

Policy: Staff Perquisites	
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POLICY

The purpose of this policy is to establish rules with respect to staff perquisites. This policy is based upon three (3) key principles.

Accountability

Community Living Central York is accountable for its use of public funds. All expenditures are required to support our business objectives.

Transparency

Community Living Central York is transparent to all its stakeholders. The rules for perquisites are clear, easily understood, and available to the public.

Value for Money

Community Living Central York utilizes taxpayer dollars prudently and responsibly.

Risk

Failure to comply with this policy may result in failure for the organization to meet its obligations under the *Broader Public Sector Accountability Act, 2010*.

Definitions

“Perquisites” – or perks, refers to a privilege that is provided to an individual or to a group of individuals that provides a personal benefit(s) not generally available to others.

“Staff” – includes employees, students and Professional Staff of the Agency, Members of the Board of Directors and Volunteers.

Requirements

A perquisite is allowable only in limited and exceptional circumstances where it is demonstrated to be a business-related requirement for the effective performance of an individual’s job.

The following are examples of perquisites that are not allowed under any circumstances:

- Club memberships for personal recreation or socializing purposes such as fitness clubs, golf clubs or social clubs.
- Seasons tickets to cultural or sporting events.

- Clothing allowances not related to health and safety or special job requirements.
- Access to private health clinics-medical services outside those provided by the provincial health care system or by group insured benefits plans.
- Professional advisory services for personal matters such as tax or estate planning.

The above prerequisites are not to be offered or allowed by any means including:

- An offer of employment letter, as a promise to a benefit.
- An employment contracts.
- A reimbursement of an expense.

Responsibilities/Accountabilities

1. An allowable prerequisite must be approved in writing by the Executive Director or by the Chair of the Board of Directors.
2. A written approval for an allowable prerequisite must be maintained by Human Resources.
3. This policy is posted on the Agency's website. In April of each year, any allowable prerequisite(s), excluding personal information will be posted on the Agency's website.

Limits

This policy is not applicable in the following:

- Provisions of collective agreements
- Insured benefits
- Items generally available on a non-discriminatory basis for all or most employees (e.g. an employee assistance program or pension plan)
- Health and safety requirements (e.g. provisions for safety boots)
- Employment accommodations made for human rights or accessibility considerations (e.g. special workstations, work hours, religious holidays)
- Expenses covered under the Agency's Travel and Expense Policy.