



19 October 2022

### **Update on the review of CECV**

Last year, the Bishop-members of Catholic Education Commission Victoria Ltd. (CECV) commissioned an independent review into the role, governance and operations of CECV. Through extensive consultation and feedback, the review panel identified a number of opportunities to strengthen CECV and enhance the support provided to the 500 Catholic schools in our growing network.

The review panel handed its report to us in May this year. We are very grateful for the expert analysis that has been undertaken by the panel, who consulted widely and worked diligently to prepare a comprehensive report. Their recommendations provide a clear pathway for enhancing CECV's critical role in overseeing and advocating for Catholic education in Victoria

Today we are releasing our [Response and Directives document](#), which comprises our response to the material aspects of the review.

It is important to note that the role and key functions of CECV as the peak body for Catholic Education in Victoria will remain largely unchanged, and that the changes proposed focus on enhancing the governance structure and operating model of CECV.

There are two priority items that we have decided to action immediately:

- The Executive Directors roles of CECV and MACS will be separated
- A CECV secretariat will be established with its own staff and resources.

As you will read, the other key facets of our Response and Directives are as follows:

- The expansion of CECV membership to include a nominated CRMV representative
- The appointment of an independent skills-based Board, and the establishment of a new Consultation Committee, comprising senior education management, to advise the Board
- The establishment of a CECV Implementation Committee (CIC) to oversee the implementation of the Response and Directives and consider the remainder of the review's recommendations.

Our intention is for the CIC to implement these changes over the course of 2023.

### **Priority recommendations**

Currently, CECV is operationally supported through a Service Level Agreement with Melbourne Archdiocese Catholic Schools (MACS). A key recommendation from the review is that CECV establishes its own secretariat and accordingly, reduce its reliance on MACS. This is a natural conclusion given the very different, albeit complementary, roles each organisation plays.

Another key recommendation is that the Executive Director roles of CECV and MACS be separated. Given its responsibility for the governance and operation of almost 300 schools, MACS is a fundamentally different organisation to its predecessor, Catholic Education Melbourne (CEM). That, together with the growing regulatory demands on CECV, means that a separate Executive Director is required for each organisation.

As a result, Jim Miles, who is currently Executive Director of both CECV and MACS, will step out of the MACS leadership role to focus exclusively on leading CECV. This will occur at the end of October. We thank Jim for his outstanding leadership in managing both roles over the past two years. This move will enable Jim to concentrate on the significant task of establishing an enhanced CECV.



### **What this means for the current CECV**

In the short term, CECV's current operations will be unchanged, with the existing Board and Committee structure maintaining responsibility for governance of CECV, and MACS providing secretariat resources.

As noted above, the CIC will oversee the implementation of our Response and Directives and will report to us regularly.

For CECV to establish its own secretariat, it will require resources currently shared between CECV and MACS to be separated.

This will be a complex undertaking, and we are grateful that MACS has committed to work closely with CECV in the separation process. The overriding objective of this process will be to establish a robust and sustainable CECV, while at the same time minimising the disruption to MACS.

### **Looking ahead**

These steps will benefit both organisations and help them to achieve their respective missions. It will enhance the governance of Catholic education in Victoria and make roles and lines of accountability within CECV and MACS clearer.

CECV will benefit from dedicated resourcing that will be able to focus on the significant role the organisation has as the peak body for Catholic education in Victoria.

Thank you to those who have shown an interest in this review process and for your feedback to date. For those who may have further questions, we have published additional information via an [FAQ](#).

We look forward to providing further updates in due course.

Yours sincerely,

Most Rev Peter A Comensoli  
ARCHBISHOP OF MELBOURNE

Most Rev Paul Bernard Bird CSsR  
BISHOP OF BALLARAT

Most Rev Shane Mackinlay  
BISHOP OF SANDHURST

Most Rev Greg Bennet  
BISHOP OF SALE

**RESPONSE AND DIRECTIVES OF THE BISHOP-MEMBERS OF  
CATHOLIC EDUCATION COMMISSION OF VICTORIA LIMITED (CECV)**

**19 October 2022**

Having received and considered the *Review of the Catholic Education Commission of Victoria Ltd FINAL REPORT to the Bishops of Victoria* (6 May 2022), the Bishop-members of CECV issue the following response and directives.

