



Safe Ministry Screening Protocol

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SUBJECT	Safe Ministry Screening prior to appointment
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SCOPE

This protocol describes the screening requirements for the appointment of all church workers (ordained and lay, paid and voluntary, licensed and unlicensed) who are associated with the ministry of the Anglican Church in the Diocese of the Northern Territory, with the exception of those who work exclusively for Anglicare and Nungalingya College.

COMMITMENT

The Diocese of the Northern Territory (DNT) is committed to safe ministries, as set out in the Safe Ministry Policy. This means that Diocesan parishes, ministries and entities should be person-valuing, harm-free, and respectful environments for ministry to God's glory. We must therefore ensure we have done all that is reasonably practicable to ensure that those appointed to ministry positions have been assessed for their suitability. All information collected in relation to applicants seeking appointment under this screening protocol is stored as [confidential](#), only able to be accessed by [authorised DNT personnel](#).

GUIDING PRINCIPLES

The principles used to implement due diligence include:

- Rigour:** we require that all church workers in the Diocese, regardless of licence or appointment, undertake the relevant screening.
- Accountability:** we need to be able to show that we have done all we can to ensure that those appointed to ministry positions have been assessed for their suitability, particularly where there may be [vulnerable adults](#), youth and children.

CATEGORIES OF APPOINTMENT

This protocol details the screening and training requirements which for different church workers vary according to role. A person cannot be appointed to any role until all relevant clearance checks are satisfactorily completed and [final endorsement](#) has been given.

This protocol covers every church role under three levels of clearance:

- Level 1: Includes all ordained Anglican clergy, locum or interim ministers, ordinands, vocational mission workers, together with laypersons licensed by the Bishop to do the work of a minister under categories b – e, (whether paid or unpaid).
- Level 2: Includes all persons not in level 1, who are appointed to a role or performing a function with the actual or apparent authority of the church which provides pastoral [ministry to children](#) as defined by the [Safe Ministry to Children Canon 2017](#) (whether paid or voluntary, adult or young person, whether a regular worker or a short term worker). This level also includes persons performing a safe ministry role within the diocese and non-clerical robed assistants.
- Level 3: Includes all persons not in level 1 or 2 who are appointed to a role or performing a function that is not prescribed by the Safe Ministry to Children Canon.

LIMIT OF APPROVED STATUS: ALL CATEGORIES

Completed diocesan safe ministry screening requirements are valid for three years or unless the church worker has a change in their [declared circumstances](#) (including but not limited to a change in their declarations, a conviction, or failure to maintain a current [ochre card](#) if needed). After the three year limit of clearance has been reached, clearance must be renewed to continue in a role.

In the event of a change in circumstance, arising from any source, the safe ministry clearance is subject to review by [authorised DNT personnel](#). This includes the instance of a church worker taking on a different ministry, whether in the same parish, or elsewhere, a review of a person's safe ministry checks must be undertaken to ensure the correct clearance requirements have been met for the new ministry. Undertaking this review is the responsibility of the leader seeking to authorise the new appointment; whether the Rector (or their delegate) or, in the case of Diocesan appointments, the Bishop (or delegate).

PROCESS

A person is not appointed to any role until all relevant clearance checks are satisfactorily completed and clearance has been issued by the relevant [Authorised DNT personnel](#).

Where an applicant makes any disclosure in response to any question(s) on the Application which may require risk management measures, the Rector or [PSMA](#) must contact the DSMO for a safe ministry clearance certificate which will involve a risk assessment based on the information provided. Such a response does not automatically disqualify a person from ministry. In providing the [final endorsement](#) of an application, the Rector must act upon the clearance determination, which in some cases may limit or prevent a person from a ministry role.

Once the application process is completed (including the preparation of a risk assessment as required, national register check and DPS national network check), the DSMO will provide a certificate of safe ministry clearance to the relevant supervisor: (Bishop or Rector). It is the supervisor's responsibility to notify the applicant of the outcome, clarifying endorsement, conditional clearance or refusal of clearance.

An alternative due-diligence process is available for culturally and linguistically diverse individuals or parishes, for whom the normal safe ministry processes would not result in effective diligence – see page 5 of this protocol.

