

V TRANSFER BETWEEN MINISTRIES ACT (ACT V 2019)

Edinburgh, 23 May 2019, Session 17

The General Assembly hereby enact and ordain as follows:

Definitions

1. For the purposes of this Act and the Schedule attached hereto:
 - (a) “applicant” means the person applying for a transfer;
 - (b) “Assessment Conference” means an assessment of the applicant by a body of trained Assessors in a conference setting as referred to in more detail in Act X 2004;
 - (c) “Assessment Panel” means assessment in the form of (i) an interview with a psychologist and (ii) an interview with two national assessors;
 - (d) “Auxiliary Ministry” means the ministry referred to in Act XIII 2003 and “Auxiliary Minister” shall be construed accordingly, but in each case subject always to the provisions of Act IX 2011;
 - (e) “Candidate” means a person who has been both accepted by the Committee and nominated by their Presbytery, and in the context of this Act is used in respect of a person who has applied to transfer and who in terms of this Act has been accepted for training for the Ordained National Ministry, the Ordained Local Ministry or the Diaconate;
 - (f) “Committee” means the Committee to which the Council has delegated matters relating to education and training of ministers, readers and deacons, currently being the Education and Support Committee;
 - (g) “Council” means the Ministries Council;
 - (h) “Diaconate” means the ministry referred to in Act VIII 2010 and “Deacon” shall be construed accordingly;
 - (i) “Local Mentor” means the person chosen by the Committee who mentors the applicant during a Period of Discernment;
 - (j) “Local Review” means a review undertaken by a group consisting of one Assessor appointed by the Council, the Local Mentor and the Presbytery Assessor;
 - (k) “Ordained Local Ministry” means the ministry referred to in Act IX 2011 and “Ordained Local Minister” shall be construed accordingly;
 - (l) “Ordained National Ministry” means the ministry referred to in Act X 2004 and “Ordained National Minister” shall be construed accordingly;
 - (m) “Period of Discernment” means time spent on placement with a Local Mentor and Presbytery Assessor exploring the nature of the applicant’s call and gifting;
 - (n) “Presbytery Assessor” means the person chosen by Presbytery who supports the Local Mentor and applicant throughout the Period of Discernment;
 - (o) “Prospective Candidate” means a person who has been accepted by the Committee and is awaiting the outcome of their application to Presbytery for nomination;
 - (p) “Readership” means the ministry referred to in Act XVII 1992 and “Reader” shall be construed accordingly;
 - (q) “recognised ministries of the Church” means the Ordained National Ministry, the Ordained Local Ministry, the Readership and the Diaconate.

- (r) “UK State Pension Age” means a person’s UK State Pension Age as determined at the relevant time by the UK Government’s calculations*¹.

Transfer Routes and discernment, assessment and training requirements

2. The provisions of this Act are summarised in the table attached at Schedule A, which is attached for ease of reference. Where there is any conflict between the provisions of this Act contained in Sections A to D and those of the table in Schedule A, the provisions of this Act in Sections A to D shall prevail. Content of the table at Schedule A set out in bold is provided for information only.

Age Limit

3. Where the table attached at Schedule A indicates that an age limit applies on transfer, ie it states “Must complete by 10 years before UK State Retirement Age”, that means that an application will not be considered from any person who in all normal circumstances could not complete the prescribed course before 31 December in the year which is 10 years before the calendar year in which that person will reach UK State Pension Age. In the remaining provisions of this Act, this provision is referred to as “The Age Limit applies”. Where this Act is silent, the Age Limit does not apply.

Time limit for commencement of course

4. Where a person makes an application to transfer under this Act, or under previous similar legislation, and is successful, if that person does not then commence the prescribed course within three years of the date of their acceptance, their acceptance shall lapse, subject to the right for the person to apply to the Committee for an extension in exceptional circumstances. In determining an application for an extension, the Committee may in its discretion grant an extension, grant an extension subject to conditions, or refuse an extension.

