



DIGNITY
IN CHURCH LIFE

**Clergy
Permanent
Health
Insurance
Policy**

Clergy Permanent Health Insurance Policy

Introduction

Clergy Permanent Health Insurance ('Clergy PHI') is intended to provide continuing financial support for members of the clergy who experience serious health issues which prevent them fulfilling the duties of office for a prolonged period of time.

1. To Whom Does the Policy Apply?

Clergy PHI provides financial support to a member of the clergy who is:

- a. a full-time or part-time member of the clergy of the Church of Ireland ('member of the clergy') which definition shall include an archbishop and bishop but shall not include a person serving in an auxiliary ministry, a deacon serving in an internship or an auxiliary priest licensed as such under the rules drawn up by the House of Bishops and approved by the General Synod, *and*
- b. who holds 'Ecclesiastical Office' (defined as any office in the Church of Ireland for which the Member of the Clergy holding that office receives a stipend or other payment and which is recognised by The Representative Church Body ('RCB') for the purposes of Chapter XIV of the Constitution of the Church of Ireland ('Constitution'), *and*
- c. who is a contributing member of the Church of Ireland Clergy Defined Contribution Pension Scheme for the Republic of Ireland or the Church of Ireland Clergy Defined Contribution Scheme for Northern Ireland (in this Policy these pension schemes are each termed 'the relevant Clergy DC Scheme' and collectively 'the Clergy DC Schemes') but who at the date of applying for Clergy PHI, is not entitled to draw down pension benefits under the Clergy DC Schemes, *and*
- d. who is unable to fulfil the duties of their existing Ecclesiastical Office for reasons of 'Serious Ill Health' (defined as any illness, injury, impairment, or physical or mental condition affecting a member of the clergy holding Ecclesiastical Office, for a continuous period of 12 months or longer in a single occurrence or for combined absences of 12 months over any 18-month period).

Clergy PHI policy only applies to members of the clergy who meet all four of these criteria.

Where a member of the clergy retires from Ecclesiastical Office on grounds of ill health and is eligible for and receives an ill health pension from the Church of Ireland Clergy Pensions Fund under Chapter XIV of the Constitution, they no longer hold Ecclesiastical Office under Section 1(b) of this Policy and are not eligible to submit an application under Clergy PHI.

Where a member of the clergy is a contributing member of the relevant Clergy DC Scheme but is employed under a Contract of Employment, the contractual sick pay provisions (where applicable) in the Contract of Employment shall apply where that Member of the Clergy experiences Serious Ill Health. Should that member of the clergy continue to experience Serious Ill Health and become ineligible to receive further contractual sick pay payments (or where no contractual sick pay provisions apply), at that point that member of the clergy shall be entitled to submit an application for Clergy PHI.

Clergy Permanent Health Insurance Policy

2. What is Clergy PHI?

Clergy PHI is designed to provide the finances to pay a Clergy PHI stipend to a member of the clergy who is unable to fulfil the duties of the Ecclesiastical Office held at the date of application for Clergy PHI due to Serious Ill Health, for a period of time exceeding that addressed in the Clergy Illness Policy under *Dignity in Church Life*. A member of the clergy whose application for Clergy PHI is accepted, resigns their existing Ecclesiastical Office and receives a Clergy PHI stipend.

3. What Does Clergy PHI Provide?

Clergy PHI provides:

