

Phased Return Policy

A phased return may be recommended by the office holder's doctor or agreed in collaboration with the Archdeacon and HR to support recovery and assist a return to full duties. Office holders are responsible for agreeing the structure of any phased return with their Archdeacon (and, where applicable, their Training Incumbent).

Supporting an office holder in returning to ministry after a period of sick leave may involve adjustments to duties or working arrangements. Phased return arrangements are temporary and provide a defined framework to help the office holder rebuild capacity at a manageable pace.

For any period of extended sickness, the Archdeacon will keep in touch with the office holder to assess progress and to determine whether an occupational health referral should be made. For further details regarding the Diocese of Chichester Occupational Health Scheme and examples of phased return arrangements, please refer to the [Clergy Sick Leave Policy](#).

In some cases, parish resources or diocesan welfare grants may be considered to support clergy with reasonable adjustments that extend beyond the phased return period. These decisions will be made on an individual basis and in consultation with relevant parties.