Person must first be accepted as a Candidate/Reader in Training or be an ONM, OLM, DCS or Reader in service or retired

5. A person must first (a) be accepted as either (i) a candidate for the Ordained National Ministry, Ordained Local Ministry or Diaconate or (ii) as a Reader in Training, or (b) be an Ordained National Minister, an Ordained Local Minister, a Deacon or a Reader in service or retired, before being entitled to make an application to transfer under this Act, and may then apply to transfer only according to the following provisions of this Act.

SECTION A - TRANSFERS FROM THE ORDAINED LOCAL MINISTRY AND AUXILIARY MINISTRY

Transfer to being a Candidate for the Ordained National Ministry

6. (1) In a situation where an Ordained Local Minister (which for the purposes of this section only shall include a Candidate in training for Ordained Local Ministry) desires to transfer to the being a Candidate for the Ordained National Ministry, the following procedure shall apply:

¹ * Ascertained currently by the calculator found on the gov.uk website

- (a) The applicant shall inform the Council of his or her wish to transfer, and at the same time shall inform the Presbytery of the bounds;
 - (b) Having established eligibility, the Council shall arrange for the applicant to undergo an Assessment Panel;
 - (c) At the Assessment Panel attention shall be paid to the applicant's reasons for his or her wish to transfer, in particular his or her gifts of leadership shall be assessed and his or her understanding of Ordained National Ministry shall be examined;
 - (d) If the applicant is accepted by the Assessment Panel as a Prospective Candidate for the Ordained National Ministry then the applicant will thereafter follow the appropriate procedure under Act X 2004, including, though not restricted to, the requirement for nomination by Presbytery as a Candidate for the Ordained National Ministry in terms of sections 7 to 11 of that Act, such requirements for education and training as may be determined by the Council, and such placements as may be required, having regard to all the circumstances in each particular case;
 - (e) If the applicant is not accepted by the Assessment Panel as a Prospective Candidate for the Ordained National Ministry then the applicant may apply again to transfer to Ordained National Ministry, up to three times in total, but that number shall be reduced by any previous applications or applications to transfer made at any time for the recognised ministries of the Church. A fourth application can be made only in exceptional circumstances and the prior approval of the Committee shall be required.
 - (f) If the applicant is not at any time accepted by the Assessment Panel as a Prospective Candidate for the Ordained National Ministry then such decision shall not affect the applicant's status as an Ordained Local Minister or as a Candidate in training for the Ordained Local Ministry, as the case may be.
 - (g) A decision of the Assessment Panel not to accept an applicant as a Prospective Candidate for the Ordained National Ministry shall be final and binding on the applicant, subject only to subsection (e) above and to appeal to the Ministries Appeal Panel in terms of section 19 below.
- (2) The following additional provision shall apply to Ordained Local Ministers or Candidates in training for Ordained Local Ministry who seek to transfer to being a Candidate for the Ordained National Ministry: The Age Limit applies.
 - (3) In a situation where an Auxiliary Minister desires to transfer to being a Candidate for the Ordained National Ministry, the provisions of section 6(1) and 6(2) of this Act shall apply, as if the words "Auxiliary Minister" were substituted throughout for the words "Ordained Local Minister".

Transfer to being a Candidate for the Diaconate

- 7. (1) In a situation where a Candidate in training for the Ordained Local Ministry desires to transfer to being a Candidate in training for the Diaconate, the following procedure shall apply:
 - (a) The applicant shall inform the Council of his or her wish to transfer, and at the same time shall inform the Presbytery of the bounds;
 - (b) Following a Period of Discernment of three months' duration, the applicant shall require to undergo Local Review. If the outcome of the Local Review

is that the applicant is ready to proceed to Assessment Conference, the applicant shall be assessed for the Diaconate in terms of Act X 2004 applied by section 3 of the Deacons Act (Act VIII 2010);

