

PROFESSIONAL STANDARDS ORDINANCE 2004 (as amended June 2021)

An Ordinance relating to professional standards within the Church, and for other purposes

The Bishop, Clergy and Laity of the Diocese of Grafton assembled in Synod prescribe as follows:

Part 1 - Preliminary

1. This Ordinance may be cited as the "Professional Standards Ordinance 2004".
2. (1) In this Ordinance, unless the context otherwise requires:
 - "**Board**" means the Professional Standards Board established under Part 7;
 - "**Child abuse**" has the same meaning as reportable conduct.
 - "**Church**" means the Anglican Church of Australia;
 - "**Church authority**" means the Bishop or a person or body having administrative authority of or in a Church body to license, appoint, authorise, dismiss or suspend a Church worker;
 - "**Church body**" includes a parish, school, any body corporate, organization or association that exercises ministry within, or on behalf of, the Church;
 - "**Church worker**" means a person who is or who at any relevant time was:
 - (a) a member of the clergy; or
 - (b) a person employed by a Church body; or
 - (c) a person holding a position or performing a function with the actual or apparent authority of a Church authority or Church body;but excludes a bishop subject to the jurisdiction of the Special Tribunal of the Church;
 - "**Code of Conduct**" means a code of conduct approved from time to time under Part 2;
 - "**Criminal conduct**" means all crimes as defined in any criminal code or crimes legislation currently in force and applicable to the church worker at the time of the alleged conduct and punishable by imprisonment for twelve months or more.
 - "**Director**" means the Director of Professional Standards appointed under Part 5;
 - "**equivalent body**" means a body of another diocese exercising powers, duties or functions equivalent to those of the PSC or the Board as the case may be, or where there is no such body, the bishop of the diocese; -
 - "**examinable conduct**" means conduct (including misconduct) wherever or whenever occurring the subject of information which, if established, might call

into question:

- (a) the fitness of a Church worker, whether temporarily or permanently, now or in the future to hold a particular or any office, licence or position of responsibility in the Church or to be or remain in Holy Orders or in the employment of a Church body; or
- (b) whether, in the exercise of a Church worker's ministry or employment, or in the performance of any function, the Church worker should be subject to certain conditions or restrictions;

"grooming" means the manipulative cultivation of a relationship in order to:

- (a) initiate or hide sexual assault of an adult or a child;
- (b) facilitate the procurement of a child to engage in a sexual act; or
- (c) expose, without legitimate reason, a child to any indecent matter.

An instance of grooming may not only refer to where the offender grooms the child, but also where the offender grooms some or all of the child's parents or guardians, clergy and church workers.

"Information" means information of whatever nature and from whatever source relating to alleged conduct of a Church worker wherever or whenever occurring involving:

- (a) child abuse, sexual misconduct and/or criminal conduct;
- (b) alleged inappropriate or unreasonable conduct or omission of a Church worker who had knowledge of conduct of another Church worker involving child abuse and/or sexual misconduct; and/or
- (c) alleged process failure;
- (d) any other conduct, including bullying, emotional abuse, harassment, spiritual abuse and physical abuse (as defined in GEN 002 Faithfulness in Service), that is unbecoming or inappropriate to the role, office or position of the Church worker or their duties and functions whenever and wherever occurring which, if established, would on its face be considered to be examinable conduct;
- (e) Wilful or reckless failure to comply with a prohibition, restriction or condition imposed by a Church authority.

"Misconduct" in relation to a Church worker means:

- (a) Child abuse
- (b) Sexual misconduct
- (c) Criminal conduct
- (d) Conduct that impedes or undermines a professional standards process.
- (e) The failure without reasonable excuse to perform a function under a professional standards process.
- (f) The failure without reasonable excuse to comply with the laws of the Commonwealth, a State or Territory requiring the reporting of child abuse to the police or other authority.

"member of the Clergy" means a person in Holy Orders;

"national register" means any national register established pursuant to a Canon of General Synod or a resolution of the Standing Committee of General Synod for the purpose of recording determinations of the Board and other equivalent bodies;

"Process failure" means the failure by a Church body or Church authority

(or any individual Church Worker) to deal appropriately with or to investigate any of the conduct set out in sub clauses a. and b. of the definition of information, including:

- (a) Conduct that impedes or undermines a professional standards process.
- (b) The failure without reasonable excuse to perform a function under a professional standards process.
- (c) The failure without reasonable excuse to comply with the laws of the Commonwealth, a State or Territory requiring the reporting of child abuse to the police or other authority.

“Professional Standards Committee” or **“PSC”** means the Professional Standards Committee established under Part 4;

“prohibition order” means an order prohibiting a Church worker from holding a specified position or office in or being employed by a Church body or Church authority or from carrying out any specified functions in relation to any office or position in the diocese or in relation to employment by a Church body;

“protocol” means the protocol approved from time to time by the Bishop-in-Council under Part 3;

“referring body” means the PSC or an equivalent body which refers a question or questions under section 54 to the Board;

“Reportable conduct” means conduct as defined in Part 4 of the Children’s Guardian Act 2019 whether or not a criminal proceeding in relation to the conduct has been commenced or concluded:

- (a) An offence of a sexual nature under a law of the State, another State, a Territory, or the Commonwealth, committed against, with or in the presence of a child;
- (b) Conduct with, towards or in the presence of a child that is sexual in nature but is not a sexual offence, including grooming and the possession, making or distribution of child exploitation material;
- (c) Conduct towards a child that is unreasonable and seriously inappropriate, improper, inhumane or cruel;
- (d) A significant failure to provide adequate and proper food, supervision, nursing, clothing, medical aid or lodging for the child, that causes or is likely to cause harm to a child, by:
 - (i) a person with parental responsibility for the child, or
 - (ii) an authorised carer of the child, or
 - (iii) an employee, if the child is in the employee’s care.
- (e) The intentional or reckless application of physical force without lawful justification or excuse, or any act which intentionally or recklessly causes another to apprehend immediate and unlawful violence;
- (f) An offence under section 43B or 316A of the Crimes Act 1900;
- (g) Behaviour that causes significant emotional or psychological harm to a child.

“respondent” means a Church worker whose alleged conduct or omission is the subject of information.

“Sexual misconduct” means sexual assault, sexual harassment, or sexually inappropriate behaviour in relation to an adult.

- (2) For the purposes of this Ordinance -
 - (a) a person employed by a Church body; or
 - (b) a person holding a position or performing a function with the actual or apparent authority of a Church authority or Church body;will be taken to be engaged by a Church authority.
3. The Bishop-in-Council may enter into such agreements or arrangements as it sees fit with the relevant authority of another diocese as to the terms on which the powers and functions of the equivalent bodies or persons of that diocese are to be exercised by the persons holding office in or as delegates of the PSC, or by the members or the secretary of the Board.

Part 2 – Code of Conduct

4. The Synod or the Bishop-in-Council shall from time to time by resolution approve a Code of Conduct for observance by Church workers in the diocese.
5. The Bishop-in-Council through the PSC and by such other means as may be considered appropriate shall take such steps as may be necessary or desirable to promote the knowledge, understanding and observance in this Church of any code of conduct applicable in the diocese.

Part 3 – The Protocol

6. (1) The Bishop-in-Council shall from time to time consider and approve a protocol for implementation in relation to information.
- (2) The protocol must include:
 - (a) procedures for receiving information;
 - (b) the appointment, role and function of contact persons;
 - (c) provision for informing complainants and victims of alleged conduct the subject of information, and respondents, of rights, remedies and relevant procedures available to them;
 - (d) provision for assisting or supporting, as appropriate, all persons affected by alleged conduct the subject of information;
 - (e) an explanation of the processes for investigating and dealing with information;
 - (f) provisions for dealing fairly with respondents;
 - (g) processes for referral to mediation and conciliation in appropriate circumstances;
 - (h) processes for dealing with alleged process failure;
 - (i) provisions for regular information, reports, advice and recommendations to the Bishop and any other relevant Church authority at each stage of the process of dealing with information;
 - (j) procedures for working, where necessary, with law enforcement, prosecution or child protection authorities of the States and Territories and of the Commonwealth of Australia.
7. The Bishop-in-Council through the PSC and by such other means as it may consider appropriate shall take such steps as may be necessary or desirable to promote throughout the community a knowledge and understanding of the protocol.

Part 4 – Professional Standards Committee

8. There shall be a Professional Standards Committee for the diocese.
9. The members of the PSC shall be appointed and shall hold office on such terms and conditions as may be determined by the Bishop-in-Council from time to time or in accordance with any Regulations of the Bishop-in-Council.
10. (1) The PSC shall have at least three members.
(2) The membership of the PSC shall be constituted so as collectively to provide:
 - (a) experience in law;
 - (b) experience in the ordained Ministry; and
 - (c) experience and appropriate professional qualifications in child protection, social work or counselling.
(3) The PSC shall include at least one person who is not a member of this Church and so far as it is reasonably practicable shall have an equal number of men and women.
11. (1) The Chair of the PSC will be appointed by or in a manner determined by the Bishop-in- Council.
(2) The PSC may meet from time to time as determined by the Chair or a majority of its members and may conduct its business by telephone or electronic communication.
(3) The procedures of the PSC shall be as determined by the PSC.
(4) A majority of the members shall constitute a quorum.
(5) A decision taken other than at a meeting of the PSC, if supported by a majority of members of the PSC, constitutes a decision of the PSC.
(6) The PSC shall act in all things as expeditiously as possible.
12. An act or proceeding of the PSC is not invalid by reason only of a vacancy in its membership and, notwithstanding the subsequent discovery of a defect in the nomination or appointment of a member, any such act or proceeding is as valid and effectual as if the member had been duly nominated or appointed.
13. The Synod indemnifies any member or delegate of the PSC and the Director for any act or omission by the member or delegate or the Director or by the PSC in good faith and in the exercise or purported exercise of powers or functions, or in the discharge or purported discharge of duties under this Ordinance.
14. The members of the PSC may constitute an equivalent body, either generally or for a particular case or matter.
15. Subject to the provisions of this Ordinance, the Director, a member of the PSC, a Church authority or a person employed or engaged on work related to the affairs of the PSC must not divulge information that comes to his or her knowledge by virtue of that office or position except:
 - (a) in the course of carrying out the duties of that office or position;

