



Policy #:	FN-04
Re:	PERQUISITES
Approved By:	Board of Directors
Effective Date:	30 January 2018
Revised Date:	31 January 2023
Next Review:	31 January 2027
Reference(s):	
Procedure:	FN-04 – Perquisites Procedure

It is the policy of the Society that:

1. A perquisite means a perk that is provided to an individual or a group of people which provides a personal benefit and is not available to others.
2. The Government of Ontario has rules about this in a law called the Broader Public Sector Accountability Act.
3. There are three important values that are part of the law, and we follow them:
 - **Accountability** – As an agency, we receive public funds, and we are accountable for that money. All money that we spend supports the work we do in child welfare;
 - **Transparency** – We are transparent about how we spend the money – meaning we will show and tell people;
 - **Value for Money** – We will be responsible and careful with how we spend public funds.
4. The government rules on perks do not apply to:
 - What is in the collective agreement
 - Insured benefits
 - Items available on a non-discriminatory basis for most employees
 - Health and safety requirements
 - Accommodations made for human rights or accessibility considerations
 - Expenses covered under policies on travel, meals, and hospitality
5. A perquisite must be related to a requirement in child welfare work.



6. Under no circumstances are the following perquisites permitted:
- Club memberships for personal recreation or socializing purposes, such as fitness clubs, 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 – medical services outside those provided by the provincial health care system or by the employer's group insured benefits plans;
 - Professional advisory services for personal matters such as tax or estate planning.

These perks cannot be provided in any way including through an employment letter or contract or through an expense claim.