RESPONSIBILITY FOR IMPLEMENTATION OF THIS SCREENING PROTOCOL:

1. **Clergy, Ordinands and Vocational Mission Workers:** The DSMO is responsible for implementing this protocol for all clergy and workers received from mission partner organisations, including candidates for ordination and locums.
2. **Parish-based roles:** It is the Rector's (or their delegate) responsibility to initiate the clearance process for those undertaking ministry in their parish (regardless of level).
3. **For diocesan roles** such as [Safe Ministry roles](#) and membership of Diocesan Boards, the safe ministry screening protocol is implemented by the DSMO.
4. **For short term workers**, the protocol is implemented by the Diocesan host. (Also see the *SM007: Protocol for Short Term Workers*) with support from the DSMO.
5. **Where there is no Rector:** For any roles in parishes, ministry units or entities without a Rector, the DSMO should be consulted for advice or assistance.

Note: The process of applying for a ministry licence is independent of safe ministry clearance, includes further registry requirements and is completed separately through the Bishop's Office. Other documents are required for a licence, as administered by the Registry Office.

REFERENCES & ELIGIBILITY:

Level 1 & 2 roles: Satisfactory references are a mandatory requirement.

It is recommended that volunteer church workers have become well-known as regular attenders of the parish, ministry group or entity before commencing work. Accordingly, a minimum of 6 months of regular church attendance demonstrating appropriate character and conduct is encouraged before a layperson is appointed to a role.

Level 3 roles: where satisfactory references are not able to be obtained due to linguistic or similar reasons, this 6-month guide is a mandatory requirement.

Contractors: It is recommended that only companies well regarded by the local community are engaged to provide services to the church.

SUPERVISION AND REVIEW:

Ongoing supervision and review are also important aspects of due diligence. The Bishop or Rector are required to provide, including by means of appropriate structural delegation, regular meetings to provide church workers under their supervision with adequate support for the ministries they are involved in. It is recommended that a ministry review be undertaken with all church workers annually.

Further, Clergy are also encouraged to enter into professional supervision or a similar relationship with a suitably qualified person.

REQUIREMENT FOR LEVEL 1 CLEARANCE: ALL CLERGY & LICENSED LAY MINISTERS

	DSMO Use Only											
	Relevant Safe Ministry Check form	Safe Ministry Check (Referee form)	WW Children Clearance	National Police check	Safe Ministry Training Courses 1-2	Role interview See note 11	Confirmation of good standing See note 4	National Register Assessment	DPS National network check	Registry documents	Relevant Assessments	Final Endorsement
a. Clergy – general licence & PTO	✓	✓	✓	✓	✓	✓		✓	✓	✓	Church Ministry Assessment* See Note 3	✓
b. Locum (seeking PTO)	✓	✓	✓	✓	✓*	✓		✓	✓		Church Ministry Assessment See Note 3	✓
c. Visiting Clergy (Not Licenced in DNT)	See note 17	See note 17	See note 17	See note 17	See note 17	✓	✓	✓	✓			✓
d. Ordinand to be ordained deacon	✓	✓	✓	✓	✓	✓		✓	✓	✓	Medical & Psychological	✓
e. Stipendiary lay ministers & volunteer lay licenced ministry workers (category b)-e)	✓	✓	✓	✓	✓	✓		✓	✓	✓		✓
f. Vocational Mission Workers	✓	✓	✓	✓	✓	✓		✓	✓	✓		✓

REQUIREMENT FOR LEVEL 2 CLEARANCE:

LAY CHURCH WORKER ROLES PRESCRIBED BY THE SAFE MINISTRY TO CHILDREN CANON 2017

Care must be taken by parish leaders and Diocesan authorities in assessing whether a ministry provides pastoral [ministry to children](#), as defined by the Canon. This decision must take into account the perception of children and vulnerable people who may be present. The DSMO should be consulted for clarification where there is any uncertainty.

