



DARTFORD HINDU MANDIR
Kent, United Kingdom
POLICIES AND PROCEDURES MANUAL
Company Number: 13344798

Religious Staffing & Priest Compliance
Document 14 of 15
Version 2.0 (UK Charity Compliance Edition)
Effective Date: June 2026 | Review Cycle: Annual

Section 14: Religious Staffing & Salaried Priest Compliance

14.1 UK Sponsor Licence and Visa Compliance

- **T5 Creative or Religious Worker / Skilled Worker (Minister of Religion) Visa:** The Temple Trust will maintain a valid Sponsor Licence with the UK Home Office. The Executive Committee must ensure all foreign-national priests hold valid, lawful visas before commencing any duties.
- **Right to Work Checks:** Standard physical or online UK Home Office Right to Work checks must be conducted, documented, and securely stored by the Secretary before the priest's first day of employment.
- **Reporting Duties:** The Temple's Authorised Officer must report any change in the priest's employment circumstances (e.g., non-attendance, resignation, significant change in salary) to the Home Office via the Sponsor Management System (SMS) within 10 working days.

14.2 Employment Terms and Compensation

- Salaried Status: Priests will be issued an official employment contract outlining duties, hours, and a fixed salary.
- National Minimum Wage: The salary must meet or exceed the UK National Minimum Wage or the specific salary thresholds required by the Home Office for Minister of Religion visas, whichever is higher.
- Dakshina Policy: All personal ritual offerings (Dakshina) given by devotees during temple-based sacraments belong to the Mandir Trust funds unless explicitly itemised as an optional contractual bonus in the priest's employment agreement.
- Accommodation: If the temple provides tied accommodation (a rectory or priest house), a formal Service Occupancy Agreement must be signed. This guarantees the accommodation is tied directly to their active employment.

End of Religious Staffing & Priest Compliance

Dartford Hindu Mandir, Kent