



Manual : Policy Library	Section : Section 15 Broader Public Sector Accountability Directive	Issued Date : February 7, 2025
Policy Name : Perquisites Policy	Policy Number : 15.02	Reviewed/Revised Date : April 10, 2026
		Next Review Date : April 30, 2031

## Purpose

Inclusion West Niagara (the Agency) 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 the Agency employees (DSP, administration 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. A perquisite is not allowable if it is not a business-related requirement. To be allowable, a perquisite will be a business-related requirement for the 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 the Agency, as the Agency does not provide perquisites for staff.