- (c) If the applicant is accepted by the Assessment Conference as a Prospective Candidate for the Diaconate then the applicant will thereafter follow the appropriate procedure under Act VIII 2010, including, though not restricted to, the requirement for nomination by Presbytery as a Candidate for the Diaconate in terms of sections 7 to 11 of Act X 2004, such requirements for education and training as may be determined by the Council, and such placements as may be required, having regard to all the circumstances in each particular case;
 - (d) If the applicant is not accepted by the Assessment Conference as a Prospective Candidate for the Diaconate then the applicant may apply again to transfer to Diaconate, up to three times in total, but that number shall be reduced by any previous applications or applications to transfer made at any time for the recognised ministries of the Church. A fourth application can be made only in exceptional circumstances and the prior approval of the Committee shall be required.
 - (e) If the applicant is not at any time accepted by the Assessment Conference as a Prospective Candidate for the Diaconate then such decision shall not affect the applicant's status as a Candidate in training for the Ordained Local Ministry.
 - (f) A decision of the Assessment Conference not to accept an applicant as a Prospective Candidate for the Diaconate shall be final and binding on the applicant, subject only to subsection (d) above and to appeal to the Ministries Appeal Panel in terms of section 19 below.
- (2) The following additional provision shall apply to a Candidate in training for the Ordained Local Ministry who seeks to transfer to being a Candidate in training for the Diaconate: The Age Limit applies.

Transfer to being a Reader in Training

8. (1) In a situation where a Candidate in training for Ordained Local Ministry desires to transfer to being a Reader in Training, the following procedure shall apply:
- (a) The applicant shall inform the Council of his or her wish to transfer, and at the same time shall inform the Presbytery of the bounds;
 - (b) Following a Period of Discernment of three months' duration, the applicant shall require to undergo Local Review, and at the Local Review a decision shall be made on the applicant's suitability to become a Reader in Training without the need for Assessment Conference;
 - (c) If the applicant is accepted by the Local Review as a Reader in Training then the applicant will thereafter follow the appropriate procedure under section 2 of Act XVII 1992, including, though not restricted to, such requirements for education and training as may be determined by the Council, and such placements as may be arranged by the Presbytery, having regard to all the circumstances in each particular case;
 - (d) If the applicant is not accepted by the Local Review as a Reader in Training then the applicant may apply again to transfer to the Readership, up to three

times in total, but that number shall be reduced by any previous applications or applications to transfer made at any time for the recognised ministries of the Church. A fourth application can be made only in exceptional circumstances and the prior approval of the Committee shall be required.

- (e) If the applicant is not at any time accepted by the Local Review as a Reader in Training then such decision shall not affect the applicant's status as a candidate in training for the Ordained Local Ministry
 - (f) A decision of the Local Review not to accept an applicant as a Reader in Training shall be final and binding on the applicant, subject only to subsection (d) above and to appeal to the Ministries Appeal Panel in terms of section 19 below.
9. No transfers from the Ordained Local Ministry or from being a candidate in training for the Ordained Local Ministry, or from the Auxiliary Ministry, shall be possible save as set out in sections 6 to 8 above.

SECTION B - TRANSFERS FROM THE READERSHIP

Transfer to being a Candidate for the Ordained Local Ministry, the Diaconate or the Ordained National Ministry

10. (1) In a situation where a Reader in Training, a Reader in service or a retired Reader desires to transfer to be a Candidate for the Ordained Local Ministry, a Candidate for the Diaconate or a Candidate for the Ordained National Ministry, the following procedure shall apply:
- (a) The applicant shall inform the Council of his or her wish to transfer, and at the same time shall inform the Presbytery of the bounds;
 - (b) Following a Period of Discernment of three months' duration, the applicant shall require to undergo Local Review. If the outcome of the Local Review is that the applicant is ready to proceed to Assessment Conference, the applicant shall be assessed for the Ordained Local Ministry, the Diaconate or the Ordained National Ministry, as the case may be, in terms of the relevant Act of Assembly;
 - (c) If the applicant is accepted by the Assessment Conference as a Prospective Candidate for the Ordained Local Ministry, the Diaconate or the Ordained National Ministry, as the case may be, then the applicant will thereafter follow the appropriate procedure under the relevant Act of Assembly, including where appropriate, though not restricted to, the requirement for nomination by Presbytery as a Candidate in terms of sections 7 to 11 of Act X 2004, such requirements for education and training as may be determined by the Council, and such placements as may be required, having regard to the relevant Act of Assembly and to all the circumstances in each particular case;
 - (d) If the applicant is not accepted by the Assessment Conference as a Prospective Candidate for the Ordained Local Ministry, the Diaconate or the Ordained National Ministry, as the case may be, then the applicant may apply again to transfer to the Ordained Local Ministry, the Diaconate or the Ordained National Ministry, as the case may be, up to three times in total, but that number shall be reduced by any previous applications or