- in respect of a member of the clergy who resigns from their existing full-time Ecclesiastical Office a Clergy PHI stipend calculated as 80% (or other percentage figure as may be determined by the Standing Committee from time to time) of the relevant Minimum Approved Stipend ('MAS', defined in Chapter XIV of the Constitution) for full-time Members of the Clergy, less normal deductions for pension contributions, NIC/PRSI and other statutory deductions. In respect of a member of the clergy resigning from their existing part-time Ecclesiastical Office a Clergy PHI stipend of 80% (or other percentage figure as may be determined by the Standing Committee from time to time) of the relevant MAS, adjusted *pro rata* to take account of the number of sessions they provided prior to their receipt of a Clergy PHI stipend, less normal deductions for pension contributions, NIC/PRSI and other statutory deductions; and
- a pension contribution at the rate specified in Section 8(a)(ii) of Chapter XIV of the Constitution, of that member of the clergy's Clergy PHI stipend, paid direct to the relevant Clergy DC Scheme from the Clergy Ministry and Protection Fund; and
- subject to availability in insurance markets, a death-in-service premium at a percentage rate of MAS specified by the Representative Body from time to time for members of the clergy who were formerly full-time members of the clergy holding Ecclesiastical Office, or pro-rata for members of the clergy who were formerly part-time members of the clergy holding Ecclesiastical Office.

These payments shall continue until the payment of a Clergy PHI stipend ceases under the terms of Section 4 (iv) of this policy, or payments are reduced or withdrawn under the terms of Section 5 of this policy.

4. Standard Applications for Clergy PHI

i. Application

Where a member of the clergy is unable to fulfil the duties of their Ecclesiastical Office due to Serious Ill Health for a continuous period of 6 months in a single occurrence or for combined absences of 6 months over any 9 month period) and the health of the member of the clergy is not expected to change during the balance period of 12 months from the date that the member of the clergy was first unable to fulfil the duties of their Ecclesiastical Office due to Serious Ill Health, the Diocesan Secretary shall issue the member of the clergy with a Clergy PHI application form. The member

Clergy Permanent Health Insurance Policy

of the clergy is not obliged to complete and submit any application but is asked to consider the Clergy PHI application form and their health from the perspectives of their own well-being and that of those they seek to serve.

Where the member of the clergy wishes to apply for Clergy PHI, the application form should be completed by or on behalf of the member of the clergy and returned to the Diocesan Secretary within 30 days. This is to allow adequate time for an application to be processed so that there is no interruption to the member of the clergy's income in the event they remain unable to fulfil the duties of their office for a continuous period exceeding 12 months in a single occurrence or combined absences of 12 months over any 18 month period and resign from their Ecclesiastical Office (although an application for Clergy PHI may be submitted at any time after 6 months continuous absence due to Serious Ill Health in a single occurrence or after nine months involving combined absences).

A Diocesan Secretary receiving a completed Clergy PHI application form completes a separate form and sends both forms to the RCB HR Manager ('RCB HR'). Once both forms have been submitted, RCB HR becomes the main point of contact for the member of the clergy for all matters relating to their application. If the member of the clergy is subsequently certified by their GP/other medical professional as fit and able to resume the duties of their Ecclesiastical Office before their absence exceeds 12 months, and resumes the duties of their Ecclesiastical Office, then the Diocesan Secretary shall withdraw the application. PHI payments will only begin after the entire application process has been completed and the Glebe has been vacated.

ii. Occupational Health Advisor

When an application for Clergy PHI has been received, RCB HR shall arrange an appointment for the member of the clergy with an Occupational Health (OH) Advisor nominated by the Clergy PHI Panel. The OH Advisor may ask the member of the clergy to provide a copy of their medical records or may contact the member of the clergy's GP or other medical professional directly to release the records to the OH Advisor. Written consent for the sharing of medical records with the OH Advisor will be included in the Clergy PHI application form. The OH Advisor shall assess whether the member of the clergy is medically fit to carry out the duties of their Ecclesiastical Office and shall send a report to RCB HR who shall forward a copy to the member of the clergy.

iii. Clergy PHI Panel

A Clergy PHI Panel shall be convened to decide, on the basis of the OH Advisor's report, whether an application for Clergy PHI is to be approved. The Clergy PHI Panel shall comprise:

- the Bishop of the diocese in which the member of the clergy is beneficed or licensed. Where the applicant is a bishop, the archbishop of the province which includes that bishop's diocese shall perform this role. Where the applicant is an archbishop, the archbishop of the other province shall perform this role; and
- the Chairperson of the RCB Stipends Committee; and
- the Chief Officer & Secretary of the RCB.