										DSMO Use Only	
	Safe Ministry Check (Level 2) See note 10	WW Children Clearance Note 20	National Police check	Safe Ministry Training – Courses 1-2	Role interview See note 11	Parental Consent Form	National Register Assessment	DPS National Network Check	Registry Documents	Final Endorsement	
a. Person Performing a safe ministry role or professional standards role	✓	✓	✓	✓	✓		✓	✓	✓	✓	
b. Lay-licensed ministry worker category “a” only (to assist in the administration of Holy Communion).	✓	✓		✓	✓		✓	✓	✓	✓	
c. Lay guest speaker or preacher – providing ministry to children See Note 7	✓	✓			✓		✓			✓	
d. Robed, lay ministry assistant	✓	✓		✓	✓		✓	✓		✓	
e. Short-term church worker – providing pastoral ministry to children (see note 14)	✓	✓	See note 14	See note 14	MOU	<i>If relevant</i>	✓		See note 14	✓	
f. Volunteer adult church worker – Working with Children	✓	✓		✓	✓		✓	✓		✓	
g. Volunteer 15-17 year old church worker – Working with Children. See note 2	✓ - Special form available	✓		See note 20	✓	✓	✓	✓		✓	
h. Onsite contractor (Paid or unpaid) - working with children	<i>Contractor Form</i> See Note 5	✓			✓						

REQUIREMENT FOR LEVEL 3 CLEARANCE:

ROLES NOT PRESCRIBED BY THE SAFE MINISTRY TO CHILDREN CANON 2017

Persons in roles listed below must be fully supervised in ministry where there is any potential for contact with children. This may require careful management of building use in some cases.

	<i>Office Use Only</i>									
See Note 10	Relevant Application & Declaration	WW Children Clearance See Note 20	National Police check. See note 8	Safe Ministry Training Course 1	Role interview See note 11	National Register Assessment	DPS National Network Check	Safe Ministry Course 3	Other documents	Final Endorsement
a. Guest lay speaker or lay preacher – not providing ministry to children	✓	See Note 7			✓	✓				✓
b. Roles Prescribed by Ordinance*	✓	See note 12	See note 12	See note 12	✓	See note 12	See note 12	See note 12	See note 12	✓
c. Short Term Church Worker – not working with children	✓		See note 14	See note 14	MOU	✓				✓
d. Volunteer Adult Church Worker – Not Working with Children	✓			<i>Encouraged but not required</i>	✓					✓
e. Volunteer 15-17 year old Church Worker – Not Working with Children See note 2	✓			<i>Encouraged but not required</i>	✓					✓
f. Employee Church Worker – not regularly working with children	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
g. Onsite Contractor (Paid or unpaid) See note 5	<i>Contractor Form</i>				✓					✓
h. Ancillary Employee Church Worker – not working with children. No public contact	✓		✓		✓		✓		See note 1	✓
i. Non-Church Community Volunteer See note 9	✓		See note 9		✓		✓			✓

ALTERNATIVE DUE DILIGENCE PROCESS FOR CULTURALLY AND LINGUISTICALLY DIVERSE PARISHES OR INDIVIDUALS

The purpose of this protocol is to provide a process for due diligence in the recruitment of church workers to prevent harm from risk that could have been known. However, it is necessary to provide an alternative, culturally appropriate mechanism for undertaking safe ministry clearance with individuals seeking appointment under either category whose English or culture makes it likely that due diligence would not be achieved through the use of the documented processes.

It is the responsibility of rectors, ministry development team personnel and the Bishop to identify any individuals or parishes in their pastoral care who may benefit from an alternative due diligence process.

In conjunction with the DSMO, an alternative process will be designed with reference to the needs of each individual situation and may include reasonable adjustments such as:

- assistance or interview to enable completion of safe ministry application forms
- assistance to obtain statutory requirements as relevant (i.e., [Ochre Card](#) and/or National Police Check)
- interview with clergy or senior parish leaders to ascertain and manage potential known risks in the parish and/or community.
- the assistance of a translator
- gender-separated Safe Ministry Training sessions
- Provision of the code of conduct in video format
- modified psychological exam in the case of applicants seeking ordination to take account of cultural and/or linguistic issues.

DEFINITIONS

THE DEFINITIONS IN THE POLICY ARE SET OUT IN THE RELEVANT CANONS, DIOCESAN ORDINANCES, POLICIES AND THE DIOCESAN CODE OF CONDUCT: FAITHFULNESS IN SERVICE, AS LISTED AT THE CONCLUSION OF THIS PROTOCOL. IN ADDITION, THIS PROTOCOL USES THE FOLLOWING PARTICULAR DEFINITIONS:

- **Authorised DNT Personnel** in relation to access to private information means: Specified personnel from the Bishop's Office, The Office of the Director of Professional Standards (DPS), any individual or organisation contracted by the Diocese to provide relevant advice in relation to safe ministry, any other relevant professional, the parish Rector and [Parish Safe Ministry Administrator](#). Also, when relevant, any person appointed under a safe ministry response process with a role specified by legislation, policy or protocol (including but not limited to the Professional Standards Committee and board, the Faithfulness in Service Investigations Committee, tribunal members, a member of a parish accountability group for a Person of concern).
- **Confidential:** in relation to information means that the information is stored in a secure location to be accessed only by authorised DNT Personnel and legally authorised persons.
- **Declared Circumstances:** means those facts and circumstances declared to be correct in the declarations within the Safe Ministry Check application form.
- **Final Endorsement:** After all other elements of the clearance process are complete, it is the responsibility of the relevant senior church leader (either Bishop or Rector) to determine final endorsement of a person's suitability for appointment to a particular role, in light of the information collected and advice received in this screening process. This includes the possibility that, in some cases, a person may be refused a role.
- **Memorandum of Understanding (MOU):** a formal agreement for ministry which documents the scope and responsibilities of a ministry worker's ministry while working in or in conjunction with the Diocese of the NT. The Bishop's Office is responsible for the approval of all MOUs.
- **Ministry to children** is defined in the Safe Ministry to Children Canon (2017) as amended from time to time, meaning work of a kind where a person:
 - (a) is required to hold a working with children check, or a working with vulnerable people check by reason that the person has contact with a child as part of engaging in a regulated activity; or
 - (b) exercises a pastoral ministry which has direct, regular and not incidental contact with children; or
 - (c) provides services to children that are ancillary to the exercise of a pastoral ministry within paragraph (b) which involve:
 - (i) contact with children during an overnight activity (such as camps and similar activities); or
 - (ii) close, personal contact with children (such as changing clothes, washing and toileting); or
 - (d) supervises the ministry of a person within any one or more of paragraphs (a) to (c); or
 - (e) performs a professional standards role; or
 - (f) performs a safe ministry role;
- **Psychological assessment** means consideration of a psychological report that includes an assessment of the personal, social and psychosexual maturity of the person by a registered psychologist experienced in psychological assessment.
- **Ochre Card:** the Working with Children Clearance conducted by the SAFE NT Branch of the NT Police Service.
- **Parish Safe Ministry Administrator (PSMA):** the church worker appointed within each parish to support the Rector and Diocese on Safe Ministry compliance checks for church workers in a parish.
- **Permission to Officiate (PTO):** authorisation from the Bishop allowing the holder' Permission to Officiate' as defined in the *Clergy Appointment and Regulations Ordinance* of the Diocese.
- **Safe Ministry Roles (DNT):** Anyone performing a role involving recommending or determining whether an action is to be taken, and/or any person appointed under a safe ministry response process with a role specified by legislation, policy or protocol (including but not limited to a PSMA, the DPS, members of the Professional Standards Committee and board, the Faithfulness in Service Investigations Committee, Diocesan tribunal members, and a member of a parish accountability group for a Person of concern).
- **Vulnerable Adult:** an adult at a higher than usual risk of harm due to their mental health, disability, age or life circumstance.

NOTES

1. **Ancillary Employed Church worker:** A person in this role generally has no public contact and certainly no contact with children. (i.e. employed cleaner or gardener who is not a contractor.) Additional paperwork required will relate to their employment terms and conditions.
2. **Child (Persons aged 15yrs or less):** Young persons aged 15yrs or less should not be asked to be church workers in order to protect these people and ensure they are not put in a situation which could harm them. Participating children aged 15 or less must be fully supervised and supported in their involvement at all times by a church worker screened at a minimum of Level 2f. Their contribution must at no time stand as a replacement for otherwise adequate resourcing of a program and parental consent must be obtained in writing where a child 15yrs or less is participating.
3. **Church Ministry Assessment:** As defined by the Safe Ministry to Children Canon 2017. This is only required for clergy who are new to the Diocese.
4. **Confirmation of good standing:** A letter from an ecclesiastical authority or mission agency which communicates the ministry worker's current or previous clearances and provides details of any allegations or instances of misconduct recorded or under investigation.
5. **Contractor (paid or unpaid):** Contractors are not normally required to complete safe ministry checks, except where a contractor is engaged to work with children.

Contractors, who are not working with children, working at a Diocese of the Northern Territory site or event will:

- not do the contracted work while a child or vulnerable person is present, **or**
- will do the contracted work while directly supervised by a person with level 1 or 2 clearance, **or**
- will complete and sign a Contractor Child Safety form and provide a copy of a valid Working With Children Check (Ochre Card).