- (b) as may be authorised by or under this Ordinance;
 - (c) in any proceedings before a diocesan tribunal, a provincial tribunal or the special tribunal;
 - (d) as may be required by law; or
 - (e) to any insurer or insurance broker of a Church body or Church authority where the information may give rise to or be relevant to a claim for indemnity by the Church body or Church authority against the insurer or is relevant to obtaining or continuing insurance cover.
16. The PSC must disclose to an equivalent body relevant details of information in its possession concerning the alleged conduct of a Church worker:
- (a) which is information that is relevant to, or arising during the course of, an investigation being undertaken by the PSC where the PSC knows that the Church worker is residing in the diocese of the equivalent body; or
 - (b) which is information concerning conduct alleged to have occurred in the diocese of the equivalent body;
- and shall co-operate with any equivalent body.
17. (1) Subject to subsection (2), the PSC may release to the public such material as it may determine with respect to any information.
- (2) In relation to a matter that is the subject of a reference to the Board the PSC shall make public such information concerning the matter as the Board may direct or approve.
18. (1) Without disclosing the identity of any informant, complainant or the respondent, the PSC shall report annually to the Bishop-in-Council on its activities for that calendar year.
- (2) Notwithstanding subsection (1), the report of the PSC pursuant to that subsection may identify a respondent who has been exonerated from an allegation the subject of information or who has been the subject of a determination or recommendation by the Board.
- (3) The PSC shall, in respect of every matter with which it is dealing, report either orally or in writing to the Bishop with such frequency and as fully as the Bishop shall reasonably require.
19. (1) Subject to sub-section (2), the PSC may delegate, upon such terms and conditions as the PSC may approve, any of its powers or functions under this Ordinance to any person.
- (2) The PSC cannot delegate:
- (a) its powers under subsection (1);
 - (b) its powers under section 30; or
 - (c) the power to refer a matter to the Board.
- (3) A delegation under this Section must be made by instrument in writing signed by a member of the PSC.
20. (1) Subject to the provisions of this Ordinance the PSC has the following powers and duties:
- (a) to implement the protocol to the extent that the protocol is not inconsistent with this Ordinance;

- (b) to receive information;
 - (c) to act on information in accordance with the provisions of this Ordinance, and the protocol to the extent that it is not inconsistent with this Ordinance;
 - (d) to appoint suitable persons to fulfil the several roles required to implement the protocol in each particular case;
 - (e) where appropriate, to arrange for the conciliation or mediation of any complaint the subject of information;
 - (f) to investigate information in a timely and appropriate manner;
 - (g) where appropriate, to recommend to the Bishop-in-Council any changes to the protocol;
 - (h) subject to any limit imposed by the Bishop-in-Council to authorise such expenditure on behalf of the Synod or the Church body as may be necessary to implement, in a particular case, the protocol and the provisions of this Ordinance and the protocol and provisions of the Anglican Diocese of Grafton Pastoral Care and Assistance Scheme;
 - (i) to advise any relevant Church authority or Church body as to the financial or other needs of a person affected by conduct the subject of information and as to any possible or actual legal proceedings against such Church body or Church authority arising out of the alleged conduct of a Church worker;
 - (j) to refer any information in its possession to a member of a law enforcement, prosecution or child protection authority of a State or Territory or of the Commonwealth of Australia to which the information is or may be relevant;
 - (k) to maintain proper records of all information received and of action taken in relation to such information;
 - (l) to exercise such other powers and functions as are conferred on it by this or any other Ordinance.
- (2) The power and duty of the PSC to exercise its functions under this Ordinance arises in respect of:
- (a) conduct wherever it is alleged to have been engaged in by a Church worker resident or licensed in the diocese, or engaged by a Church authority;
 - (b) an omission, whenever it is alleged to have occurred, by a Church worker resident or licensed in the diocese, or engaged by a Church authority;
 - (c) conduct which is alleged to have occurred within the diocese wherever the Church worker involved in the alleged conduct may reside;
 - (d) conduct, wherever it is alleged to have been engaged in, or an omission, wherever it is alleged to have occurred, by a Church worker, wherever the Church worker may reside –
 - (i) in respect of or affecting a person resident in the diocese; or
 - (ii) that may affect a Church body or Church authority in the diocese, or Church property or property held in trust for the benefit of or in connection with the Church or a Church body in the diocese.

Part 5 – Director of Professional Standards

21. (1) There shall be a Director of Professional Standards.
- (2) The Director shall be appointed by and shall hold office in accordance with a resolution or any Regulation of the Bishop-in-Council.
22. The Director shall have the following functions:
 - (a) to receive information on behalf of the PSC;
 - (b) to manage the implementation of the protocol in respect of any information;
 - (c) to be the executive officer of the PSC;
 - (d) to attend meetings of the PSC except for any part of a meeting which deals with conditions of employment, remuneration or performance of the Director;
 - (e) such other functions and duties as may be prescribed by this or any other Ordinance of the Diocese or by a Canon of the Anglican Church of Australia or as may be determined by the Bishop-in-Council or the PSC.
23. The Director may act in a corresponding capacity for another diocese either generally or for a particular case or matter.