Clergy Permanent Health Insurance Policy

The name of the applicant will be redacted from the copies of the OH Advisor's report sent to the Chairperson of the RCB Stipends Committee and the Chief Officer & Secretary of the RCB. The identity of the applicant will however be made known to the bishop.

iv. Payment of a Clergy PHI Stipend

Where an application for Clergy PHI is approved, arrangements shall be made for the member of the clergy to resign from their existing Ecclesiastical Office and to receive a Clergy PHI stipend. Payment of a Clergy PHI stipend continues until the member of the clergy:

- a. becomes eligible to retire from Ecclesiastical Office and receive a retirement pension under Chapter XIV of the Constitution; or
- b. takes up another remunerated role either within or outside the Church of Ireland; or
- c. resigns from the ordained ministry in the Church of Ireland; or
- d. is certified by their GP, an OH Advisor or another medical professional, as being fit to fulfil the duties of other Ecclesiastical Offices in the Church of Ireland but who unreasonably refuses to apply for, or accept appointment to, other Ecclesiastical Offices; or
- e. Voluntarily renounces their claim to a Clergy PHI stipend

A member of the clergy in receipt of a Clergy PHI stipend must continue to make contributions to the relevant Clergy DC Scheme from their Clergy PHI stipend at a rate equivalent to the rate prescribed in Section 8(a)(i) of the Constitution in order to continue to receive their Clergy PHI stipend.

A member of the clergy in receipt of a Clergy PHI stipend is responsible for their own accommodation arrangements and does not receive locomotory expenses or expenses of office allowances.

v. Right of Appeal

If the Clergy PHI Panel, on the basis of the OH Advisor's Report, decides not to approve an application for Clergy PHI, the member of the clergy has the right to appeal the panel's decision. Appeals should be submitted, in writing, to RCB HR within 8 weeks from the date the member of the clergy was notified of the Clergy PHI Panel's decision. In the event of an appeal, the OH Advisor's Report shall be passed to a Central Clergy PHI Panel of 3 members comprising a bishop (other than the bishop on the original Clergy PHI Panel), the Chairperson of the RCB Executive Committee and an Honorary Secretary of the General Synod. The Central Clergy PHI Panel shall consider the OH Advisor's Report and its decision on the appeal shall be final. There will not normally be a full new Occupational Health Advisor's Report unless at the sole discretion of the Central Clergy PHI Panel. However, the Central Clergy PHI Panel may consider additional information, including additional medical information provided by the applicant, at its discretion.

Clergy Permanent Health Insurance Policy

The name of the applicant will be redacted from the copies of the OH Advisor's Report sent to the Chairperson of the RCB Executive and the Honorary Secretary of the General Synod. The identity of the applicant will however be made known to the bishop.

vi. Role of Archdeacon or Nominated Other

It is important that regular communications are maintained during any instance of serious Ill Health. An Archdeacon or other person ('Nominated Other') designated by the bishop of the diocese in which a member of the clergy experiencing serious ill health is beneficed or licensed shall maintain regular contact with a member of the clergy unable to perform the duties of their Ecclesiastical Office due to serious ill health. The Archdeacon/ Nominated Other shall arrange appropriate pastoral support for a member of the clergy experiencing serious ill health. An Archdeacon/Nominated Other in contact with a member of the clergy experiencing serious ill health may at all times seek guidance and advice on the management of the absence from RCB HR which acts as advisor in the implementation of this Policy.

5. Section 34 Applications for Clergy PHI

Section 34 of Chapter IV of the Church of Ireland Constitution sets out the circumstances under which a bishop may make an application in the name of a member of the clergy serving in their diocese who has not applied on their own behalf; or an archbishop may make an application in the name of a bishop serving in their province who has not applied on their own behalf; or an archbishop may make an application in the name of the other archbishop who has not applied on their own behalf. For the purposes of this policy, such applications are referred to as 'Section 34 Applications'.

i. Application

The bishop or archbishop making the Section 34 application shall do so on a Section 34 application form which states:

- a. The subject of the application has been absent from their duties on certified medical leave for 12 consecutive months or 12 months in the previous 18, *and*
- b. The subject of the application has been requested by the bishop to make a PHI application but has not agreed to do so, *and*
- c. The subject of the application has been informed that the bishop or archbishop will be submitting a Section 34 application.

