

Community Living St. Catharines

Corporate Policy Directives

Authority

Chief Executive Officer

Subject

Perquisites

Issue Date

July 2011

Reviewed/ Amended

Jul/16; Oct/18
November 10, 2025

PURPOSE

The purpose of this policy is to ensure that Community Living St Catharines 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 Community Living St. Catharines employees (frontline 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. Perquisites are awarded based on 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 Community Living St. Catharines, as CLSC does not provide perquisites for staff.