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**Details:**

Professional Standards working party  
letter dated 14/5/08

Professional standards working party  
terms of Reference approved by  
Diocesan Council 13/12/07



## Anglican Diocese of Newcastle

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**To: Professional Standards Working Party:**

- Mr Warrick Gilbertson
- Ms Rhonda Hartwig
- Mr John Price
- Dr Sandra Smith
- The Reverend Stephen Williams

Dear John

I enclose documentation (some of which has been previously circulated) which may further assist you in your investigation of the Professional Standards Ordinance.

The following documents are therefore enclosed:

- Terms of Reference for the Professional Standards Working Party
- Professional Standards Ordinance 2005-2007 as passed by the Diocesan Synod
- Review of the Ordinance as prepared by Mr Martin Rush
- Faithfulness in Service (as adopted by the Diocese of Sydney)
- Extract from Diocesan Council Minutes - Appendix A
- Correspondence received from The Reverend Neville O'Brien and attachments
- Order of Proceedings as prepared by Mr John Ryan
- Copy of letter to Bishop Brian from Mr Keith Allen (Trustee)

Should you wish to contact Mrs Gwen Vale, Chairperson of the Professional Standards Committee for any information or discussion purposes, her telephone number is: 4946 7276.

I enclose also a Confidentiality Agreement which I ask you to sign and return to me should there ever be the need for confidential information to be exchanged in any shape or form. Please sign and return the Confidentiality Agreement to me by **Friday, 23 May 2008**.

I also enclose for your information, a contact list for those on the Professional Standards Working Party.

Yours faithfully  
 ANGLICAN DIOCESE OF NEWCASTLE

John Cleary  
 Diocesan Business Manager

14 May 2008.

## Professional Standards Working Party

### Terms of Reference

1. Review the existing ordinance and comment on its appropriateness/ effectiveness in light of recent Professional Standards matters.
2. What is an appropriate level of legal assistance for Respondents & Complainants? And what level of assistance can the Diocesan budget support?
3. The suspension of clergy is a very public act that gives rise to various interpretations some of which may well remain prejudicial to the respondents even if they are cleared. Is there another way of dealing with matters such as the recent matter given it was not criminal or involving children?
4. Is the Bishop required to accept the recommendation of the Professional Standards Board? For example, if the Bishop felt the recommendation of the Board was too lenient what options are available to him?
5. Protocol for media announcements.

It is anticipated that the following persons may be required to assist the working party:

1. Current Director of Professional Standards
2. Incoming Director of Professional Standards
3. Respondents & Complainants in recent matter
4. Representatives of the Professional Standards Committee and/or Board
5. General Synod Office
6. Other persons that the working party feels appropriate

Appropriate confidentiality agreements may need to be signed and can be arranged via the Diocesan Office.

Adopted by Diocesan Council 13 December 2007.