

Policy No.2.8

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| Policy Section: | ADMINISTRATION |
| Policy Title: | PERQUISITE POLICY |
| Effective Date: | AUGUST 2015 |
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| No. of Pages: | 2 |

POLICY STATEMENT:

This policy is established in order to be in compliance with the Broader Public Sector (BPS) Perquisites Directive which applies to Rygiel under the Broader Public Sector Accountability Act, 2010. This policy applies to any person at Rygiel including volunteers, Board of Directors and employees. This policy does not apply to any payments made or benefits provided under any collective bargaining agreement.

DEFINITION:

For the purposes of this policy, a “Perquisite” is:

- a privilege that is provided to an individual or to a group of individuals to whom this policy applies; and
- Provides a personal benefit that is not generally available to others

Examples of a perquisite are:

- 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 and medical services outside those provided by the provincial health care system or by the group insured benefit plans
- Professional advisory services for personal matters, such as tax or estate planning

Exclusions:

The follow are not Perquisites and their provision is not governed by this Policy:

- Benefits provided pursuant to the collective bargaining agreement
- Insured benefits
- Items generally available on a non-discriminatory basis for all or most employees of the agency (i.e., Employee Assistance Program, pension plan)
- Health and safety requirement
- Expenses covered under Rygiel’s travel, meals and hospitality policy

Permitted Perquisite:

Rygiel Supports for Community Living does not allow or provide for any perquisites to either volunteers, Board of Directors or employees.