



Policy - Perquisites

Preamble

Brant FACS is committed to carrying out our mandate in child welfare in a manner that is accountable, transparent and demonstrates prudent use of public funds. This commitment is applied throughout the organization including Board of Directors, employees, volunteers, and any associates of Brant FACS.

DEFINITION:

Perquisite: A perquisite refers to the privilege that is provided to an individual or to a group of individuals that is not generally available to others.

POLICY:

In accordance with the Broader Public Sector (BPS) Accountability Act 2010, the Society has established rules related to perquisites where these are provided by public funds. This policy applies to the members of the Board of Directors, employees, volunteers and any other associates of Brant Family and Children's Services. In serving the interests of the Agency, no employee shall use his/her authority of office for personal benefit.

Perquisites specifically not permitted

The following perquisites and/or privileges will not be provided under any circumstance:

- 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 the employer's group insured benefit plans
- professional advisory services for personal matters, such as tax or estate planning
- an offer of employment letter, employment contract, or reimbursement of an expense as a promise of a benefit,
- any perquisite that is not related to business requirements

Business Gifts

Business gifts other than items of small intrinsic value will not be accepted. Reasonable hospitality is an accepted courtesy of a business relationship. However, the frequency and nature of the gifts or hospitality accepted will not be allowed whereby the recipient might be or might be deemed by others to have been influenced in making a decision regarding a family, community partner or business, as a consequence of accepting such hospitality or gifts.

PROCEDURE:

1. If any gift is received in the course of carrying out any duty related to service on behalf of Brant FACS, the person receiving the gift will declare the gift and discuss with the person to whom they report.
2. If it is determined after discussion that the gift has more than small intrinsic value it should be returned with an explanation to the person/organization/business who offered it.
3. This policy does not apply to:
 - Provisions of the Collective Agreements;
 - Insured benefits;
 - Items generally available on a non-discriminatory basis, e.g. EAP or pension plan;
 - Health and Safety requirements;
 - Employment accommodations made for human rights or accessibility considerations, e.g. special work stations, hours of work, religious holidays;
 - Expenses covered by other policies, e.g. hospitality, travel expenses; and,
 - Non business-related expenses.

PUBLIC REPORTING FOR TRANSPARENCY PURPOSES:

An annual perquisite report will be made available to the public on the Agency's website.

REFERENCE:

- Broader Public Sector Accountability Act, 2010