

## Appendix O - Comparison of Freehold with Common Tenure

	<b>Incumbents - current</b>	<b>Incumbents on Common Tenure</b>	<b>Priests-in-Charge - current</b>	<b>Priests-in-Charge – Common Tenure</b>
<b>The Canons</b>	Apply	Apply	Apply	Apply
<b>Continuing Ministerial Education</b>	No legal requirement to participate	Bishop has duty to ensure opportunities are afforded to participate in appropriate education or training. Office holders required to participate under Clergy Terms of Service Regulations where it is required by the Bishop following MDR	No legal requirement to participate	Bishop has duty to ensure opportunities are afforded to participate in appropriate education or training. Office holder required to participate under Clergy Terms of Service Regulations where it is required by the Bishop following MDR
<b>Grievance Procedure</b>	No legal entitlement to make use of grievance procedure	Legal entitlement to seek redress for grievances under procedure set out in code of practice	No legal entitlement to make use of grievance procedure	Legal entitlement to seek redress for grievances under procedure set out in code of practice
<b>Ministerial Development Review (MDR)</b>	No legal requirement to participate	Bishop has duty to set up and keep under review a scheme for MDR. Office holders required to participate in MDR under Terms of Service Regulations	No legal requirement to participate	Bishop has duty to set up and keep under review a scheme for MDR. Office holders required to participate in MDR under Terms of Service Regulations
<b>Capability Procedure</b>	Does not apply	Applies	Does not apply	Applies
<b>Clergy Discipline Measure</b>	Applies	Applies	Applies	Applies

	<b>Incumbents - current</b>	<b>Incumbents on Common Tenure</b>	<b>Priests-in-Charge - current</b>	<b>Priests-in-Charge – Common Tenure</b>
<b>Removal from office</b>	Only following: <ul style="list-style-type: none"> <li>• A breakdown of pastoral relationships</li> <li>• After pastoral reorganisation</li> <li>• Ill health</li> <li>• Reaching retirement age</li> <li>• Disciplinary proceedings</li> </ul>	Only following: <ul style="list-style-type: none"> <li>• A decision to remove from office under the capability procedure</li> <li>• Pastoral reorganisation</li> <li>• Reaching retirement age</li> <li>• Disciplinary proceedings</li> </ul>	<ul style="list-style-type: none"> <li>• After summary revocation of licence (but with appeal) or revocation on notice</li> <li>• After pastoral reorganisation</li> <li>• Disciplinary proceedings</li> </ul>	Only following: <ul style="list-style-type: none"> <li>• A decision to remove from office under the capability procedure</li> <li>• Pastoral reorganisation</li> <li>• Reaching retirement age</li> <li>• Disciplinary proceedings</li> <li>• On filling of the vacancy</li> </ul>
<b>Severance</b>	Schedule 4 of the Pastoral Measure	Schedule 4 of the Pastoral Measure	None	Schedule 4 but for a maximum of one year
<b>Sale of parsonage house</b>	An absolute veto over the sale of the parsonage house	An absolute veto over the sale of the parsonage house	No rights at all	A right of objection to the Church Commissioners in the event of a proposed sale. DPB would need to convince the Commissioners that the sale was appropriate, as their consent is required.
<b>Statement of rights and responsibilities conferred by the Regulations</b>	No	Statement of particulars has to be provided within one month of starting the post	No	Statement of particulars has to be provided within one month of starting the post
<b>Parsonage house</b>	Legal title vested in incumbent as corporation sole	Legal title vested in incumbent as corporation sole	Legal title vested in corporation sole, not the priest-in-charge	Legal title vested in corporation sole, not the priest-in-charge
<b>Right to a minimum stipend</b>	No	Yes (for stipendiary appointments)	No	Yes (for stipendiary appointments)
<b>Right to specified time off</b>	Not stated	A minimum of 36 days annual leave and one day off per week	Not stated	A minimum of 36 days annual leave and one day off per week
<b>Unfair dismissal</b>	No right of appeal	Right to appeal to Employment Tribunal if dismissed following capability procedure	No right of appeal	Right to appeal to Employment Tribunal if dismissed following capability procedure