Part 6 – Examinable Conduct

24. (1) A member of the Clergy and a Church authority in the diocese shall as soon as possible refer any information in his her or its possession or knowledge to the Director or a member of the PSC unless there are reasonable grounds to believe that the information is already known to the PSC.
- (2) This section does not affect the operation of the Canon Concerning Confessions 1989 of General Synod or any other canon or legislative instrument relating to confessions in force in the diocese.
25. Subject to this Ordinance, where the PSC considers that the subject matter of information constitutes examinable conduct it shall investigate the information.
26. (1) The PSC may, if it thinks it appropriate to do so, refer the subject matter of information, or the investigation of information, to an equivalent body or bodies.
- (2) When the PSC and an equivalent body or equivalent bodies have the power and duty to investigate information concerning the alleged conduct or omission of the same Church worker and the respective bodies cannot agree on:
- (a) which body shall carry out the investigation or any parts of such investigation; or
- (b) whether a question or questions specified in section 54 should be referred to the Board or to an equivalent body which has jurisdiction; then the PSC shall refer the disagreement for decision by the Director and the persons acting in a corresponding capacity for every other dioceses acting together.
- (3) The PSC shall act in accordance with the unanimous decision of the persons referred to in subsection (2) or, if such persons cannot agree within a reasonable time of the disagreement being referred, in accordance with the decision of the Primate or a member of the House of Bishops appointed by the Primate.
- (4) In all matters affecting the operation of this Ordinance the PSC and the Director shall cooperate with and assist an equivalent body and a person acting in the corresponding capacity of the Director in another diocese.
- (5) In making a decision under subsection (2) the Director shall not be bound by the views or instruction of the PSC but shall take into account the most convenient course for all concerned and the proper and expeditious conduct of the investigation or referral as the case may be.
27. The PSC may refrain from further investigation of the information if:
- (a) in its opinion, the allegations the subject of the information are false, vexatious or misconceived, or their subject matter is trivial;
- (b) the subject matter is under investigation by some other competent person or body or is the subject of legal proceedings;
- (c) the person making allegations of examinable conduct or a person affected by the conduct the subject of the information has failed to provide further particulars or to verify the allegations by statutory declaration; or
- (d) in its opinion there is insufficient reliable evidence to warrant an investigation or further investigation.

28. For the purpose of an investigation the PSC or an investigator shall obtain such statutory declarations, written statements, recorded conversations, reports, documents and other material as the PSC or its delegate considers necessary or advisable for presentation to the Board.
29. (1) The PSC may by notice in writing to a respondent require the respondent to provide a detailed report to the PSC within the time specified in the notice in relation to any matter relevant to the investigation.
 - (2) It is the obligation of a respondent:
 - (a) truthfully to answer any question put by or on behalf of the PSC in the exercise of powers conferred by this Ordinance;
 - (b) not to mislead the PSC or a member or delegate of the PSC;
 - (c) not unreasonably to delay or obstruct the PSC or a member or delegate of the PSC in the exercise of powers conferred by this Ordinance.
 - (3) If a respondent declines to answer a question on the ground that the answer might tend to incriminate the person a written record shall be made of the question and of the ground of refusal.
30. At any time after the PSC has commenced or caused to be commenced an investigation of information under this Part, it may, after giving the respondent an opportunity to be heard, recommend to the relevant Church authority one or more of the following:
 - (a) that the respondent should be suspended from the duties or office or employment by a Church body;
 - (b) that a prohibition order be made against the respondent.
31. The relevant Church authority is authorised to give effect to a recommendation made under section 30.
32. Before making a recommendation under section 30 the PSC shall take into account:
 - (a) the seriousness of the conduct alleged in the information;
 - (b) the nature of the material to support or negate the allegations;
 - (c) whether any person is at risk of harm;
 - (d) after consultation with the relevant Church body or its representative, the effect on the respondent, a relevant Church body and on the Church in the diocese of acting and of not acting under section 30; and
 - (e) any other allegation of similar examinable conduct previously made to the PSC or to an equivalent body within the previous ten years;and may take into account any other relevant matter.
33. A suspension or prohibition order made by a Church authority pursuant to a recommendation under section 30 shall be terminated by the Church authority:
 - (a) if the PSC terminates the investigation without referring the matter to the Board;
 - (b) upon any direction to that effect given by the Board; or
 - (c) upon the Church authority giving effect to a recommendation of the Board under section 69.
34. During a suspension or prohibition pursuant to the provisions of this Part or during a period when a person voluntarily stands down from a position while conduct the subject of information is dealt with under this Ordinance:

- (a) the respondent shall comply with the terms of any prohibition order;
- (b) the respondent is ineligible for appointment to any position or function covered by any suspension or prohibition order;
- (c) the relevant Church authority may fill the vacancy caused by any suspension or prohibition order, or while the respondent is standing down; and
- (d) the respondent is entitled to whatever stipend, salary, allowances and other benefits that he or she would otherwise have received and which are to be met or reimbursed from funds under the control of the Synod.

