



## **DIOCESE OF SODOR AND MAN**

### **TERMINATION OF APPOINTMENT**

Your office may only be terminated —

- If you resign.
- If you are removed under the capability procedure.
- If you are removed under the safeguarding and clergy discipline measure (Isle of Man) 2017.
- If you retire in accordance with the ecclesiastical offices (terms of service) (Isle of Man) (amendment) regulations 2017.
- On your death.
- In the case of a fixed or other limited term appointment (see below), on expiry of the term.
- On pastoral reorganisation (see below).
- Fixed and other limited term appointments.

Clergy and other office holders cannot normally be appointed for a fixed or other limited term. Regulation 29 provides for exceptions (sometimes referred to as 'qualified common tenure') as follows:

#### **3.1 Covering for absence**

An appointment to cover an office holder's authorised absence will normally be for a fixed term or otherwise limited to the office holder's absence.

#### **3.2 Over 70**

An office holder over retirement age who holds a post under licence may be removed from office, usually after a medical review. (This does not apply to an incumbent, to whom the statutory retirement age applies)

#### **3.3 Training posts**

Clergy appointed to "title posts" and curacies for training for the ministry hold office for a fixed term.

#### **3.4 Sponsorship funding**

In certain circumstances a post may be funded wholly or in part by benefactors or grant-making bodies. The post will be terminated when the sponsorship or funding ceases.

#### **3.5 Probationary posts**

A cleric who has been absent from parochial ministry for more than a year or has previously been removed or resigned from office under the capability or disciplinary procedures, may be appointed on a probationary basis.

**3.6 Post held in conjunction with another office or employment**

If an office is designated as being held in conjunction with another office or employment, it will terminate when that other office or employment ceases.

**3.7 Overseas nationals**

An office holder who does not have the right of abode, or unlimited leave to remain, in the Isle of Man may be removed from office if his or her permission to live or work in the Isle of Man is terminated.

**3.8 Appointments subject to pastoral reorganisation**

Where the Church Commissioners for the Isle of Man have invited the views of interested parties before submitting proposals to the Bishop, then, as an alternative to suspending presentation and appointing a priest in charge, the post may be designated under regulation 30 as held subject to pastoral reorganisation, and an incumbent may be appointed on a limited term basis. If this applies to you, please refer to your Statement of Particulars.