

Retirements Ordinance 1993

(Reprinted under the Interpretation Ordinance 1985.)

The Retirements Ordinance 1993 as amended by the Miscellaneous Amendments Ordinance 1995, the Archbishop of Sydney Amendment Ordinance 1997, the Retirements Ordinance 1993 Amendment Ordinance 1999, the Archbishop of Sydney Election Amendment Ordinance 2009, the Archbishop of Sydney (Election and Retirement) Amendment Ordinance 2010, the Clergy Retirements Amendment Ordinance 2010, the Retirements Ordinance 1993 Amendment Ordinance 2015, the Archbishop Election Ordinance Amendment Ordinance 2019, and the Retirements Ordinance 1993 Amendment Ordinance 2024.

Table of Provisions

Clause

Part 1 – Citation, Definitions and Application

- 1 Citation
- 2 Definitions
- 3 Application

Part 2 – Retirement Ages

- 4 Retirement Ages
- 5 Extension of Retirement Age of a Senior Minister
- 6 Extension of Retirement Ages by the Archbishop
- 7 Revocation of licence
- 8 After Retirement

Part 3 – Diocesan Retirements Board

- 9 Diocesan Retirements Board
- 10 Constitution of the Board
- 11 Appointments to the Board
- 12 Vacancies on the Board
- 13 Filling of Casual Vacancies on the Board
- 14 Function of the Board
- 15 Application to the Board
- 16 Application or request for extension for a period not more than 12 months
- 17 Meetings of the Board
- 18 Recommendations of the Board
- 19 Procedures

Part 4 – Transitional

- 20 Membership of the Board
- 21 Extension of Retirement Ages under Sydney Diocesan Retirements Ordinance 1969
- 22 Applications etc made under the Sydney Diocesan Retirements Ordinance 1969
- 23 No application to present Archbishop

Part 5 – General

- 24 Repeal of Sydney Diocesan Retirements Ordinance 1969 etc
- 25 Amendment of Other Ordinances

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Long Title

An ordinance to provide for the retirement of certain persons, to establish a Diocesan Retirements Board and for purposes incidental thereto.

Preamble

Now the Synod of the Diocese of Sydney ordains as follows –

Part 1 – Citation, Definitions and Application

1. Citation

This ordinance may be cited as the “Retirements Ordinance 1993”.

2. Definitions

In this ordinance unless the context otherwise requires –

“Appeal” means a requirement under clause 16(3).

“Application” means an application under clause 15(1).

“Board” means the Diocesan Retirements Board constituted by this ordinance.

“Chairman” means the chairman of the Board or the alternate chairman of the Board.

“Communicant member of the Anglican Church of Australia” has the meaning given in the *Parish Administration Ordinance 2008*.

“Former Board” means the Diocesan Retirements Board constituted under the Former Ordinance.

“Former Ordinance” means the Sydney Diocesan Retirements Ordinance 1969-1985.

“Minister” means –

- (a) a Senior Minister;
- (b) a Parochial Minister;
- (c) a clerical canon of St Andrew's Cathedral or any provisional cathedral in the Diocese; and
- (d) a person licensed to officiate in the Diocese by a licence which, under its terms, is not revocable by the Archbishop at any time.

“Parochial Minister” means a person in holy orders licensed as incumbent to a Parochial Unit or licensed as curate-in-charge, curate or assistant minister of or in a Parochial Unit.

“Parochial Unit” means a parish or provisional parish in the Diocese.

“Request” means a request under clause 15(2).

“Retirement Age” means the age that the person in question must reach in order to qualify for the aged pension under the Social Security Act 1947 or any legislation succeeding that Act.

Note: By 1 July 2013 the qualifying age for the aged pension for women will have progressively risen from 60 to 65. The qualifying age for both men and women will be increased by 6 months every 2 years starting from 1 July 2017 up to 1 July 2023, when the qualifying age for both men and women will reach 67.

“Senior Minister” means –

- (a) the Archbishop;
- (b) an Assistant Bishop;
- (c) the Dean; and
- (d) an Archdeacon.

3. Application

(1) Except as provided in clause 3(2), this ordinance does not apply to a Minister who is an employee.

(2) If a Minister –

- (a) is an employee; and
- (b) holds a licence to officiate in the Diocese,

clause 7 applies to that licence.

(3) This ordinance is subject to any other ordinance which requires a Minister to retire at a time or at an age before the age specified in this ordinance.

Part 2 – Retirement Ages

4. Retirement Ages

(1) It is a term of the appointment or licensing of a Minister (other than the Archbishop) appointed or licensed after 16 October 1969 that, subject to clauses 5 and 6, such person retires at the Retirement Age.

(2) It is a term of appointment of a person elected as the Archbishop that, subject to clause 5, such person retires at age 68 years.