Part 7 – Professional Standards Board

35. There shall be a Professional Standards Board constituted and appointed in accordance with the provisions of this Part.
36. The members of the panel referred to in section 39 may constitute an equivalent body either generally or for a particular case or matter.
37. Subject to the provisions of this Ordinance the function of the Board is to inquire into and determine a question or questions referred to it pursuant to section 54 and questions within its jurisdiction referred to it by an equivalent body to the PSC and to make a determination referred to in section 69 and where appropriate to make a recommendation in accordance with the provisions of this Ordinance.
38. The Board has jurisdiction to exercise its functions in respect of a Church worker:
 - (a) resident or licensed in the diocese, or engaged by a Church authority; and
 - (b) not resident or licensed in the diocese nor engaged by a Church authority but whose conduct giving rise to the reference is alleged to have occurred in the diocese or whose omission giving rise to the reference is alleged to have occurred when the Church worker was resident or licensed in the diocese or was engaged by a Church authority.
39. The members of the Board in a particular case shall be appointed from a panel comprising:
 - (a) a President and a Deputy President, both of whom shall be qualified as per section 39A.
 - (b) four members of the clergy of at least five years' standing; and
 - (c) four lay persons who may or may not be members of the Church such that at least two of whom are certified by the PSC as having professional experience, training or skills relating to sexual harassment or assault or sexually inappropriate behaviour.
- 39A. The President and Deputy President appointed under 39(a) shall be or have been a Justice of the High Court of Australia, a Justice of the Supreme Court of a State or Territory of Australia, or a Judge or Justice of any of the Federal Court of Australia, the Family Court of Australia, The Family Court of Western Australia, or the District Court or County Court of any State of Australia, or be or have been a practising barrister or solicitor of at least ten years' standing of the Supreme Court of a State or Territory.
40. The members of the panel shall be appointed by the Bishop-in-Council and shall hold office in accordance with a resolution or Regulation of the Bishop-in-Council.
41. Any vacancy in the membership of the panel shall be filled by or in accordance with a resolution or Regulation of the Bishop-in-Council.
42.
 - (1) The members of the panel to be convened for any reference to the Board shall be determined by the President or, if there is a vacancy in the office of President, by the Deputy President.
 - (2) For the purpose of any reference to the Board, the Board shall consist of the President or Deputy President, who shall be the presiding member, and an equal number not exceeding two of clerical and lay members of the panel.

- (3) Where possible, the Board shall include at least one man and at least one woman.
 - (4) Where, in the opinion of the President, or if there is a vacancy in the office of the President, in the opinion of the Deputy President a member of the panel has a personal interest in a matter before the Board the member shall be disqualified from participating in the reference.
 - (5) For the purposes of this section a vacancy in the office of President includes a situation in which the President is not able to act because of a personal interest in a matter, illness or absence from the diocese.
43. The Rules of the Board made under this Part may provide that, in relation to the exercise of specified functions, or in relation to matters of a specified class, the Board may, at the direction of the presiding member, be constituted by a single member sitting alone.
44. If a member of the Board, other than the presiding member, dies or is for any other reason unable to continue with any matter referred to the Board, the Board constituted of the presiding member and the other member or members may, if the presiding member so determines, continue and complete the reference.
45. The Board, separately constituted in accordance with this Part, may sit simultaneously for the purpose of matters referred to it or for conducting separate business of the Board.
46. An act or proceeding of the Board is not invalid by reason only of a vacancy in its membership or of the membership of the panel and, notwithstanding the subsequent discovery of a defect in the nomination or appointment of members of the panel or the Board, any such act or proceeding is as valid and effectual as if the member had been duly nominated or appointed.
47. The Synod indemnifies each of the members of the Board for any act or omission by the member in good faith and in the exercise of or purported exercise of powers or functions, or in the discharge or purported discharge of duties under this Ordinance.
48.
 - (1) There shall be a secretary to the Board who shall be appointed by or in accordance with a resolution or Regulation of the Bishop-in-Council, and whose duties shall be defined by the President.
 - (2) The secretary to the Board may act in a corresponding capacity for another diocese either generally or for a particular case or matter.
49.
 - (1) In any proceedings of the Board where the Board is constituted by two or more members:
 - (a) any question of law or procedure will be determined by the presiding member; and
 - (b) any other question will be determined by majority decision of the members, and in the case of an equality of votes the opinion of the presiding member shall prevail.
 - (2) Where the Board is constituted by a member sitting alone who is not the President or the Deputy President, any question of law that arises must be referred to the President or Deputy President for decision and any decision made on such a reference is a decision of the Board.

- (3) The Board must act with fairness and according to equity, good conscience and the substantial merits of the case without regard to technicalities or legal forms and is not bound by the rules of evidence but may inform itself on any matter in such manner as it thinks fit.
 - (4) Without limiting the meaning and effect of subsection (3), the Board may receive evidence of a witness in the form of an affidavit, statutory declaration or a signed statement without the need for the personal attendance of the witness, and may also use electronic means such as video link or conference telephone to receive evidence and submissions.
 - (5) The Board may inform itself from the record of any court or tribunal and may adopt any findings, and accept as its own, the record of any court or tribunal.
50. The Board may, for the purpose of any particular reference, appoint such person or persons, including the Director, to assist it in inquiring into (but not determining) that reference as the Board thinks fit.
51. The Board must give reasons for any determination, other than by way of directions in the course of an inquiry, unless the determination is made by consent of the respondent.
52.
 - (1) The Board has no power to award costs of any proceedings before it.
 - (2) A Church worker in relation to whom a question is the subject of a reference to the Board may apply to the Bishop-in-Council for the provision of legal assistance.
 - (3) The Bishop-in-Council may grant legal assistance to a Church worker on such terms and subject to such conditions as it shall determine.
53.
 - (1) The President may make Rules of the Board reasonably required by or pursuant to this Ordinance and in relation to the practice and procedure of the Board.
 - (2) Subject to this Ordinance and the relevant Rules, the practice and procedure of the Board will be as directed by the presiding member of the Board.

