

Perquisites Policy

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Policy Name : Perquisites Policy	Policy Number : 18.02	Reviewed/Revised Date : December 2, 2024
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Purpose

Community Living Grimsby, Lincoln, and West Lincoln (the “Agency”) 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 the Agency employees (DSP, administration and management personnel) 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. A perquisite is not allowable if it is not a business-related requirement. To be allowable, a perquisite must be a business-related requirement for the 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

This policy confirms that the Broader Public Sector (BPS) Perquisites Directive is not applicable to the Agency, as the Agency does not provide perquisites for staff.