Where a contractor is engaged to work with children, they must complete a *Contractor Child Safety* form and provide a copy of a valid Working With Children Check (Ochre Card).

These forms and Ochre Card copies should be kept by the parish and copies submitted to the diocesan office.

Rectors are encouraged to consult the Diocesan Office and implement confidentiality agreements where a contractor may have access to sensitive personal information (i.e., IT workers).

6. **Exceptions*:** Where an asterisk appears in the tables in this protocol, it indicates that the circumstances of an appointment in this role may be impractical and need adjustment. In these cases, it is the responsibility of the DSMO to make a determination of the requirements based on the particular circumstances and intended role of the person in question.
7. **Guest lay speaker:** Where a person is invited to speak at a church event, and children will be in the audience, that speaker must be cleared under level 2 requirements. (Otherwise, see level 3). Confirmation of good standing from the speaker's ecclesiastical authority should be sought.
8. **National Police Check:** Where this is a requirement, a check not older than 24 months must be submitted with the application form. In the event of an adverse finding or declaration from the police check, the Rector must refer the application immediately to the DSMO to seek reasonable risk management measures and clearance.
9. **Non-Church Community Volunteer:** This role refers specifically to persons who are not attendees of the church, not paid by the church, and do not work directly with children (e.g., op shop volunteers). Such workers are usually supervised by a level 1 or 2 church worker. To confirm approval for a person to be included in this classification, the [PSMA](#) or Rector must request special consideration from the DSMO.
10. **Referee checks:** The DSMO, Rector (or delegate) must check referees for all clearance applications. Records of these checks must be kept.
11. **Role Interview:** It is the responsibility of the senior ministry leader (Bishop, Rector or their delegate) to speak with each applicant seeking appointment to a role about the nature of the proposed role and the applicant's suitability, experience and limitations to undertake that role or function. This may include interviews with examining chaplains and reference to relevant legislation. In some cases, the outcome of this interview may be that an applicant is deemed unsuitable for the ministry they are seeking to undertake.

12. Roles prescribed by Ordinance: The Canons and Ordinances of the Diocese of the NT contain various requirements in relation to the responsibilities of officeholders. It is recommended that leaders provide regular support to church workers engaged in such ministries, and role interviews should ensure that applicants have a copy of legislation, policies and protocols relevant to the role they are applying to undertake. In addition to requirements specified in the relevant legislation, particular safe ministry clearance requirements for these roles is as follows:

Role	Additional Clearance Checks Required
Lay ministry license from the Bishop – categories: a) – e)	As specified in the Level 1 and Level 2 tables. No further requirements.
Wardens & Parish Councillors	<ul style="list-style-type: none"> • Level 3 application and declaration • Role interview • An ochre card • A satisfactory National Police Check • A National Register Check & DPS Network Check • Safe Ministry Training – Courses 1 & 2
Members of DC (including subcommittees)	<ul style="list-style-type: none"> • Level 3 application and declaration • Role interview • An ochre card (or interstate equivalent as relevant) • A satisfactory National Police Check • A National Register Check & DPS Network Check • Safe Ministry Training – Courses 1 & 2 • Other documents and declarations as relevant
Members of Synod See note 15	<ul style="list-style-type: none"> • Level 3 application and declaration • Role interview • A satisfactory National Police Check or Ochre Card • A National Register Check • Safe Ministry Training – Course 1 • Other registry documents as relevant
Parish Treasurer (not a member of parish council & has no public interface)	<ul style="list-style-type: none"> • Level 3 application and declaration • Role Interview
Canons of the Cathedral	<ul style="list-style-type: none"> • Level 3 application and declaration • Role interview • A satisfactory National Police Check or Ochre Card • A National Register Check & DPS Network check • Safe Ministry Training – Course 1

13. Safe Ministry Training:

Course Delivery for Safe Ministry Screening

The safe ministry screening training courses of the Diocese are delivered as follows:

Courses 1 (Essentials) & 2 (Safe Ministry with Children) are available through online e-training and face to face.

Course Trainers

All facilitators who lead the Diocesan Safe Ministry Courses 1 & 2 are accredited by the external consultants and authorised by the Bishop. In addition, facilitators undergo regular refreshers and training assessment by the consultants (or their delegates).