applications to transfer made at any time for the recognised ministries of the Church. A fourth application can be made only in exceptional circumstances and the prior approval of the Committee shall be required.

- (e) If the applicant is not at any time accepted by the Assessment Conference as a Prospective Candidate for the Ordained Local Ministry, the Diaconate or the Ordained National Ministry, as the case may be, then such decision shall not affect the applicant's status as a Reader in Training, a Reader in service or a retired Reader, as the case may be.
 - (f) A decision of the Assessment Conference not to accept an applicant as a Prospective Candidate for the Ordained Local Ministry, the Diaconate or the Ordained National Ministry, as the case may be, shall be final and binding on the applicant, subject only to subsection (d) above and to appeal to the Ministries Appeal Panel in terms of section 19 below.
- (2) The following additional provisions shall apply to a Reader in Training, a Reader in service or a retired Reader who seeks to transfer to being a Candidate for the Ordained Local Ministry, the Diaconate or the Ordained National Ministry, as the case may be: The Age Limit applies in the case of an application to transfer to being a Candidate for the Diaconate or the Ordained National Ministry. The Age Limit does not apply where the application is to transfer to being a Candidate for the Ordained Local Ministry.
11. No transfers from being a Reader in Training, a Reader in service or a retired Reader shall be possible save as set out in section 10 above.

SECTION C - TRANSFERS FROM THE DIACONATE

Transfer to being a Candidate for the Ordained National Ministry or the Ordained Local Ministry

12. (1) The following procedure shall apply in a situation where either (a) a Deacon or (b) a candidate in training for the Diaconate, desires to transfer to being a Candidate for the Ordained National Ministry or a Candidate for the Ordained Local Ministry:
- (a) The applicant shall inform the Council of his or her wish to transfer, and at the same time shall inform the Presbytery of the bounds;
 - (b) Following a Period of Discernment of three months' duration, the applicant shall require to undergo Local Review. If the outcome of the Local Review is that the applicant is ready to proceed to Assessment Conference, the applicant shall attend an Assessment Conference and undergo National Assessment for (i) the Ordained National Ministry in terms of section 6 of the Selection and Training for Full-Time Ministry Act (Act X 2004) or (ii) the Ordained Local Ministry in terms of section 8 of the Ordained local Ministry Act (Act IX 2011), as the case may be;
 - (c) If the applicant is accepted by the Assessment Conference as a Prospective Candidate for the Ordained National Ministry or the Ordained Local Ministry, as the case may be, then the applicant will thereafter follow the appropriate procedure under Act X 2004 or Act IX 2011, as the case may be, including, though not restricted to, the requirement for nomination by Presbytery as a Candidate for the Ordained National Ministry or the Ordained Local Ministry in terms of sections 7 to 11 of that Act and such requirements for education and training as may be determined by the Council, and such placements as

may be required, having regard to all the circumstances in each particular case;

