



DIOCESE OF SODOR AND MAN

SICKNESS

***Extract from Ecclesiastical Offices (Terms Of Service) Measure 2009
Ecclesiastical Offices (Terms Of Service) (Isle Of Man) Regulations 2012***

Sickness

(1) If an office holder [who is in receipt of a stipend] is unable to perform the duties of his or her office because of illness for a period of one working day or longer he or she must report the absence to the *¹person nominated for the purposes of this regulation, who shall inform the Board and, if the report is in writing, send it a copy thereof.

(2) The person nominated under paragraph (1) shall be nominated

(a) in the case of an office holder other than the Bishop, by the Bishop;

and

(b) in the case of the Bishop, by the registrar of the province of York.

(3) If an office holder [who is in receipt of a stipend] is absent from work because of illness for a continuous period of more than 7 days he or she must supply the person nominated as aforesaid with a certificate signed by a qualified medical practitioner and that person shall send a copy of the certificate to the Board.

(4) In the case of the Bishop, for the references in paragraphs (1) and (3) to the Board there shall be substituted references to the Church Commissioners for England.

(5) An office holder who is absent from work because of illness must use all reasonable endeavours to make arrangements for the duties of the office to be performed by another person during the absence which may, where appropriate, consist of notifying a responsible person or authority of the absence.

(6) An office holder who is absent from work for a period not exceeding 26 weeks, or for periods amounting in the aggregate to not more than 26 weeks, shall be entitled during that period to receive in full any stipend which is payable in respect of the office.

(7) The Bishop or, in the case of the Bishop, the archbishop of York may, if he is satisfied that the office holder is, by reason of illness, unable adequately to discharge the duties of his or her office, permit the office holder to be absent from work for such period as he thinks appropriate and may make provision for the discharge of those duties during the period of absence of the office holder.

(8) In determining whether, and to what extent, any stipend should be payable to an office holder is absent from work for illness for a period exceeding 26 weeks, or for periods amounting in the aggregate to more than 26 weeks, the Board shall have regard to directions made from time to time by the Archbishops' Council in the exercise of its functions as the Central Stipends Authority.

Practicalities within the Diocese

If the period qualifies for Incapacity Benefit then you must make a claim using a Government SC1 claim form to The General Benefits Section, Ground Floor, Markwell House, Market Street, Douglas.

Any monies obtained must be declared to the DBF and will be offset against the full stipend payable.

Continued payment of stipend will be subject to a review in the 5th month, which may include a medical opinion on the diagnosis and prognosis and long-term fitness to return to work

**1 Bishop or Archdeacon*