

APPENDIX A

CLERGY SEVERANCE - REGULATIONS

(As approved by the Representative Church Body in December 2002)

Background

General Synod 2001 passed an Act (the Statute, Chapter VI of 2001) to provide for the establishment of Provincial Mediation Panels, to make further provision concerning mediation in conflict resolution and related matters and to permit the Representative Body to make regulations concerning severance terms and other related matters.

Under this legislation where a recommendation from a Mediation Team includes permanent cessation from stipendiary ministry, and where the minister concerned agrees with the recommendation "the Bishop shall notify the Representative Body".

Severance Committee

Where notification is made to the Representative Body under Statute Chapter VI of 2001 a Severance Committee shall be formed consisting of:

- The Chairman of the RCB Executive Committee
- The Chief Officer of the RCB
- A member of the clergy appointed by the House of Bishops

This Committee, if it sees fit, shall be entitled to appoint an independent inspector, or an inspector from its members, to interview the minister and to make recommendations.

Recommendations will be made to the Representative Body and shall take into account any sets of existing general rules, terms and limitations laid down from time to time by the Representative Body in relation to Clergy Severance.

Severance Fund

The Representative Body shall set up and maintain a fund ("the Severance Fund") to enable financial settlements to be made to clergy who formally agree to withdraw from stipendiary ministry on an irrevocable and permanent basis. The fund shall be financed by means of a levy on dioceses to be legislated for in a manner similar to the existing legislation for the financing of the episcopacy (Chapter IV Part V). The Representative Body shall be also be permitted, if it so decides, to allocate by way of loan or grant unfettered bequests and endowments, both as to capital and income and not otherwise captured by the Central Church Fund, for such purposes.

Proposed General Rules, Terms and Limitations

Sets of proposed general rules, terms and limitations relating to voluntary severance on a permanent basis from the Stipendiary Ministry shall, on a regular basis, be approved by the Representative Body.

GENERAL RULES, TERMS AND LIMITATIONS RELATING TO VOLUNTARY SEVERANCE ON A PERMANENT BASIS FROM THE STIPENDIARY MINISTRY

Severance settlements are subject to the following general rules, terms and limitations.

1. All agreed terms and conditions are to be confidential to both the parties i.e. the minister and the RB and will be subject to formal written agreement.
2. Under the terms of the agreement to resign formally from a cure the minister must agree to being permanently prohibited from re-entering the part time / full time stipendiary ministry in the Church of Ireland.
3. A minister with less than ten continuous years' service in the stipendiary ministry may be paid a lump sum not exceeding the equivalent of one half of one year's minimum approved stipend. The calculation of the lump sum should have significant regard for the length of service served by that individual in the stipendiary ministry.
4. A minister with ten or more continuous years' service in the stipendiary ministry may be paid a lump sum not exceeding the equivalent of three years' minimum approved stipend. Proportions of this lump sum may be designated towards support in the area of (a) temporary housing assistance; (b) resettlement/retraining; (c) settlement of existing financial liabilities towards the Church or (d) such other purposes as may be decided by the Severance Committee.
5. Payments which are to be made out of the Severance Fund, may be made on a phased basis and the total of such payment(s) will be made on a full and final settlement basis. A final payment shall not be made before any glebe house or other church residence used by the minister has been vacated.
6. Any personal taxation liabilities arising in relation to payment of the lump sum(s) are to be the sole responsibility of the minister involved.
7. Nothing in these regulations shall affect the personal entitlements of a minister existing at date of resignation under the rules of Church of Ireland Clergy Pensions Fund.
8. These rules, terms and limitations are subject to regular review and decision by the Representative Body.