**Nature, Purposes and Functions**

1. CECV is established by the Archbishop of Melbourne and the Bishops of the Dioceses of Ballarat, Sale and Sandhurst as the single State Commission for Catholic school education in Victoria.
2. Subject always to the responsibilities of and obligations on individual bishops relating to Catholic school education within their respective dioceses, CECV will be the peak body for Catholic school education in Victoria. The objective of establishing CECV as this peak body is that, to the fullest extent possible, CECV will be the single body to:
  - a. represent Catholic school education providers in Victoria in relation to State-wide matters
  - b. respond to regulatory agencies directly or on behalf of diocesan education companies and Religious Institute (RI) and Ministerial Public Juridic Person (MPJP) education entities, as appropriate
  - c. represent Victorian Catholic school education interests in relation to Federal or national matters.
3. Consistent with (2), above, the following purposes underpin the establishment of CECV:
  - a. To benefit the whole of Catholic school education in Victoria, including by sharing mission and partnering with Catholic school education governing authorities
  - b. To facilitate dialogue, collaboration, and solidarity among CECV's members and other associated bodies, including State-wide associations such as the Principals Association of Victorian Catholic Secondary Schools (PAVCSS), the Victorian Association of Catholic Primary School Principals (VACPSP) and Catholic School Parents Victoria (CSPV)
  - c. To be the representative for all Victorian Catholic school education authorities with State and Federal authorities, and in that regard to advance and protect the interests of Catholic school education in Victoria
  - d. To undertake such projects or tasks relating to Catholic school education in Victoria as are able to be efficiently managed by CECV for the benefit of all of CECV's members.
4. CECV's Constitution should articulate that CECV is a representative body that provides leadership, coordination and representation of Catholic school education in Victoria through a range of specific services to providers. Its functions are as follows:
  - a. **Government Funding** – CECV shall be the Approved Authority for the funding of Catholic schools in Victoria and the Non-Government Representative Body for the purposes of the Australian Education Act 2013
  - b. **School registration** – Registration, accreditation and compliance as delegated via the MOU with the Victorian Registration and Qualifications Authority (VRQA)
  - c. **Enterprise bargaining** – to facilitate State-wide collaboration, consistency, and portability across and between Catholic school employing authorities in relation to Enterprise Agreements, and to represent all diocesan education companies and RI/MPJP education entities in Victoria in the Enterprise Bargaining process

- d. **Representation and advocacy** – subject always to the ecclesial authority of the bishops within their respective dioceses, and having consulted the CECV Consultation Committee (CCC) where appropriate (art.8, below), to undertake the following:
  - i. To act as the single point of reference for the formulation and articulation of major policies concerning Catholic school education in Victoria on State-wide issues
  - ii. To lead negotiations with the Victorian government in relation to funding
  - iii. To promote the benefits of Catholic school education
  - iv. To promote policies which are relevant to Catholic schools in Victoria
  - v. To represent the interests of Catholic school education in Victoria on the NCEC and thereby contribute to matters of national debate
- e. **Catholic identity** – under the guidance of the bishops, to promote and deepen the shared identity of Catholic schools in the mission of the Catholic Church, so as to meet contemporary challenges with the breadth of Catholic intellectual, spiritual and educational excellence
- f. **Research** –to undertake research in areas directly related to its other nominated functions. Any such research should be an adjunct to, and supportive of, CECV’s specific functions, and would include research in relation to:
  - i. Matters of public policy concerning Catholic school education in Victoria,
  - ii. Issues relating to funding, and
  - iii. Issues at the State and national levels concerning the current and future quality, viability, and sustainability of Catholic school education in Victoria and nationally
- g. **Promote improvement of State-wide performance of Catholic schools** – to facilitate State-wide initiatives to improve the quality and experience of Catholic school education for students, teachers, and parents
- h. **Data collection** – to facilitate the collection and analysis of data in such forms as will assist Catholic school education providers in Victoria to meet legislated reporting requirements and to allow the performance and compliance of Catholic school education across the State to be monitored
- i. **Review body** - to act as the delegated Review authority from the VRQA for all Catholic schools in Victoria
- j. **State-wide accreditation** – to promote:
  - i. State-wide standards for accreditation to teach in Catholic schools, to teach religious education in Catholic schools, and to lead Catholic schools, and
  - ii. State-wide standards for governance of Catholic schools
- k. **Facilitate cooperative engagement, efficiency and good stewardship** in particular areas as they arise, when requested by school proprietors, supported by a business case, and approved by the Board.

### **Membership and Governance**

- 5. The members of CECV shall be:
  - a. The Archbishop of Melbourne
  - b. The Bishop of Ballarat
  - c. The Bishop of Sale,
  - d. The Bishop of Sandhurst
  - e. One member nominated by the Catholic Religious Institute and Ministerial Public Juridic Person Victorian Schools Ltd (CRMV).

