

Perquisites

In accordance with the Ontario Broader Public Sector (BPS) Perquisites Directive, the Agency has aligned its internal policies and processes to ensure that we meet the requirements of this directive.

For the purposes of this policy, a perquisite (or perk) refers to a privilege that is provided to an individual or to a group of individuals that provides a personal benefit, and is not generally available to others.

In order to contribute to the greater alignment with the high standards expected of ministries and agencies with respect to Perquisites, YSSN has established the following rules to meet the six requirements of the Directive. These rules apply to all YSSN staff, Board Members, volunteers and appointees.

Requirements of the Perquisites Policy

1. The agency does not allow the following perquisites ***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
2. Perquisites that are not related to business requirements are not allowed.
3. Only the Executive Director may approve a perquisite.
4. When approval is given it must be documented in writing. The documentation must include the description of the “perk” and the reason why it was required for the effective performance of the position. This approval must be disclosed to the Board at the next available meeting and the documentation stored in the agencies central files for any possible follow up that may be required by the auditor or the Ministry.
5. The perquisite is allowable only in limited and exceptional circumstances where it is demonstrated to be a business-related requirement for the effective performance of an individual’s job.
6. A summary of any approved perquisites (if any) will be posted on our agency website for public viewing.

See also: [Broader Public Service Perquisites Directive](#)