- (d) If the applicant is not accepted by the Assessment Conference as a Prospective Candidate for the Ordained National Ministry or the Ordained Local Ministry, as the case may be, then the applicant may apply again to transfer to the Ordained National Ministry or the Ordained Local Ministry, as the case may be, up to three times in total, but that number shall be reduced by any previous applications or applications to transfer made at any time for the recognized ministries of the Church. A fourth application can be made only in exceptional circumstances and the prior approval of the Committee shall be required.
 - (e) If the applicant is not at any time accepted by the Assessment Conference as a Prospective Candidate for the Ordained National Ministry or the Ordained Local Ministry, as the case may be, then such decision shall not affect the applicant's status as a Deacon or as a Candidate in training for the Diaconate, as the case may be.
 - (f) A decision of the Assessment Conference not to accept an applicant as a Prospective Candidate for the Ordained National Ministry or the Ordained Local Ministry, as the case may be, shall be final and binding on the applicant, subject only to subsection (d) above and to appeal to the Ministries Appeal Panel in terms of section 19 below.
- (2) The following additional provisions shall apply to Deacons or Candidates in training for the Diaconate who seek to transfer to being a Candidate for the Ordained National Ministry or to the Ordained Local Ministry, as the case may be: The Age Limit applies in the case of an application to transfer to being a Candidate for the Ordained National Ministry. The Age Limit does not apply where the application is to transfer to being a Candidate for the Ordained Local Ministry.

Transfer to being a Reader in Training

13. (1) In a situation where a Candidate in training for the Diaconate desires to transfer to being a Reader in Training, the following procedure shall apply:
- (a) The applicant shall inform the Council of his or her wish to transfer, and at the same time shall inform the Presbytery of the bounds;
 - (b) Following a Period of Discernment of three months' duration, the applicant shall require to undergo Local Review, and at the Local Review a decision shall be made on the applicant's suitability to become a Reader in Training without the need for Assessment Conference;
 - (c) If the applicant is accepted by the Local Review as a Reader in Training then the applicant will thereafter follow the appropriate procedure under section 2 of Act XVII 1992, including, though not restricted to, such requirements for education and training as may be determined by the Council, and such placements as may be arranged by the Presbytery, having regard to all the circumstances in each particular case;
 - (d) If the applicant is not accepted by the Local Review as a Reader in Training then the applicant may apply again to transfer to the Readership, up to three times in total, but that number shall be reduced by any previous applications or applications to transfer made at any time for the recognised ministries of

the Church. A fourth application can be made only in exceptional circumstances and the prior approval of the Committee shall be required.

- (e) If the applicant is not at any time accepted by the Local Review as a Reader in Training then such decision shall not affect the applicant's status as a Candidate in training for the Diaconate.
- (f) A decision of the Local Review not to accept an applicant as a Reader in Training shall be final and binding on the applicant, subject only to subsection (d) above and to appeal to the Ministries Appeal Panel in terms of section 19 below.

14. No transfers from the Diaconate or from being a Candidate for the Diaconate shall be possible save as set out in sections 12 to 13 above.

SECTION D - TRANSFERS FROM THE ORDAINED NATIONAL MINISTRY

Transfer to being a Candidate for the Ordained Local Ministry

15. (1) In a situation where a Candidate for the Ordained National Ministry desires to transfer to being a Candidate for the Ordained Local Ministry, the following procedure shall apply:
- (a) The applicant shall inform the Council of his or her wish to transfer, and at the same time shall inform the Presbytery of the bounds;
 - (b) Having established eligibility, the Council shall arrange for the applicant to undergo an Assessment Panel;
 - (c) At the Assessment Panel attention shall be paid to the applicant's reasons for his or her wish to transfer and his or her understanding of Ordained Local Ministry shall be examined;
 - (d) If the applicant is accepted by the Assessment Panel as a Prospective Candidate for the Ordained Local Ministry then the applicant will thereafter follow the appropriate procedure under Act X 2004 as applied by Act IX 2011, including, though not restricted to, the requirement for nomination by Presbytery as a Candidate for the Ordained Local Ministry in terms of sections 7 to 11 of that Act, such requirements for education and training as may be determined by the Council, and such placements as may be required, having regard to all the circumstances in each particular case;
 - (e) If the applicant is not accepted by the Assessment Panel as a Prospective Candidate for the Ordained Local Ministry then the applicant may apply again to transfer to Ordained Local Ministry, up to three times in total, but that number shall be reduced by any previous applications or applications to transfer made at any time for the recognised ministries of the Church. A fourth application can be made only in exceptional circumstances and the prior approval of the Committee shall be required.
 - (f) If the applicant is not at any time accepted by the Assessment Panel as a Prospective Candidate for the Ordained Local Ministry then such decision shall not affect the applicant's status as a Candidate for the Ordained National Ministry.
 - (g) A decision of the Assessment Panel not to accept an applicant as a Prospective Candidate for the Ordained Local Ministry shall be final and

