

Diocese of Elphin – HR Policy Handbook

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Operating under the patronage of Our Lady of the Immaculate Conception, the Diocese of Elphin aims to provide staff members with a safe, caring and supportive Christian environment in which to carry out their work. Work objectives are to be advanced with due regard to the needs and dignity of each staff member and with due regard for the individuals and communities the diocese serves.

This document outlines the Diocesan policy on Minimum Wage. It is applicable to parishes, offices, agencies and any entity operating under the governance of the Diocese of Elphin (hereafter referred to as "the employer"). Line Managers (Bishop, Priests, Deacons, Religious, Lay Personnel who supervise staff members) are responsible for communicating this policy and having it signed off by their staff member(s).

The diocese undertakes to ensure that all staff members receive fair payment for operations undertaken at or above the current rate (1st January 2019) of the national minimum wage.

The diocese further encourages all parishes, and other entities, under the control of the diocese and any constituent parish and/or other office or agency of the diocese, (hereafter referred to as "the employer"), where financially justifiable to work towards the payment of the current living wage (2018 - €11.90).

Experience	Rate per hour	Percentage of minimum wage
An experienced adult who has had employment of any kind in any 2 years since the age of 18	€9.80	100%

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