The bishop or archbishop shall send a copy of the completed application form to RCB HR and to the subject of the application.

The name of the subject of the application shall appear on the application form provided to RCB HR and to the Clergy PHI Panel.

The subject of a Section 34 application shall be requested to attend for an occupational health (OH) assessment, and to consent to the OH report being shared with RCB HR and the Clergy PHI Panel. RCB HR will contact the subject of the application to arrange the OH appointment.

RCB HR shall forward the Section 34 application form and any OH report to the Chief Officer and the Chair of the Stipends Committee.

Clergy Permanent Health Insurance Policy

ii. Clergy PHI Panel

A Clergy PHI Panel shall be convened to decide, on the basis of whatever medical evidence shall have been provided with the subject of the Section 34 application's consent, whether the application for Clergy PHI is to be approved. The Clergy PHI Panel shall comprise:

- a Bishop or Archbishop; *and*
- the Chairperson of the RCB Stipends Committee; *and*
- the Chief Officer & Secretary of the RCB.

As the bishop or archbishop submitting a Section 34 claim cannot also be on the adjudicating PHI Panel the Chief Officer shall request the appropriate archbishop to appoint another bishop to the panel as follows:

- a. In the case of an application from a bishop, the archbishop of the same province shall be asked to appoint another bishop from within their province.
- b. In the case of an application from an archbishop for a bishop in their province, the archbishop of the other province shall appoint a bishop from within their province.

In the case of an application from an archbishop for the other archbishop, the Chair of the Representative Church Body Executive Committee shall chair the PHI Panel.

iii. Payment of a Clergy PHI Stipend

Where an application for Clergy PHI is approved, arrangements shall be made for the member of the clergy to resign from their existing Ecclesiastical Office and to receive a Clergy PHI stipend. Payment of a Clergy PHI stipend continues until the member of the clergy:

- a. becomes eligible to retire from Ecclesiastical Office and receive a retirement pension under Chapter XIV of the Constitution; *or*
- b. takes up another remunerated role either within or outside the Church of Ireland; *or*
- c. resigns from the ordained ministry in the Church of Ireland; *or*
- d. is certified by their GP, an OH Advisor or another medical professional, as being fit to fulfil the duties of other Ecclesiastical Offices in the Church of Ireland but who unreasonably refuses to apply for, or accept appointment to, other Ecclesiastical Offices; *or*
- e. voluntarily renounces their claim to a Clergy PHI stipend.

A member of the clergy in receipt of a Clergy PHI stipend must continue to make contributions to the relevant Clergy DC Scheme from their Clergy PHI stipend at a rate equivalent to the rate prescribed in Section 8(a)(i) of the Constitution in order to continue to receive their Clergy PHI stipend.

A member of the clergy in receipt of a Clergy PHI stipend is responsible for their own accommodation arrangements and does not receive locomotory expenses or expenses of office allowances.

Clergy Permanent Health Insurance Policy

iv. Right of appeal

Both the bishop or archbishop making the Section 34 application and the subject of the application may appeal the decision of the PHI Panel, except when an archbishop is the subject of an application. In such cases the decision of the PHI Panel shall be final. Appeals should be submitted, in writing, to RCB HR within 8 weeks from the date the parties were notified of the Clergy PHI Panel's decision. In the event of an appeal, a Central Clergy PHI Panel of 3 members shall be convened. The Central Clergy PHI Panel shall be comprised of a bishop (other than the bishop who submitted the original Section 34 application or the bishop on the original Clergy PHI Panel), the Chairperson of the RCB Executive Committee and an Honorary Secretary of the General Synod. The Central Clergy PHI Panel shall consider the medical evidence provided with the subject of the Section 34 application's consent and its decision on the appeal shall be final. The Central Clergy PHI Panel may consider additional information provided by the subject of the application, at its discretion.