binding on the applicant, subject only to subsection (e) above and to appeal to the Ministries Appeal Panel in terms of section 19 below.

Transfer to being a Reader in training

16. (1) In a situation where a Candidate in training for Ordained National Ministry desires to transfer to being a Reader in Training, the following procedure shall apply:
- (a) The applicant shall inform the Council of his or her wish to transfer, and at the same time shall inform the Presbytery of the bounds;
 - (b) Following a Period of Discernment of three months' duration, the applicant shall require to undergo Local Review, and at the Local Review a decision shall be made on the applicant's suitability to become a Reader in Training without the need for Assessment Conference;
 - (c) If the applicant is accepted by the Local Review as a Reader in Training then the applicant will thereafter follow the appropriate procedure under section 2 of Act XVII 1992, including, though not restricted to, such requirements for education and training as may be determined by the Council, and such placements as may be arranged by the Presbytery, having regard to all the circumstances in each particular case;
 - (d) If the applicant is not accepted by the Local Review as a Reader in Training then the applicant may apply again to transfer to the Readership, up to three times in total, but that number shall be reduced by any previous applications or applications to transfer made at any time for the recognised ministries of the Church. A fourth application can be made only in exceptional circumstances and the prior approval of the Committee shall be required.
 - (e) If the applicant is not at any time accepted by the Local Review as a Reader in Training then such decision shall not affect the applicant's status as a Candidate for the Ordained National Ministry.
 - (f) A decision of the Local Review not to accept an applicant as a Reader in Training shall be final and binding on the applicant, subject only to subsection (d) above and to appeal to the Ministries Appeal Panel in terms of section 19 below.

Transfer to being a Candidate for the Diaconate

17. (1) In a situation where a Candidate for the Ordained National Ministry desires to transfer to being a Candidate for the Diaconate, the following procedure shall apply:
- (a) The applicant shall inform the Council of his or her wish to transfer, and at the same time shall inform the Presbytery of the bounds;
 - (b) Following a Period of Discernment of three months' duration, the applicant shall require to undergo Local Review. If the outcome of the Local Review is that the applicant is ready to proceed to Assessment Conference, the applicant shall be assessed for the Diaconate in terms of Act X 2004 applied by section 3 of the Deacons Act (Act VIII 2010);
 - (c) If the applicant is accepted by the Assessment Conference as a Prospective Candidate for the Diaconate then the applicant will thereafter follow the appropriate procedure under Act VIII 2010, including, though not restricted to, the requirement for nomination by Presbytery as a Candidate for the

Diaconate in terms of sections 7 to 11 of Act X 2004, such requirements for education and training as may be determined by the Council, and such placements as may be required, having regard to all the circumstances in each particular case;

- (d) If the applicant is not accepted by the Assessment Conference as a Prospective Candidate for the Diaconate then the applicant may apply again to transfer to Diaconate, up to three times in total, but that number shall be reduced by any previous applications or applications to transfer made at any time for the recognised ministries of the Church. A fourth application can be made only in exceptional circumstances and the prior approval of the Committee shall be required.
 - (e) If the applicant is not at any time accepted by the Assessment Conference as a Prospective Candidate for the Diaconate then such decision shall not affect the applicant's status as a Candidate for the Ordained National Ministry.
 - (f) A decision of the Assessment Conference not to accept an applicant as a Prospective Candidate for the Diaconate shall be final and binding on the applicant, subject only to subsection (d) above and to appeal to the Ministries Appeal Panel in terms of section 19 below.
- (2) The following additional provision shall apply to Candidates for the Ordained National Ministry who seek to transfer to being a Candidate for the Diaconate: The Age Limit applies.
18. No transfers from the Ordained National Ministry or from being a Candidate for the Ordained National Ministry shall be possible save as set out in sections 15 to 17 above.

