

CANDIDATES HEALTH POLICY

G.12

For Internal use by MCPOC and the external Occupational Health Assessors and for guidance to Candidates for ministry.

Policy name	Candidates Health Policy
Version	V1
Authorisation committee	MCPOC
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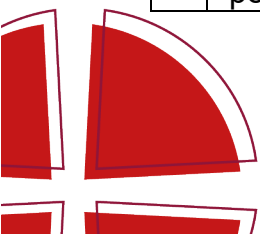
Policy Aims

This Policy sets out the intrinsic characteristics and requirements which are necessary in a Candidate in order for them to be able to carry out the role of an ordained Minister. If it transpires that the below requirements cannot be fulfilled, a Candidate may still proceed with their offer for ordained ministry. In this situation, they are advised to have a conversation with their accompanist and Superintendent at an early stage in order to ascertain the adjustments that may be needed for them to meet the requirements of this policy. These elements will be assessed in the Occupational Health assessments for recommended Candidates which will be considered by the Ministerial Candidates and Probationers Oversight Committee (MCPOC).

The list is to assist MCPOC when reviewing the Occupational Health Reports that they receive and making a decision as to whether to progress and recommend a Candidate for ordained Ministry.

INTRINSIC ASPECTS LIST

PHYSICAL HEALTH	
	Ability to travel independently or with assistance around a circuit and further afield.
	Having the physical capacity to lead an act of worship for a sustained period of time. This means standing or sitting appropriately in a way which allows the minister to be seen and communicate clearly.
	Ability to remain attentive within a church meeting or event (which could be up to 4 hours duration) and sustain participation.
	Ability to access churches, community buildings, private houses and manses independently or with assistance or to find appropriate alternatives if access is not possible.



	Ability to respond to emergencies immediately and travel as necessary.
	Ability to speak (in English) with assistance if necessary clearly and appropriately for preaching, leading worship, teaching, chairing meetings and in conversation.
	Ability to write and type (in English) with assistance if necessary accurately and appropriately for correspondence, publications, notices, agenda, papers, essays.
	Ability to manage and communicate appropriately any new diagnosis of any physical health issues that emerge during the course of training or ministry which may affect their ability to carry out the role.
	Ability appropriately to manage the known side effects or impact of any long term medication so that it does not impact on their training or ministry negatively.
	Ability to manage a long-term or chronic physical health condition and/or severe physical challenge(s) appropriately in order to carry out the role.
EMOTIONAL AND MENTAL HEALTH AND NEURODIVERSITY	
	Ability to hear of traumatic events in pastoral conversations and respond appropriately and professionally.
	Ability to manage the impact of personal past trauma and experiences when experiences of ministry unexpectedly trigger the memories.
	Ability to keep focussed and have sufficient concentration through full or part time training and a full or part time working week (as is appropriate to the appointment).
	Ability to take appropriate actions to restore their physical and mental health, when needed.
	Ability to put necessary strategies in place in order to embrace any aspects of neurodiversity.
	Ability to recognise their own responsibilities to balance care for themselves with care for others.
	Ability to manage a long-term or chronic mental health condition appropriately in order to carry out the role.
	Ability to accept the support that is needed to carry out the role where there is a specific learning need and a willingness to communicate this appropriately.
	Ability to manage and communicate appropriately any new diagnosis of any mental health issues that emerge during the course of training or ministry which may affect their ability to carry out the role.

