

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.

19. Grievance

A Cleric has the right to express a grievance in accordance with the Grievance Procedure attached if it is felt that there has been unfair treatment.

20. Bullying and Harassment

The Church in Wales does not tolerate any form of bullying or harassment. There is a Bullying and Harassment Policy and a Complaints Procedure.

21. Ministerial Development Review

A Cleric must attend a review meeting with the Bishop or the Bishop's representative after a period of six months in post. Thereafter a Cleric must participate in the Diocesan Scheme for Ministerial Development Review. A copy of the Diocesan Scheme for Ministerial Development Review is available from the Bishop.

22. Proficiency Requirement

When a requirement is identified that a Cleric should obtain a particular proficiency, attend training or retraining in an area of Ministry, the Cleric must satisfy such requirement within a reasonable time as agreed with the Bishop. Such resources will be provided as the Bishop considers appropriate to enable the Cleric to comply. Failure to comply with this requirement may be dealt with as a disciplinary matter.