DIGNITY
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**Clergy
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Health
Insurance
Policy**

Guidelines

Clergy Permanent Health Insurance Policy - *Guidelines*

1. Introduction

The purpose of this policy is to support the wellbeing of members of the clergy who, for reason of ill health, are unable to carry out their duties of office for a period of more than one year. It should be read in conjunction with the Clergy Illness Policy which covers illness-related absences of up to one year. The policy also aims to ensure that appropriate arrangements can be put in place so that parishioners continue to receive pastoral care in the event of a member of the clergy being unable to carry out their duties for a period of more than a year.

Clergy PHI will be of benefit for those members of the clergy who are contributing members of the Church of Ireland Clergy Defined Contribution Pension Scheme for the Republic of Ireland or the Church of Ireland Clergy Defined Contribution Scheme for Northern Ireland (in this Policy these pension schemes are each termed 'the relevant Clergy DC Scheme' and collectively 'the Clergy DC Schemes')..

Following the closure of the Church of Ireland Clergy Pensions Fund to new entrants on 31st May 2013, the provisions in Chapter XIV of the Constitution of the Church of Ireland ('Constitution') for ill health pensions for members of the clergy are confined to those members of the clergy who are members of the Church of Ireland Clergy Pensions Fund but not in receipt of a pension.

The provisions of the Clergy Illness Policy in *Dignity in Church Life* apply for the period of 12 months from when a member of the clergy is first absent from office due to a long-term illness.

Clergy PHI provides financial support for members of the clergy who are contributing members of the Clergy DC Schemes who continue to experience serious health issues after receiving payment of their stipend for a period of 12 months under the Clergy Illness Policy.

A key distinction between Clergy PHI and Chapter XIV ill health pensions is that Clergy PHI permits a member of the clergy to contribute to the relevant Clergy DC Scheme. Under Chapter XIV, a member of the clergy must resign from ecclesiastical office to receive any retiring annuity, including an ill health pension. Under Clergy PHI, where an application is accepted, the applicant resigns from their existing ecclesiastical office and receives a Clergy PHI stipend in place of their previous stipend.

Where the health of a member of the clergy in receipt of a Clergy PHI stipend recovers to the extent that, on the basis of professional medical advice, they could fulfil the duties of other ecclesiastical offices, the member of the clergy shall, whilst receiving a Clergy PHI stipend, be entitled to apply for other ecclesiastical offices in the Church of Ireland. Where a member of the clergy is offered an appointment to another ecclesiastical office which they wish to accept, the member of the clergy may give up their Clergy PHI stipend, to take up an appointment to another ecclesiastical office in the Church of Ireland.

Clergy PHI also assists an archbishop/bishop and other members of a diocese managing the needs of members of parishes where members of the clergy experience serious health issues which prevent them fulfilling the duties of their ecclesiastical offices for prolonged periods of time.

Clergy Permanent Health Insurance Policy - *Guidelines*

2. Clergy Permanent Health Insurance Explained

2.1 Background

The Church of Ireland's *Clergy Illness Policy* states that:

'Members of the clergy who are absent from office due to a long-term illness shall be paid their full stipend for a period of 12 months while they are unable to perform the duties of office. Thereafter, the member of the clergy may receive payment based on Permanent Health Insurance (PHI) and/or membership of the Clergy Pensions Fund.'

This policy introduces the Clergy Permanent Health Insurance (Clergy PHI) cover which may replace a member of the clergy's stipend should they be unable to perform their duties of office for a period of more than 12 months.