Appeals

19. Wherever an appeal to the Ministries Appeal Panel is referred to in this Act, such appeal shall take place as follows:
- (1) The appeal shall proceed in terms of Act VI 2007.
 - (2) The appeal may be brought on one or more of the following grounds: (a) an error in Church law; (b) breach of the principles of natural justice or material irregularity of process; and (c) decision influenced by incorrect material fact.
 - (3) The intention to appeal shall be intimated by the applicant to the Council within 21 days of the date of the decision of the Assessment Panel, Assessment Conference or Local Review, as the case may be.

Consequential amendments and repeals

20. The following provisions of other Acts shall be repealed:
- (1) Sections 26, 28 and 29 of the Ordained Local Ministry Act (Act IX 2011).
 - (2) Section 7 of the Readership Act (Act XVII 1992).
 - (3) Section 10 of the Deacons Act (Act VIII 2010).

SCHEDULE A: ASSESSMENT ROUTES AND TRAINING REQUIREMENTS

Please note the decision of a Local Review is whether to proceed to National Assessment Conference [NAC] except where noted below.

OLM/AUXILIARY MINISTER

FROM	TO	Discernment	Assessment including outcomes/appeals	Training Requirements	Other information
OLM Candidate	ONM Candidate	N/A (already completed)	Assessment Panel	As determined by the Committee	Must complete by 10 years before UK State Retirement Age
OLM/Auxiliary Minister	ONM Candidate	N/A (already completed)	Assessment Panel	As determined by the Committee	Must complete by 10 years before UK State Retirement Age
OLM/Auxiliary Minister	DCS		NOT POSSIBLE. Ordained to sacramental ministry for life.		
OLM/Auxiliary Minister	Reader		NOT POSSIBLE. Ordained to sacramental ministry for life.		
OLM Candidate	DCS Candidate	3 month placement	Local Review and NAC	As determined by the Committee	Must complete by 10 years before UK State Retirement Age
OLM Candidate	Reader in Training	3 month placement	Local Review (which makes decision)	As determined by the Committee	No age limits

READER

Reader in training/ in service/ retired	OLM Candidate	3 month placement	Local Review and NAC	As determined by the Committee	No age limits
Reader in training/ in service/ retired	DCS Candidate	3 month placement	Local Review and NAC	As determined by the Committee	Must complete by 10 years before UK State Retirement Age
Reader in training/ in service/ retired	ONM Candidate	3 month placement	Local Review and NAC	As determined by the Committee	Must complete by 10 years before UK State Retirement Age

DEACON

DCS or DCS in training	ONM Candidate	3 month placement	Local Review and NAC	As determined by the Committee	Must complete by 10 years before UK State Retirement Age
DCS or DCS in training	OLM Candidate	3 month placement	Local Review and NAC	As determined by the Committee	No age limits
DCS	Reader in Training		NOT POSSIBLE. Ordained and Office Holder for life.		
DCS in training	Reader in Training	3 month placement	Local Review (which makes decision)	As determined by the Committee	No age limits

ONM

ONM in training*	OLM Candidate	N/A (already completed)	Assessment Panel	As determined by the Committee	No age limits
ONM in training*	Reader in Training	3 month placement	Local Review (which makes decision)	As determined by the Committee	No age limits
ONM in training*	DCS Candidate	3 month placement	Local Review and NAC	As determined by the Committee	Must complete by 10 years before UK State Retirement Age
ONM	OLM Candidate		No change in status required.		
ONM	Reader in Training		NOT POSSIBLE. Ordained to sacramental ministry for life.		
ONM	DCS Candidate		NOT POSSIBLE. Ordained to sacramental ministry for life.		

*ie a Candidate in terms of Act X 2004