

THE DIOCESAN SABBATICAL STUDY LEAVE ACT 1996

WHEREAS at the 1977 Session of the Diocesan Synod a proposal for a Long Service Leave Scheme was adopted

AND WHEREAS Standing Committee was requested to appoint a Long Service Leave Committee to administer the scheme and in order to finance the scheme was authorised to make an annual assessment equal to one per cent of the total annual stipends payable as at 30 June 1977

AND WHEREAS the scheme provided in addition to Annual Leave, six weeks paid Long Service Leave for staff who had completed 20 years service in the Diocese

AND WHEREAS the period of leave was later extended to three months and the Scheme changed to that of Mid Service Leave

AND WHEREAS it is now desired to change that scheme to Sabbatical Study Leave and to make regulations for the same

BE IT ENACTED by the Bishop, Clergy and Laity of the Diocese of Nelson in Synod assembled and by authority of the same as follows:

1. THAT the short title of this Act shall be the "Diocesan Sabbatical Study Leave Act 1996".
2. THE Bishop and Diocesan Secretary shall be a group to receive and approve applications and funding for Sabbatical Study Leave.
3. APPLICATION is to be made to the Diocesan Secretary using the approved forms.
4. SABBATICAL Study Leave is for the purpose of taking extended leave from the normal ministry context every seven years for study, training, refreshment and recreation.
5. SABBATICAL Study Leave accrues at the rate of one week per year of service. The entitlement begins from the start of ordained ministry or pastoral lay ministry or from a previous sabbatical. It is expected to be taken every seven years no sooner than six years and no later than 10 years since the last sabbatical. If an applicant for leave has come

from another Diocese that person would be able to transfer up to four weeks of similar leave that had accrued in that Diocese and would be eligible to take sabbatical leave after a minimum of four years in this Diocese.

6. ANY particular paid study leave cannot be longer than three months (plus possible addition of annual leave). If additional study leave is required for a particular course of study it may be possible to negotiate with the Bishop for a further non-paid period.

7. SABBATICAL Study Leave accrues to age 60 and any accrued leave should be taken by that time in order to benefit the final years of stipendiary ministry.

8. PERSONS leaving the Diocese prior to a seven year period of leave falling due are not eligible for accrued leave. Under normal circumstances there would be an expectation of continued service in the Diocese for at least one year after Sabbatical Study Leave is taken.

9. THE study component is to be approved by the Bishop or the Bishop's nominee.

10. ON completion of sabbatical study leave, a report must be made to the Bishopdale College Management Committee.

11. SABBATICAL Study Leave shall have a minimum 50% study component with the "norm" being 75% study and 25% rest and recreation component. Any divergence from this "norm" should be of matter of dialogue with the Bishop

12. BEFORE Sabbatical Study Leave is approved the group is to be satisfied that arrangements have been made for the staffing of the parish or Diocesan position whilst leave is being taken.

13. STIPEND and other staff related expenses shall be paid by the parish or the Diocesan Board or Committee employing the Diocesan staff that are on Sabbatical Study Leave.

14. ALL funds held in the "Diocesan Long Service Leave Fund" shall be transferred to a fund styled the Sabbatical Study Leave Trust Fund. The Income and Capital of the Sabbatical Study Leave Trust Fund shall be available for the purpose of:-

1. Assisting the funding of relief staff for a Parish or Mission District whilst the Vicar or other staff member is on Sabbatical Study Leave.
 2. Providing assistance toward the cost of travel, course fees or other matters associated with a particular course of study whilst on sabbatical study leave.
 3. The Fund shall be invested with the Nelson Diocesan Trust Board.
15. THE Diocesan Synod shall annually provide such funding as it shall think fit for the Sabbatical Study Leave Trust Fund.