3. Roles and responsibilities under the Clergy PHI Policy

The specific roles associated with the implementation of the policy are as follows:

3.1 Individuals and Office Holders

The Dignity in Church Life Charter states that everyone who participates in Church life has a duty under the Constitution of the Church of Ireland to uphold the Charter together with such policies, regulations and rules as may be adopted to uphold its principles. It also states that those who hold office within the Church, including both members of the clergy and the laity have a specific responsibility to promote its provisions.

3.2 RCB HR Manager

The RCB HR Manager has a responsibility to support the implementation of the Church's policy by:

- Ensuring consistency in application of the policy across the Church
- Providing advice to diocesan secretaries and bishops
- Providing advice to members of the clergy wishing to avail of the policy
- Managing Clergy PHI records held by the RCB

3.3 Archdeacon or 'Nominated Other'

The archdeacon or other person designated by the bishop ('nominated other') plays a key role in supporting the member of the clergy who is receiving, or applying for, Clergy PHI. Their responsibilities include:

- Discussing PHI with a member of the clergy after an illness-related absence has reached six months
- Ensuring that application forms for Clergy PHI are issued, completed and returned in a timely manner if the member of the clergy chooses to apply
- Assisting the member of the clergy in the identification of adequate alternative accommodation where requested
- Providing ongoing pastoral support to the member of the clergy.

Clergy Permanent Health Insurance Policy - *Guidelines*

3.4 Diocesan Secretary

The Diocesan Secretary is responsible for issuing the application form to the member of the clergy and for returning it to the RCB HR Manager. The Diocesan Secretary is also required to complete a separate form, confirming the identity and dates of absence of the applicant, and returning it to the RCB HR Manager.

If a member of the clergy who has submitted a PHI application is subsequently certified as medically fit to return to their duties before their absence has lasted for 12 months, the Diocesan Secretary must inform the RCB HR Manager of this fact in order that the application may be withdrawn.

3.5 Clergy PHI Panel

The Clergy PHI Panel is responsible for considering all applications for Clergy PHI and for deciding whether an application is accepted. The panel shall consist of:

- The Bishop of the diocese in which the member of the clergy is serving
- The Chair of the Stipends Committee
- The Chief Officer and Secretary of the RCB

3.6 Central Clergy PHI Panel

Where a member of the clergy wishes to appeal the decision of the Clergy PHI Panel, the case will be referred to a Central Clergy PHI Panel consisting of:

- A bishop other than the bishop who was part of the Clergy PHI Panel that previously considered the application
- The Chair of the RCB Executive Committee
- An Honorary Secretary of the General Synod

3.7 Occupational Health Advisor

An Occupational Health Advisor is a medical doctor, nominated by the PHI Panel, whose role is to provide medical advice to the Clergy PHI Panel in their consideration of an application for Clergy PHI.

3.8 Bishop

The Bishop, in addition to being a member of the Clergy PHI Panel, has overall responsibility for overseeing the implementation of the policy in their diocese..

3.9 Diocesan PHI Schemes

Where a diocese has an existing diocesan permanent health insurance scheme (the 'Diocesan PHI Scheme') which covers the member of the clergy who would be eligible under this scheme, then any payments that would be payable in accordance with this scheme will be paid to that diocese to offset the diocesan premium in relation to the Diocesan PHI Scheme.

Clergy Permanent Health Insurance Policy - *Guidelines*

4. Our Procedures

4.1 Step 1: Application for Clergy PHI

The *Clergy Illness Policy* requires that the Archdeacon is informed when a member of the clergy is absent on long-term illness. When such an illness continues for a period of six months the Archdeacon (or other person nominated by the Bishop) shall meet the member of the clergy to discuss Clergy PHI. If the member of the clergy wishes to apply, the Archdeacon shall request the Diocesan Secretary to issue them with the appropriate Clergy PHI application form. The member of the clergy should complete and return the form to the Diocesan Secretary as soon as possible after receiving it. The Diocesan Secretary shall also complete a form and forward both without delay to the RCB HR Manager (HR). It should be noted it may take several months between receipt of an application and the commencement of PHI payments. However, an application can be submitted at any point in a long-term illness-related absence. HR becomes the main point of contact for the member of the clergy (the applicant) for all matters relating to PHI once the application forms have been received.

