

Community Living Welland Pelham Policy and Procedures	Date: March 3, 2025
Section: Agency	Page: 1
Subject: Perquisites	
References: Broader Public Sector (BPS) Perquisites Directive, Public Sector Accountability Act, 2010.	

Purpose:

The purpose of this policy is to ensure that Community Living Welland Pelham complies with the Broader Public Sector (BPS) Perquisites Directive, issued in accordance with the Broader Public Sector Accountability Act, 2010.

Scope:

This policy applies to all Community Living Welland Pelham employees and Board members.

Definition:

The term perquisites, or 'perks' refers to a privilege that is provided to an individual or to a group of individuals, provides a personal benefit, and is not generally available to others. Perquisites are awarded based on effective performance of an individual's job.

As per the Perquisites Directive, the following are prohibited:

- Club memberships for personal recreation or socializing purposes, such as a fitness club, golf clubs or social clubs.
- Season tickets to cultural or sporting events.
- Clothing allowances not related to health and safety or special job requirements
- Access to private health clinics.
- Professional advisory services for personal matters, such as tax or estate planning.
- An offer of employment letter, as a promise of a benefit.
- An employment contract that contains any of the aforementioned prohibited perquisites.
- A reimbursement of an expense not approved prior and deemed an eligible expense inherent in providing support.

This policy confirms that Community Living Welland Pelham does not provide perquisites for staff, families or Board Members.