
3. A Contact Person (by any title) needs to be named
4. Someone has to be appointed to take action on behalf of the Congregation, especially where it is not necessarily best for a Sister to be active (Case Manager).
5. The Leadership Team needs to be able to obtain the best advice currently available to it

OUR RECOMMENDATIONS ARE:

THAT THE LEADERSHIP TEAM APPOINT DARREN HOLZ^{BERGER}~~IMER~~, JEFF O'DRISCOLL, SUE PROSSER, ANNE SLATTERY, AND BERNEICE LOCH AS THE CONGREGATIONAL PROFESSIONAL STANDARDS COMMITTEE (WE ARE OPEN TO THE POSSIBILITY OF IT BEING A DIOCESAN COMMITTEE WITH BROADER MEMBERSHIP BUT FEEL APPOINTMENT SHOULD NOT BE DELAYED)

THAT THE COMMITTEE BE ADEQUATELY RESOURCED INCLUDING THE FURNISHING OF THE OFFICE SPACE BEING PROVIDED, ADEQUATE TIME BEING ALLOCATED TO THE 'CASE MANAGER/FACILITATOR/COORDINATOR', SECRETARIAL SUPPORT BEING ALLOCATED, APPROVAL OF BUDGET

Patsy....

✓

THAT THE INITIAL BRIEF OF THE COMMITTEE SHOULD BE TO:

- in line with National Protocol.

1. **Receive, Process, Resolve and Review** allegations of sexual and physical abuse on the part of congregational members and employees, as well as **Recording and Monitoring** the process of response to all persons making allegations
2. **Review** all resource material made available by R. Grant in order to tailor it to the needs of this Congregation (and to share our efforts with ISMA). This includes review of role for Committee itself
3. **Liaise** with Diocesan ^{authorities} to the degree required on all matters to do with Professional Standards and handling of allegations - Anne/w'ke D - Bishop.
4. **Recommend** to the Leadership Team any action which will require their authorisation or needs to be taken by the Leadership. (It is likely that what needs to be directly authorised will need careful monitoring and discussed until clearer boundaries emerge) ✓
5. **Provide** to the April meeting of the Leadership Team an initial budget for the first four to six months of operation of the committee ✓
6. **Plan** for the reallocation of responsibilities (eg for Media representation) membership of the committee) once Berneice is no longer available to the committee ie after August 1997
7. **Develop an overview** of tasks needing attention, strategies for attending to these, and a time line for the process

The Committee is **authorised** to:

to become familiar with policy of procedures in facilities re sexual harassment. (revise)

- Seek appropriate advice eg from R. Grant or Barrie O'Brien, Investigator
- Contract to obtain essential legal documentation (placing developing documentation under privilege)
- Speak and write on behalf of the Congregation on these matters but with a constant sensitivity to when such action should be referred to the Congregational Leader.

The Committee **reports** through the 'Case Manager' directly to the Congregational Leader

Initially monthly written progress reports will go to the Leader in time for Leadership Team meetings. The 'Case Manager' will be available to the Team to respond to questions and to provide on-going in-service as requested.

? Clarify by Position Description what is meant "case manager," & what it entails.

Time commitment for Sue 50 hrs plus

FURTHER RECOMMENDATION FROM ANNE AND BERNEICE

checks if
Anne

THAT SUE PROSSER BE APPROACHED TO UNDERTAKE THE ROLE OF
CASE MANAGER/FACILITATOR/CO-ORDINATOR -

CONTACT PERSON/
RESOURCE PERSON.

INITIAL ROLE TO BE BROADLY IN ACCORDANCE WITH THE
OUTLINE GIVEN BY R. GRANT

THE ROLE TO BE REFINED BY THE COMMITTEE WITHIN THE FIRST
TWO MONTHS OF ITS OPERATION

A RETAINER BASIS TO BE APPLIED - GUARANTEE OF TWENTY-
FOUR (24) HOURS PER FORTNIGHT (PROBABLY AT THE RATE SUE IS NOW
CHARGING BUT THIS TO BE CHECKED); SUE TO BE ASKED TO
GUARANTEE HER AVAILABILITY AT UP TO THIRTY(30) HOURS PER
FORTNIGHT IF REQUIRED; OVERTIME IN EXTENDING 24 TO 30 HOURS
TOTAL, OR IN EXCESS EVEN OF 30 HOURS IN THE FORTNIGHT, TO BE AT
THE SAME RATE AND AS APPROVED BY BERNEICE.

(See previous submission from Berneice on this for more detail, time has been
reduced)