4.2 Step 2: Referral to Occupational Health (OH)

HR shall arrange an appointment for the applicant to meet with the RCB's occupational health provider (OH) who will assess whether the applicant is medically fit to carry out their duties. OH may request the applicant to provide a copy of their medical records or may request these records directly from the applicant's doctor(s). Following the assessment OH shall send a report to HR who will forward a copy to the applicant.

4.3 Step 3: Consideration by Clergy PHI Panel

A Clergy PHI Panel will be convened to decide whether to approve or reject the application based on the OH report. The panel shall consist of:

- The Bishop of the applicant's diocese
- The Chair of the RCB Stipends Committee
- The Chief Officer of the RCB

The RCB HR Manager shall provide support and assistance to the Clergy PHI Panel.

4.4 Step 4: Communication of Clergy PHI Panel's Decision

When the Clergy PHI Panel has reached its decision, this will be communicated to the applicant by HR, with a copy being sent to the Diocesan Secretary.

- a. If the application is accepted the applicant will resign from their current office and begin to receive a Clergy PHI stipend. The Diocesan Secretary shall arrange for the vacating of the Glebe or other housing provided by the Church in a manner that considers the needs of both the member of the clergy and of their former office. PHI payments will only commence after the Diocesan Secretary has confirmed that the Glebe, or other housing, has been vacated.
- b. The Clergy PHI Panel, in approving an application for Clergy PHI, may instruct that the health of the applicant be reassessed periodically by a medical professional nominated by the Clergy PHI Panel.

Clergy Permanent Health Insurance Policy - *Guidelines*

- c. If the application has been rejected, the applicant may appeal the decision to the Central Clergy PHI Panel.

4.5 Step 5: Appeal

If an applicant wishes to appeal the decision of the PHI Panel they should do so in writing to HR who shall arrange for a Central Clergy PHI Panel to be convened.

4.6 Step 6: Return to Ministry

Where a member of the clergy has recovered from his or her illness and/or feels well enough to return to his or her duties of office, the following procedures shall be followed:

- i. **Certified Fit:** The member of the clergy shall be certified fit by their doctor to return to duties. The member of the clergy may also be required to visit the Church's OH or other nominated doctor in advance of returning to office for the purpose of obtaining confirmation that the member of the clergy is fit to return to duties. If the opinion of the OH as to the fitness for duty of the member of the clergy differs from that of the member of the clergy's own medical team, then the Clergy PHI Panel may refer the case to a third medical professional, nominated by the Clergy PHI Panel, for a final opinion which shall be binding on all parties.
- ii **Application for New Office:** If, in the opinion of the Clergy PHI Panel, a member of the clergy is fit to return to duties:
 - The member of the clergy is entitled to seek appointment to office, and
 - Where the member of the clergy secures an appointment to office which he/she wishes to take up the Clergy PHI Panel shall, in return for the member of clergy renouncing any further benefits under the Clergy PHI scheme, enable such appointment to proceed.
- iii **Reduction or Withdrawal of Clergy PHI:** If a member of the clergy who, in the opinion of the Clergy PHI Panel, is fit to return to duties but has not done so after a period of 12 months the Chief Officer may reconvene the Clergy PHI Panel. If the Clergy PHI Panel is of the view that the member of the clergy is not genuinely seeking a new appointment, then the Clergy PHI Panel may direct that Clergy PHI payments be reduced or withdrawn.

5. Policy Review

Progress on the implementation and effectiveness of this policy will be regularly monitored and reviewed. If you wish to comment on any aspect of the policy, its guidelines, or its implementation you may contact the RCB HR Manager.

6. Useful Contacts

If you have any queries regarding the implementation of this policy, please contact the RCB HR Manager at:

Telephone: +353 (1) 4125 655

Email: hr@ireland.anglican.org

This policy will be subject to review on a regular basis.