



DIOCESE OF SODOR AND MAN

Introduction Terms of Service Handbook for Clergy

Dear Colleagues,

The Diocese of Sodor and Man introduced Common Tenure for all Clergy in 2013. This ensured that our Terms of Service were common across the Diocese, with all Clergy having the same fundamental rights and responsibilities, and equitable access to opportunities for Continuing Professional Development and engagement in island-wide initiatives. This equity continues to enhance our teamwork and our partnerships in the community.

To assist with this, it is important that we all fully understand the implications for our Roles and Responsibilities and have easy access to information outlining these Terms of Service. It is particularly important to be clear about our Terms and Conditions of Service because Clergy are highly committed and caring people for whom ministry is a vocation above all else.

Each of us therefore has a 'Statement of Particulars'. In support of this and in addition we provide this Handbook as a source of further information.

This Handbook provides explanatory and background material on Common Tenure and brings together existing and new relevant documentation on various aspects of Terms of Service - finance, housing, training and development, working conditions, family matters, public duties, conduct and performance, welfare and wellbeing, and policies regarding human resources.

I hope that you will find this a useful resource and that it will provide easier and clearer access to information in support of your work and wellbeing.

With best wishes,

+ Peter

The Rt Revd PA Eagles
Bishop of Sodor and Man

Thie yn Aspick, 4 The Falls, DOUGLAS IM4 4PZ

Tel 01624 622108

bishop@sodorandman.im