Part 8 – Reference of Matters to the Professional Standards Board

54. (1) After investigation in accordance with section 25 or under a corresponding provision of a Canon or Ordinance of another diocese the PSC or an equivalent body may refer to the Board, or to an equivalent body which has jurisdiction, one of more of the following questions:
- (a) the fitness of a Church worker, whether temporarily or permanently to hold a particular or any office, licence or position of responsibility in the Church or to be or remain in Holy Orders or in the employment of a Church body;
 - (b) whether in the exercise of a Church worker's ministry or employment, or in the performance of any function the Church worker should be subject to certain conditions or restrictions.
- (2) The question or questions shall be referred to the Board by delivering to the secretary of the Board a written report of its investigation signed by a member of the referring body.
- 54A. Where, after investigation in accordance with section 25 or under a corresponding provision of a Canon or Ordinance of another diocese, the PSC or an equivalent body forms the opinion that the allegations the subject of the information are false, vexatious or misconceived, then the PSC or equivalent body shall cause a copy of the opinion to be provided:
- (a) to the relevant Church authority; and
 - (b) to the respondent; and
 - (c) to the Director.
55. (1) Upon delivery of the report to the secretary of the Board, the President or Deputy President as the case may be shall as soon as possible determine the membership of the Board for the purpose of the reference.
- (2) The President or Deputy President as the case may require shall thereupon cause to be convened a sitting for the purpose of giving directions.
- (3) A person or body appearing or represented before the Board shall comply with the Rules of the Board and with any directions given by the Board.
56. Within 14 days of the date of the reference of a matter to the Board or within 14 days of the date of the document or material coming to existence, whichever is the later, the referring body shall cause to be delivered to the secretary of the Board any documents and material relevant to the reference.
57. The referring body, as soon as practicable after delivering the report referred to in section 54 to the secretary of the Board, shall cause a signed copy of the report to be delivered to the respondent.
58. The Board may at any time and from time to time give directions:
- (a) as to the inspection by and supply of copies to the respondent or any other person of the documents or material relevant to the reference;
 - (b) as to the conduct of its inquiry into the reference.
59. The Board may at any time and from time to time give directions to the referring body as to any further inquiries or investigation it requires to be carried out for the purposes of the reference and the referring body shall to the best of its ability cause such directions to be carried out.

60. (1) The Board shall deal with any reference as expeditiously as possible.
- (2) The Board may, if it sees fit, proceed with the determination of a reference notwithstanding that there may be mediation or conciliation proceedings relating to the subject matter of the reference being conducted by or at the direction of the referring body and notwithstanding that there may be criminal or other proceedings being taken against the respondent or some other person.
61. (1) The place and time of sitting of the Board comprising two or more members shall be as determined by the presiding member.
- (2) The place and time of sitting of the Board comprising one member shall be as determined by that member.
62. (1) Subject to sub-section (2), the Board must give the following persons reasonable notice of the time and place of a sitting of the Board:
- (a) the Director; and
 - (b) the respondent; and
 - (c) such other persons as the Board believes have a proper interest in the matter.
- (2) The Board is not obliged to give notice of a sitting to a person whose whereabouts cannot, after reasonable enquiries, be ascertained.
63. In any proceedings before the Board:
- (a) the referring body and any person may be represented by a legal practitioner or, with leave of the Board, by any other person;
 - (b) the referring body or its appointed representative shall do all in its power to assist the Board and shall carry out any directions of the Board;
 - (c) the Board:
 - (i) must give the referring body and the respondent a reasonable opportunity to call or give evidence, to examine or cross-examine witnesses and to make submissions to the Board; and
 - (ii) must give any other person to whom notice of the proceedings was given or who satisfies the Board that he or she has a proper interest in the matter a reasonable opportunity to make submissions to the Board.
64. (1) Subject to sub-section (2), a sitting of the Board on a reference before the Board is an open sitting.
- (2) On any such sitting before the Board, the Board has an absolute discretion:
- (a) to direct that no person other than:
 - (i) the respondent and any person representing him or her in the proceedings; and
 - (ii) witnesses or persons making submissions (while giving evidence or making those submissions); and
 - (iii) officers of the Board or persons assisting the Board; and
 - (iv) members of or persons appointed by the referring body, be present in the room while the Board is sitting; or
 - (b) to direct that a particular person (other than a person referred to in paragraph (a)) not be present in the room while the Board is sitting.

