



Statutory Document No. 0700/12

ECCLESIASTICAL OFFICES (TERMS OF SERVICE) MEASURE 2009

**ECCLESIASTICAL OFFICES (TERMS OF SERVICE) (ISLE OF MAN)  
DIRECTIONS 2012**

*Coming into operation*

*1st January 2013*

The Sodor and Man Diocesan Synod gives these Directions under regulation 23 of the Ecclesiastical Offices (Terms of Service) (Isle of Man) Regulations 2012<sup>1</sup>.

**1. Title**

The title of these Directions is the Ecclesiastical Offices (Terms of Service) (Isle of Man) Directions 2012.

**2. Commencement**

These Directions come into operation on 1st January 2013.

**3. Interpretation**

In these Directions —

- (a) “the 2006 Act” means the Employment Act 2006 (an Act of Tynwald)<sup>2</sup>;
- (b) any reference to the 2006 Act or to regulations made under it is a reference to that Act or those regulations as it has or they have effect on the coming into operation of these Directions.

**4. Entitlement to maternity, paternity, parental and adoption leave**

- (1) Subject to the provisions of this paragraph, an office holder shall be entitled to maternity, paternity, parental and adoption leave for the same periods and subject to the same conditions as apply in the case of an employee under the 2006 Act or any regulations made under that Act.

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<sup>1</sup> SD 0321/12

<sup>2</sup> 2006 c.21

- (2) An office holder who exercises any entitlement to leave conferred by sub-paragraph (1) shall, in consultation with a responsible person or authority, use all reasonable endeavours to make arrangements for the duties of the office to be performed by another person or persons during the period of leave.

**5. Time off work for caring for dependants**

- (1) An office holder may request the Bishop to allow him or her to take time off work or to make adjustments to the duties of the office to care for a dependant.
- (2) The request under sub-paragraph (1) must be in writing, and the Bishop may impose such other conditions as he thinks fit as to the manner in which the request is to be made, including any information which is to be supplied with the request.
- (3) The Bishop must consider the request under sub-paragraph (1) and may —
  - (a) grant such time off work or adjustments to the duties of the office as appears to him to be reasonable; and
  - (b) may impose reasonable conditions on the grant, including any appropriate variations in the stipend which would otherwise be payable to the office holder.
- (4) The Bishop must, before granting a request for time off work under sub-paragraph (3), consult the parochial church council or councils of the parish or parishes belonging to the benefice concerned.
- (5) In this paragraph “dependant” means, in relation to an office holder—
  - (a) a spouse or civil partner,
  - (b) a child,
  - (c) a parent,
  - (d) a person who lives in the same household as the office holder, otherwise than by reason of being his or her employee, tenant, lodger or boarder;
  - (e) if the care consists of providing assistance in case of illness or injury, a person if the office holder, a person who reasonably relies on the office holder to provide such assistance;
  - (f) if the care consists of making arrangements for the provision of care in the event of illness or injury, a person who reasonably relies on the office holder to make such arrangements.

I CERTIFY that at a meeting of the Sodor and Man Diocesan Synod held on 13th November 2012 a Resolution giving the above Directions was passed by the Synod

✠ *Robert Sodor as Mannin*

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#### EXPLANATORY NOTE

*(This note is not part of the Directions.)*

These Directions make provision for the grant of certain employment rights to office holders who are subject to Common Tenure under the Ecclesiastical Offices (Terms of Service) Measure 2009 and the Ecclesiastical Offices (Terms of Service) (Isle of Man) Regulations 2012, viz. —

- (a) maternity, paternity, parental and adoption leave, on the same terms as those to which an employee is entitled under the Employment Act 2006 (paragraph 4);
- (b) time off work to care for dependants (paragraph 5).