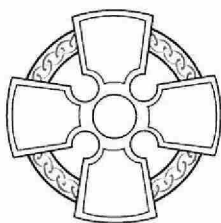


YR EGLWYS
YNG NGHYMRU



THE CHURCH
IN WALES

**DATGANIAD O DELERAU GWASANAETH AT
GYFUNDDEILIADAETH YN UNOL Â CHANON
TELERAU GWASANAETH CLERIGION 2010**

**STATEMENT OF TERMS OF SERVICE FOR COMMON
TENURE IN ACCORDANCE WITH THE CLERGY
TERMS OF SERVICE CANON 2010**

employment or appointment in which the Cleric is engaged and the needs of the clerical office held.

11. Sabbatical Leave

A Diocesan Bishop may grant sabbatical leave to clergy in accordance with the Bench of Bishops Scheme for Sabbatical Leave.

12. Training and Retreats

A Cleric must keep up-to-date with current issues affecting ministry and must participate in Continuing Ministerial Development (C.M.D.), and training courses and attend Clergy Schools and Chapter Meetings, provided that in the case of Clerics not in receipt of a stipend they are held at such times as are compatible with the obligations of any paid employment or appointment held by such Cleric.

A Cleric is required to review and refresh his or her ministry (for example through retreats and conferences). A Cleric is encouraged to participate in an annual retreat of no more than five days (Monday to Friday). Periods of absence of more than five days require the prior agreement of the Diocesan Bishop. Cover for such absences must be arranged by the Cleric for the normal range of services.

15. Health and Safety

A Cleric is required to co-operate with the Representative Body and with the Diocese in respect of any legal duty or requirement of any statutory health and safety provision.

16. Clergy Sickness

A Cleric who becomes ill and is through illness unable to perform normal duties must follow the reporting procedure set out in the document entitled "Clergy Ill-health and Incapacity".

17. Sickness Payments

The Church in Wales policy on payment of stipend during periods of absence due to sickness is set out in the document entitled "Clergy Ill-health and Incapacity" referred to above. This provision does not apply to a Cleric not in receipt of a stipend.

18. Discipline

The standards expected of clergy are set out in this Statement, the Professional Ministerial Guidelines and the Constitution of the Church in Wales.

A Cleric who is found to be in breach of the standards will be subject, following investigation, to the Disciplinary Policy and Procedure of the Church in Wales, which is attached. Serious acts or omissions may result in removal from office and could result in deposition from Holy Orders.