6. The members shall appoint an independent, skills-based Board of Directors for CECV. When selecting and appointing directors, the members shall have regard to:
  - a. The need for a director to be independent of the day-to-day management of CECV
  - b. The need for a director to be independent of the oversight, management, and leadership of a Catholic school in Victoria
  - c. The desirability of the directors possessing appropriate and relevant skills and experience
  - d. The desirability of achieving diversity of Board membership
  - e. The preparedness of a proposed director to commit to all relevant ecclesial and civil governance principles
  - f. The preparedness of a proposed director to commit to participating in formation and professional development in support of their role and the effectiveness of the operation of the Board in serving Catholic school education in Victoria.
7. The terms of reference for existing CECV committees be audited for consistency and to remove any inappropriate terminology which might suggest a purported delegation by CECV of a non-delegable obligation, duty, or responsibility.
8. The Constitution of CECV shall provide for the Board to establish a sub-committee to be known as the "CECV Consultation Committee" ("CCC"). The members of the CCC shall be:
  - a. The Chair of CECV (or their nominee, who must be a member of the Board) ex officio
  - b. The Chief Executive of CECV ex officio
  - c. The Chief Executive of each of Melbourne Archdiocese Catholic Schools (MACS), Diocese of Ballarat Catholic Education Limited (DOBCEL), Diocese of Sale Catholic Education Limited (DOSCEL) and Catholic Education Sandhurst Limited (CESL) (or their nominated representatives)
  - d. A nominated representative of the Catholic Religious Institute and Ministerial Public Juridic Person Victorian Schools Ltd (CRMV).
9. The CCC shall be an advisory, but not a determinative, committee.
10. The purpose for establishing the CCC is to provide a mechanism by which:
  - a. Diocesan Catholic education companies and RI/MPJP entities may consult collegially with CECV and its Board in relation to any matters concerning Catholic school education in Victoria which fall under the purview of CECV
  - b. CECV may seek the advice of Diocesan Catholic education companies and RI/MPJP entities on any issues concerning Catholic school education in Victoria
  - c. CECV may operate to promote comity and consistency amongst the Diocesan Catholic education companies and RI/MPJP entities
  - d. CECV may operate most effectively in its role as the peak body for Catholic school education in Victoria.

## **Operations**

11. The operations of CECV and MACS shall be separated and a non-board Executive Director of CECV appointed, who is not to hold concurrently the Executive Director role of MACS.
12. A separate and appropriately staffed CECV secretariat shall be established to fulfil the role and functions of CECV, ensuring that conflicts of interest, perceived or real, are managed and where possible eliminated.

13. To ensure the cost associated with the State-wide governance of Catholic education in Victoria remains affordable and appropriate, that there be a review of all levies charged by governance bodies to Catholic schools.

### **Implementation**

14. The members shall appoint a CECV Implementation Committee (“CIC”) to oversee and manage:
  - a. The implementation of these Terms of Reference, and
  - b. Adoption and implementation of those recommendations which are not inconsistent with these Terms of Reference contained in the Final Report “Review of the Catholic Education Commission of Victoria Ltd” dated 6 May 2022.
  
15. In managing this implementation, it is recognised that:
  - a. MACS has contributed significantly to CECV management and administration
  - b. The CIC will need to ensure a smooth transition of secretariat, administrative, and other support functions from MACS, in a manner that minimises disruption.
  
16. Persons appointed to the CIC by the members shall include:
  - a. An independent Chair, it being recognised that this person may transition into the role of Chair of the Board of Directors of the renewed CECV
  - b. The current Executive Director of CECV
  - c. Such others as the members consider appropriate to assist in the planning and execution of the implementation.
  
17. In managing implementation of the renewal, the functions of the CIC shall include:
  - a. Advising the members in relation to any necessary amendments to the Constitution of CECV
  - b. Liaising closely with all Diocesan Catholic education companies and RI/MPJP entities to foster strong and harmonious relationships with CECV, including, if appropriate, by settling Memoranda of Understanding which clarify and acknowledge the respective roles and responsibilities of CECV and Diocesan Catholic education companies and RI/MPJP entities in the advancement of Catholic school education in Victoria
  - c. Settling with Diocesan Catholic education companies and RI/MPJP entities an appropriate mechanism for implementation of present and future funding arrangements under which, in general terms, CECV will be funded by means of a per student levy collected from Catholic school authorities across Victoria
  - d. Reviewing the existing committees and related subsidiaries, and making recommendations to the members of any amendments
  - e. Retaining such external advisers as the CIC considers necessary and appropriate to assist in the implementation.
  
18. CECV will provide for the necessary resourcing of the CIC to undertake its tasks from within its existing budget. The CIC will propose a funding mechanism of the reformed CECV and Secretariat.