Assuming all other checks have been satisfactorily completed, a church worker may commence their ministry prior to completing the relevant Diocesan Approved Safe Ministry Training Courses (online or in person), but they must complete the relevant training as soon as practical and within three months of starting the ministry position. Clearance will be revoked if this condition is not met as required, including undertaking refresher training every three years. Alternatively, evidence of completion of approved Safe Ministry Training within the past three years may be provided by an applicant. However, because of the

government legislation which requires that workers be inducted into the policies and safety protocols of each organisation, church workers will normally be required to complete the Diocesan Training, as training from other organisations or Dioceses will not normally meet this requirement.

14. **Short term workers:** In the case of short term volunteers, please refer to the *Protocol for short term workers*, which details the process and requirements for short term workers.
15. **Synod Representatives:** Safe ministry clearance for Parish Representatives must be undertaken at the parish level prior to their attendance at any meeting of Synod. The Bishop's office will undertake the clearance for any Bishop's appointments.
16. **Unspecified Roles:** If a specific role is not mentioned in this protocol, or if the Rector believes that the requirements listed in the three charts above do not adequately relate to the specific role in their parish, the Rector is required to contact the DSMO for risk management advice regarding which checks to undertake.
17. **Visiting clergy or ministers:** The Diocese is required to undertake our own due diligence regarding a visitor's suitability for ministry. This includes where visiting clergy are invited to perform a role or function (i.e., preach, lead a camp or lead a worship service). The DSMO must be consulted for a determination regarding the requirements, which will depend on each circumstance. The minimum requirement will be a declaration, an assurance of full clearance in their 'home' diocese, plus confirmation of good standing from a relevant ecclesiastical authority, together with a national register check.
18. . Where the ministry will involve children, a valid interstate *Working with Children's Clearance* is acceptable for visiting ministers, provided the visit is less than 14 days in duration.
19. **Working Bee:** A sign in sheet is required for occasional attendees (less than three times per year), who are not otherwise cleared church workers to note their name, date and the time they entered and exited the church premises. Parish leaders must ensure that the authorised leaders of the working bee are made known to all participants.
20. **Working With Children Clearance (Ochre Card):** In the NT, it is an offence under the *Care and Protection of Children Act (2007) (NT)* to engage a person in child related work who: does not have a valid [Ochre Card](#); is barred from clearance; or, is unable to obtain an [Ochre Card](#). The Rector, [PSMA](#) or DSMO must verify the clearance number on receipt of each application using the online tool. If a bar is found when verifying a person's clearance, the matter must immediately be referred to the Safe Ministry Helpline for risk management advice. In addition, the Rector will be responsible for ensuring the applicant immediately stops their involvement in all child related work. Please also refer to the *Persons of concern protocol*.

In the case of short term workers for less than 14 days, a valid interstate *Working with Children's Clearance* is acceptable.

21. **Youth Volunteer 16-17-year-old Church Worker:** Youth church workers aged 16-17rs need parental permission to be church workers and prior to completion of safe ministry training. When a young volunteer worker turns 18, they are required to (re)apply for clearance relevant to their changed status. This process may be commenced prior to their birthday, or as soon as practicable afterwards, noting that it is an offence for a worker aged 15yrs or older to work with children without an [Ochre Card](#).

DOCUMENTS AND SCREENING CHECKS THAT SUPPORT THIS PROTOCOL

GOVERNMENT CHECKS

National Police Check

Ochre Card: The SAFE NT Working with Children Clearance for those working or volunteering with children

CHURCH SCREENING CHECKS

General Synod recommendations regarding screening prior to ordination

Anglican Church of Australia National Register Check

Anglican Church of Australia Safe Ministry Check (separate forms for level 1, level 2 and referees)

Parental Consent Form: Youth volunteers attending Safe Ministry Training

RELEVANT CHURCH LEGISLATION

- Professional Standards Ordinance 2017
- Safe Ministry to Children Canon 2017 – only in so far as it relates to [ministry to children](#)
- National Register Canon (2007)
- Clergy Appointments Regulations Ordinance
- Parishes Ordinance
- Bishop's Election Ordinance

OTHER DIOCESAN DOCUMENTS

- The Diocesan Code of Conduct: *Faithfulness in Service*
- SM001 Safe Ministry Policy
- Contractor Site Safety Form
- Persons of Concern protocol.
- SM007: Protocol for Short Term Workers