

POLICY: Perquisites

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SECTION: Finance

INITIAL IMPLEMENTATION DATE: May 24, 2012

LAST REVIEW: November 22, 2021

PURPOSE:

In order to ensure that Community Living London's (CLL) is in compliance with the "Broader Public Sector Perquisites Directive", as issued by the Management Board of Cabinet.

DEFINITION:

The term perquisites, 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.

POLICY:

Any perquisite offered by CLL must be a business-related requirement for the effective performance of an individual's job. CLL will abide by the terms of the August 2, 2011 directive and any subsequent amendments.

Approval:

Any perquisites must be approved by the Executive Director, or if the benefit would be conferred upon the ED, the executive committee of the Board.

Exceptions:

The following perquisites are not allowed 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

These privileges cannot be provided by any means, including:

- An offer of employment letter, as a promise of a benefit,
- An employment contract, or
- A reimbursement of an expense

Disclosure:

Annualized Summary information on perquisites granted will be available upon request from the Finance Department.