



<b>POLICY:</b>	Ontario Broader Public Sector (BPS) Perquisites		
<b>APPROVED BY:</b>	Senior Leadership	<b>APPROVED ON:</b>	February 4, 2022
<b>LAST REVIEW:</b>		<b>REVISED ON:</b>	

## PURPOSE

To ensure that Niagara Support Services 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 Niagara Support Services' employees 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.

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

This policy confirms that Niagara Support Services does not provide perquisites to its staff and appointees.