

Common Tenure comes into effect on Monday 31st January 2011

Tuesday 1 February 2011

A new form of tenure for clergy office holders called “common tenure” comes into effect on Monday 31st January 2011

As a result, thousands of clergy will acquire rights more akin to those in an employment setting as well as responsibilities to develop in their ministry while maintaining their status as office holders. The legislation ensures compliance with the employment rights in the Employee Relations Act 1999.

Priests-in-charge, Team Vicars, Curates and some Chaplains automatically transferred on 31st January. Freehold clergy such as Bishops, Archdeacons, incumbents (Vicars and Rectors), Team Rectors and Cathedral clergy have the choice as to whether they transfer from freehold to common tenure. All new appointments will be covered by common tenure.

In the Diocese of Canterbury, 70% of clergy in the Diocese will automatically transfer with the remainder being given the choice. The new Archdeacon of Maidstone, will also hold office under common tenure when appointed.

During this month, those clergy who automatically transfer onto common tenure will be issued with a Statement of Particulars. Bishop Trevor will write to freehold clergy, inviting them to transfer to common tenure. They will have the opportunity to opt-in to common tenure at any time thereafter.

Common tenure comes as a result of the Ecclesiastical Offices (Terms of Service) Measure 2009 (Clergy Terms of Service) legislation. It confers rights such as an entitlement to a written statement of particulars, setting out the terms of an appointment; proper entitlement to time off, including maternity, paternity and other forms of leave; access to a grievance procedure and a right of appeal to an employment tribunal in certain circumstances.

Common tenure also confers obligations that encourage accountability and responsibility in ministry such as participation in Ministerial Development Review (MDR), Continuing Professional Development (CPD), requirements around sickness and health and a capability procedure.

Additional Information: <http://www.canterburydiocese.org/termsofservice/>

Common Tenure on 2 sides of A4:

<http://www.canterburydiocese.org/termsofservice/Common%20Tenure%20on%202%20sides%20of%20A4.pdf>

Comparison of Common Tenure and Freehold:

<http://www.canterburydiocese.org/termservice/Comparison%20of%20freehold%20with%20common%20tenure.pdf>

Ecclesiastical Offices (Terms of Service) Regulations, 2009:

[http://www.canterburydiocese.org/termservice/Ecclesiastical%20Offices%20\(Terms%20of%20Service\)%20Regulations%202009.pdf](http://www.canterburydiocese.org/termservice/Ecclesiastical%20Offices%20(Terms%20of%20Service)%20Regulations%202009.pdf)

Frequently Asked Questions:

<http://www.canterburydiocese.org/termservice/FAQs%20Nov%202010.doc>

Summary of legislation:

<http://www.canterburydiocese.org/termservice/Summary%20of%20the%20Legislation.pdf>

For further information please visit: www.common tenure.org