65. The Board may make a determination in any proceedings in the absence of a person affected by the determination if satisfied that reasonable efforts were made to give that person an opportunity to appear.
66. (1) The Board may require a respondent to submit within a specified time to a medical, psychiatric or psychological examination by a person approved by the Board the cost of which shall be met from funds of the diocese of the referring body.
- (2) A copy of the report of an examination under subsection (1) shall be provided to the respondent and to the Board.
67. The Board shall not, in the course of inquiring into any question:
- (a) inquire into any matter which is or has been the subject of any formal investigation or enquiry conducted:
- (i) under or pursuant to any provision of the Constitution;
- (ii) under or pursuant to a Canon of the General Synod, a Canon or Ordinance of another diocese relating to the discipline of clergy or Church workers by a board of enquiry, tribunal or other body; or
- (iii) with the authority of the bishop of a diocese resulting in a formal report to the bishop with findings and which concluded or was commenced prior to the date on which this Ordinance takes effect in the diocese but may take into account the finding of any such formal investigation or enquiry.
- (b) inquire into, make any findings in relation to or take into account any alleged breach of:
- (i) faith of the Church, including the obligation to hold the faith;
- (ii) ritual of the Church, including the rites according to the use of the Church and the obligation to abide by such use; or
- (iii) ceremonial of the Church, including ceremonial according to the use of the Church and the obligation to abide by such use.
68. In making any determination the Board shall take into account:
- (a) the conduct of the Church worker as it finds it to have been;
- (b) in the material before the Board, any other fact or circumstance relevant to the determination of the question or questions before it; and
- (c) any failure of the Church worker to comply with a provision of this Ordinance or with a direction of the Board.
69. If, after investigating the question or questions referred to it about a Church worker, the Board is satisfied that:
- (a) the Church Worker is unfit, whether temporarily or permanently, now or in the future to hold a particular or any office licence or position of responsibility in the Church or to be or remain in Holy Orders or in the employment of a Church body; or
- (b) in the exercise of a Church worker's ministry or employment or in the performance of any function, the Church worker should be subject to certain conditions or restrictions;
- the Board may determine accordingly and may:
- (c) recommend that the Church worker be counselled;
- (d) recommend that the Church worker be suspended from office or employment or from performing the function as the case may be for such period determined by the Board;

- (e) recommend to the Church authority that the licence or authority of the Church worker be revoked;
 - (f) recommend to the relevant Church authority that the Church worker's contract of employment (if any) be terminated;
 - (g) recommend to the relevant Church authority that the Church worker cease to hold any office then held;
 - (h) recommend to the relevant Church authority that a prohibition order be made in terms specified by the Board;
 - (i) recommend to the relevant Church authority that the Church worker's holding of office or employment or performance of the function as the case may be, shall be subject to such conditions or restrictions as the Board may specify;
 - (j) recommend that the operation of a determination shall be suspended for such period and upon such conditions as the Board shall specify;
 - (k) recommend that the Church worker should be deposed from Holy Orders;
 - (l) make such other recommendation as the Board sees fit including but not limited to participation in conciliation or mediation; an apology; an admonition; retraining of a specific nature or reparation of a specific nature.
- 69A. If, after investigating the question or questions referred to it about a Church worker arising out of alleged conduct within paragraph (a) of the definition of "information", the Board:
- (a) determines that the allegations the subject of the information are false, vexatious or misconceived; or
 - (b) finds that it is more likely than not that the subject matter of the information did not occur; then the Board shall cause a copy of the determination or finding to be provided:
 - (i) to the relevant Church authority; and
 - (ii) to the respondent; and
 - (iii) to the Director.
70. The Board shall cause a copy of each determination and recommendation to be provided:
- (a) to the relevant Church authority; and
 - (b) to the respondent; and
- shall cause relevant details to be forwarded to the Director for entry into the national register.
71. A relevant Church authority to whom a recommendation under this Ordinance or a recommendation made by an equivalent Board applies is empowered to give effect to a recommendation of the Board and of an equivalent body having jurisdiction to make a recommendation to the Church authority.
72. A person who has been deposed from Holy Orders in accordance with this Ordinance or in accordance with the provisions of any ordinance, act, canon, constitution, statute, legislative measure or provision of the General Synod or the diocesan synod of another diocese of this Church;
- (a) is incapable of:
 - (i) officiating or acting in any manner as a bishop, priest or deacon of this Church;
 - (ii) accepting or holding an office in this Church capable of being held only by a person in Holy Orders;
 - (b) ceases to have any right privilege or advantage attached to the office of bishop priest or deacon;

- (c) shall not hold himself or herself out to be a member of the Clergy; and
 - (d) is not capable of holding an office in the Church which may be held by a lay person without the prior consent of the Bishop.
73. (1) The deposition of a person from Holy Orders by the Bishop pursuant to the recommendation of the Board or an equivalent body shall be effected by the execution by the Bishop of an Instrument of Deposition in or to the effect of the form in the Schedule.
- (2) The Bishop must forthwith:
- (a) register the Instrument in the Registry of the Diocese;
 - (b) deliver a copy of the Instrument to the Bishop of the Diocese in which the person who is the subject of the Instrument was ordained;
 - (c) deliver a copy of the Instrument to the Registrar of the Primate;
 - (d) cause relevant details to be forwarded for entry into the national register.
74. A relevant Church authority to whom this Ordinance applies shall cause relevant details to be forwarded to the Director for entry into the national register of any action taken in relation to a Church worker in accordance with a recommendation of the Board.

PART 8A — REVIEW

74A. In this Part, unless the context otherwise requires:

“reviewable decision” means a determination or recommendation of the Board which, if acted upon by the relevant Church authority, may have the effect of:

- (a) deposing the respondent from Holy Orders; or
- (b) terminating the respondent’s contract of employment, or removing or suspending the capacity of the respondent to gain income as a Church worker;

“Reviewer” means a barrister of not less than 5 years standing appointed by the Registrar on the recommendation of the President of the Bar Association of New South Wales, or if the President is unwilling to make a recommendation, or unreasonably delayed doing so, recommended by the Chancellor or the Metropolitan’s Chancellor.

