

## **Return to work after ill-health retirement**

- 1 A number of Ministers and CRCWs retire from stipendiary service early on the grounds of ill-health. Some may request a return to work because they have recovered from the illness and believe themselves fit for work.

General Assembly adopts the following procedure for return to work after ill-health retirement of Ministers and Church Related Community Workers.

When a Minister or CRCW who has previously retired on grounds of ill-health wishes to return to work:

- i) The Minister/CRCW will inform the Moderator of the Synod in which they are living.
- ii) The Moderator will:
  - a) Inform the Secretary for Ministries
  - b) Arrange for a Synod interview with the Minister/CRCW to assess personal and spiritual readiness to return to work and assess any further training needs. The council of the Church that gave concurrence for retirement of that Minister/CRCW should be consulted, as well as the Moderator of the Synod.
- iii) The Secretary for Ministries will arrange for medical references to be gathered. These will include a report from the Minister's/CRCW's own doctor and if applicable his/her consultant and an independent medical/psychiatric assessment paid for by the United Reformed Church. The United Reformed Church's medical referee, or whomsoever the referee names as a specialist in each individual case, will conduct this assessment.
- iv) A recommendation will be sent by the Synod to the Secretary for Ministries following the Synod interview.
- v) The Secretary for Ministries will take the medical and Synod reports to the Accreditation Sub-Committee who will then take the decision as to whether the Moderators may introduce the Minister's/CRCW's name to a local church or post, subject to the completion of any agreed training programme.
- vi) The local church or post will be made aware by the Moderator that the individual is returning to work after retirement on the grounds of ill health.
- vii) The Minister will remain in receipt of the pension and, where applicable, in Church housing until he/she receives a call.
- viii) If there has been no call by a local church after a year the situation will be reviewed. This review will involve a meeting between the Minister and the Moderator in the first instance. Following that meeting the Moderator will

advise the Accreditation Sub-Committee as to whether the Minister's name should remain available for introduction to a pastorate.

- ix) Should the original health problem recur to the point where early retirement on the grounds of ill health becomes necessary, there should be a streamlined procedure for approving retirement on the grounds of ill-health. There will normally be no further opportunity to return to ministerial service.