5. Extension of Retirement Age of a Senior Minister

(1) The age at which a Senior Minister to whom clause 4 applies retires may be extended to an age not beyond 70 years –

- (a) in the case of the Archbishop, by resolution of the Standing Committee passed –
 - (i) by a three-quarters majority of members present and entitled to vote in each house of clergy and laity at the relevant meeting; and
 - (ii) after the Archbishop has reached the age of 65 years;
- (b) in the case of an Assistant Bishop or an Archdeacon, by the Archbishop and the Standing Committee; and
- (c) in the case of the Dean, by the Archbishop and St Andrew's Cathedral Chapter.

(2) If the Archbishop is appointed Primate of the Anglican Church of Australia the age at which that Archbishop retires is extended until age 70 years.

(3) Notwithstanding subclause (1), since it is desirable to hold an election Synod in the first half of the year, a further extension up to six months may be given to the Archbishop, by resolution of the Standing Committee passed by a three-quarters majority of members present and entitled to vote in each house of clergy and laity at the relevant meeting.

6. Extension of Retirement Ages by the Archbishop

The Archbishop may, following receipt of a recommendation of the Board, extend the age at which a Minister (not being a Senior Minister) to whom clause 4 applies retires to an age not beyond 70 years.

7. Revocation of licence

The licence of a Minister may be revoked by the Archbishop (after giving to that Minister opportunity to show cause) where –

- (a) in the case of a Minister to whom clause 4 applies - the Minister has attained the Retirement Age and all extensions granted under this ordinance have expired; and
- (b) in the case of a Minister to whom clause 4 does not apply –
 - (i) the Minister has attained 70 years; and
 - (ii) the Board is satisfied that the superannuation benefits and other payments and accommodation available to the Minister on the Minister's retirement, and for the Minister's pension, are adequate for the Minister's needs.

8. After Retirement

A Minister who has reached the Retirement Age may be licensed to such position in the Diocese as the Archbishop may determine provided that the terms of the licence are such that, after giving the Minister opportunity to show cause, it may be revoked upon not less than 30 days notice being given to the Minister.

Part 3 – Diocesan Retirements Board

9. Diocesan Retirements Board

The Diocesan Retirements Board is established.

10. Constitution of the Board

The Board consists of –

- (a) a chairman who must be an Assistant Bishop nominated by the Archbishop;
- (b) three Ministers; and
- (c) three lay members, each of whom must be a communicant member of the Anglican Church of Australia.

11. Appointments to the Board

- (1) Subject to clause 20, the Archbishop-in-Council must make appointments to the Board as soon as reasonably possible after the first ordinary session of each Synod.
- (2) Subject to clause 12, members of the Board hold office until the next succeeding appointment (under clause 11(1)).
- (3) A person of or above the Retirement Age is not eligible to be appointed a member of the Board.
- (4) A person who is proposed or nominated to be appointed as a lay member of the Board must prior to the person's appointment make the following declaration –
"I declare that I am a communicant member of the Anglican Church of Australia."

12. Vacancies on the Board

A member of the Board vacates office –

- (a) upon attaining the Retirement Age;
- (b) if such person dies, resigns, or is absent from the State for a period of three months without leave of absence;
- (c) if the Archbishop certifies that in his opinion the member is incapable of performing that member's duties as a member of the Board;
- (d) in the case of a clerical member, if the member ceases to hold the Archbishop's licence; or
- (e) in the case of a lay member, if the member ceases to be a communicant member of the Anglican Church of Australia.

13. Filling of Casual Vacancies on the Board

A casual vacancy on the Board is to be filled by a person appointed by the Archbishop-in-Council.

14. Function of the Board

The Board may make recommendations to the Archbishop regarding extensions of service for a Minister (other than a Senior Minister) beyond the retirement age applicable to the Minister.

15. Application to the Board

- (1) A Minister (other than a Senior Minister) may apply to the Board for one or more extensions of the retirement age applicable to the Minister.
- (2) The Archbishop, an Assistant Bishop or the Registrar may request that the Board consider whether the retirement age of a Minister who has not made an Application should be extended.
- (3) An Application and a Request must –
 - (a) be made in writing to the Chairman by the applicant or the person making the Request; and
 - (b) be received by the Chairman no later than one calendar month before the applicant or the person the subject of the Request is due to retire provided that the Board, in its discretion may accept as adequate a period of less than one month.
- (4) A person who has made an Application or is the subject of a Request has an extension in office for a period of three months after the date on which such person is required to retire.

16. Application or request for extension for a period not more than 12 months

- (1) This clause applies to an Application or a Request, in each case for an extension of the retirement age by not more than 12 months, made by or in respect of a Minister, not being a Senior Minister, whose retirement age has not been extended under this ordinance (apart from clause 15(4)).
- (2) If an Application or a Request to which this clause applies is considered by the Chairman, the Chairman must notify the person who has made the Application or who is the subject of the Request of the proposed recommendation concerning the Application or Request.
- (3) A Minister who has made an Application or is the subject of a Request to which this clause applies who is dissatisfied with a proposed recommendation of the Chairman prepared in relation

to the Application or Request may, within 14 days after receiving notification of the proposed recommendation, require that the Application or Request be dealt with by the Board.