74B. A respondent who is aggrieved by a reviewable decision may apply to the Registrar for a review of the decision.

74C. The application may be made on any one or more of the following grounds:

- (a) that a breach of the rules of natural justice happened in relation to the making of the reviewable decision which materially affected the decision;
- (b) that procedures that were required by this Ordinance to be observed in relation to the making of the reviewable decision were not observed, and the non-observance materially affected the decision; or
- (c) that the Board did not have jurisdiction to make the reviewable decision; or
- (d) that the reviewable decision was so devoid of any plausible justification that no reasonable Board could have made it; or
- (e) the availability of fresh and compelling evidence which, if available at the time, would be likely to have materially affected the Board’s decision.

74D. For a reviewable decision, a Church authority shall not act under the provisions of section 71 until the time for lodging an application for review has passed, and no application has been lodged.

74E. The making of an application for review acts as a stay of the reviewable decision pending the determination by the Reviewer.

74F. Nothing in this Part, however, affects the power of a Church authority to take any action against a respondent which would be open to the Church authority apart from its powers under this Ordinance.

74G. For a reviewable decision, the Board shall not cause the relevant details to be forwarded for entry into the national register under section 70 until:

- (a) the time for lodging an application for review has passed, and no application has been lodged; or
- (b) where an application for review has been heard and determined, the determination has been made.

74H. If a determination on review confirms or varies a reviewable decision, then the Board must cause the details of the confirmed or varied decision to be forwarded to the Director for entry into the national register as soon as it receives the Reviewer’s determination.

74I. If a Reviewer’s determination refers a matter back to the Board, then the Board must:

- (a) determine to take no further action in respect of the matter; or

- (b) deal with the matter in accordance with Part 8 of this Ordinance, in accordance with such directions or recommendation as the Reviewer may make in the Reviewer's determination; or
- (c) deal with the matter in accordance with Part 8 of this Ordinance applying such of the provisions of Part 8 as, in the discretion of the Board and in accordance with the Reviewer's determination, the Board sees fit.

74J. (1) An application to the Registrar for review of the reviewable decision must be made within 14 days of the respondent being provided with a copy of the Board's determination and recommendation under clause 70.

- (2) The application for review must:
 - (a) be in writing addressed to the Registrar; and
 - (b) set out the grounds for review in the application.

74K. On receipt of an application for review, the Registrar must immediately seek the appointment of a Reviewer.

74L. (1) Upon appointment of a Reviewer, the Registrar must ask the Reviewer for the Reviewer's estimate of the fee to be charged by the Reviewer in making a determination under this Part.

- (2) Upon receipt of advice as to the estimated fee, the Registrar must immediately notify the respondent.
- (3) Within 7 days of receipt of the Registrar's advice, the respondent must pay one-half of the estimated fee to the Reviewer, or to a person nominated by the Reviewer.
- (4) If the respondent fails to make the payment, then the application for review will lapse.

74M. Unless otherwise specified in this Ordinance, the manner in which the review is to be conducted will be determined by the Reviewer.

74N. On an application for review of a reviewable decision, the Reviewer may make all or any of the following determinations:

- (a) a determination quashing or setting aside the reviewable decision;
- (b) a determination referring the matter to which the reviewable decision relates to the Board for further consideration, subject to such directions (including the setting of time limits for the further consideration, and for the steps to be taken in the further consideration) as the Reviewer determines;
- (c) a determination declaring the rights of the respondent in relation to any matter to which the reviewable decision relates;
- (d) a determination directing either the respondent or the Board, to do, or to refrain from doing, anything that the Reviewer considers necessary to do justice between the parties;

and shall cause a copy of the determination or finding to be provided to the Registrar.

74O. The Reviewer may make such order as to the costs of the review as the Reviewer thinks fit.

74P. The review shall be by way of the review of the recommendation or determination that is the subject of the review and not by way of a re-hearing of the merits, or a hearing de novo.

Part 9 – Regulations

75. The Bishop-in-Council may from time to time make amend or repeal Regulations, not inconsistent with the provisions of this Ordinance, providing for records arising out of or incidental to the operation of this Ordinance, and for all or any of the purposes whether general or to meet particular cases, which may be convenient for the administration of this Ordinance or which may be necessary or expedient to carry out the objects and purposes of this Ordinance.

Part 10 – Amendments

76. The alterations to the Ordinances set out in Schedule 2 are amended in the manner set out in Schedule 2.

Schedule 1

TO

I, _____ *BISHOP OF GRAFTON* do by these presents hereby depose you from Holy Orders (particulars of which are set out below) in accordance with the recommendation of the Professional Standards Board of the *Diocese of Grafton*.

PARTICULARS OF HOLY ORDERS

FULL NAME AND ADDRESS:

	ORDAINING BISHOP	PLACE	DATE
ORDINATION AS DEACON:			
ORDINATION AS PRIEST:			
CONSECRATION AS BISHOP:			

DATED

SEALED

Schedule 2

The Clergy Discipline Ordinance is hereby amended by adding a sub-paragraph (4) to Clause 3 as follows:

3. (4) In the event that an offence within the meaning of the Ordinance is also a matter of examinable conduct within the meaning of the Professional Standards Ordinance 2004 the provisions of that later Ordinance shall prevail.