

## **11. REVIEW OF THE DISABILITY FUND AND RELATED ABSENCE LEAVE POLICY**

The Conference amends the Ministers' Disability Fund as follows:

1. In the event of disability or sickness, Ministers will be paid full stipend plus allowances by the Circuit to which they have been appointed for up to a total of thirteen weeks in any four-year period.
2. After this initial thirteen-week total has been reached, Ministers will be paid full stipend plus allowances from the Ministers' Disability Fund for up to a total of an additional thirteen weeks in any four-year period.
3. After both of these thirteen-week totals have been reached, Ministers will be paid fifty percent of stipend and fifty percent of allowances from the Ministers' Disability Fund for an additional twenty-six weeks in any four-year period.
4. Employee pension contributions are to be paid by the Minister.
5. All periods of disability or sickness are cumulative over a four-year period across any circuit or any jurisdiction.
6. Any additional periods of disability or sickness will be paid at Statutory Sick Pay rates, or equivalent.
7. All short term and long-term periods of sickness must be reported to the Human Resources Manager.
8. The Ministers' Disability Fund will continue to consider applications for Ill Health Retirement benefits in the event of diagnosis of a critical or terminal illness.
9. Ministers appointed to Departments of the Church will be treated in the same manner, with the Department fulfilling the obligations of a Circuit.