(4) If, following notification under clause 16(3), the person who made the Application or who is the subject of the Request does not request that the Application or the Request be dealt with by the Board, the proposed recommendation of the Chairman is the recommendation of the Board.

17. Meetings of the Board

(1) Within 3 months after receipt of –

- (a) an Application for an extension of a Minister's retirement age of more than 12 months;
- (b) a Request for an extension of a Minister's retirement age of more than 12 months;
- (c) an Application or Request to which clause 16 applies which is not considered by the Chairman under clause 16(2); or
- (d) an Appeal,

the Chairman must convene a meeting of the Board for the purpose of considering the Application, Request or Appeal.

(2) For the purpose of receiving evidence, the Chairman must invite in writing the person who made the Application, the person the subject of the Request or the person who made the Appeal (which person is entitled to be heard), and such other persons as the Board may consider necessary, to attend the meeting of the Board.

(3) A quorum for a meeting of the Board is the Chairman, two clerical members and two lay members.

(4) The Chairman convening the meeting of the Board or, in the absence of that person, the alternate Chairman to be elected from among those present, is to preside at a meeting of the Board.

(5) The Chairman presiding at a meeting of the Board has a deliberative vote and, in the event of an equality of votes, has a second or casting vote.

(6) No person whose case is under consideration may act as a member of the Board.

18. Recommendations of the Board

The Chairman must deliver the recommendations of the Board to the Archbishop. The Board is not required to give reasons for any recommendation.

19. Procedures

Subject to the terms of this ordinance, the Board may determine its own procedures. The Board may by resolution make and revoke and from time to time make further regulations as it considers fit for the purpose of determining or regulating its procedures.

Part 4 – Transitional

20. Membership of the Board

The first members of the Board are those persons who were, immediately prior to the date of assent to this ordinance, members of the Former Board and eligible for appointment under clauses 10 and 11(3). A vacancy on the Board which occurs because a member of the Former Board is not eligible for appointment to the Board is taken to be a casual vacancy.

21. Extension of Retirement Age under Sydney Diocesan Retirements Ordinance 1969-1985

The extension of the retirement age of a Minister under the Former Ordinance is taken to be an extension of the retirement age under this ordinance.

22. Applications etc made under the Sydney Diocesan Retirements Ordinance 1969-1985

(1) A request for the extension of the retirement age made by a Minister under the Former Ordinance which has not been considered by the Former Board prior to the date of assent to this ordinance is taken to be an Application made under this ordinance.

(2) A request by the Archbishop or an Assistant Bishop made under clause 13(1)(b) of the Former Ordinance which has not been considered by the Former Board prior to the date of assent to this ordinance is taken to be a Request made under this ordinance.

(3) A request by a Minister made under clause 13(5) of the Former Ordinance which has not been considered by the Former Board prior to the date of assent to this ordinance is taken to be an Appeal made under this ordinance.

(4) A recommendation by the Former Board to the Archbishop delivered under clause 16 of the Former Ordinance is taken to be a recommendation made by the Board.

23. No application to present Archbishop

Nothing in this ordinance applies to the retirement age of the Archbishop in office at the date of assent to this ordinance whose retirement age (and any extensions thereto) are, notwithstanding clause 24, to be determined under the relevant provisions of the Former Ordinance.

Part 5 – General

24. Repeal of Sydney Diocesan Retirements Ordinance 1969-1985 etc

The Former Board is dissolved and the Former Ordinance repealed.

25. Amendment of Other Ordinances

A reference to the Former Ordinance in any ordinance is taken to be a reference to this ordinance.

Table of Amendments

Clause 2	Amended by Ordinances Nos 24, 1995; 41, 1999; 26, 2010; and 12, 2024.
Clause 4	Amended by Ordinances Nos 25, 2010 and 26, 2010.
Clause 3	Amended by Ordinance No 32, 2015.
Clause 5	Amended by Ordinances Nos 41, 1997; 26, 2009; 25, 2010; 26, 2010 and 41, 2019
Clause 6	Amended by Ordinance No 26, 2010.
Clause 7	Amended by Ordinance No 26, 2010.
Clause 8	Amended by Ordinances Nos 26, 2010 and 32, 2015.
Clause 10	Amended by Ordinances Nos 41, 1999; 26, 2010; and 12, 2024.
Clause 11	Amended by Ordinances Nos 41, 1999 and 26, 2010.
Clause 12	Amended by Ordinances Nos 41, 1999 and 26, 2010.
Clause 17	Amended by Ordinance No 12, 2024.

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30 April 2024