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PERQUISITES

Rationale

The intent of this category is to establish rules on perquisites where these are provided through public funds.

Policy

Bethesda will ensure that all expenditures support our business objectives, and that we are accountable for the use of public funds. This will be accomplished by ensuring transparency to all stakeholders and that rules for perquisites are followed.

Procedure

This policy applies to the following:

Board Members
Employees
Purchased Service Contracts
Volunteers

Perquisites (perks) are not allowable if they are not a business-related requirement.

The following perquisites are not allowed:

- 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 organization's group insured benefit plan.



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- Professional advisory services for personal matters, such as tax or estate planning.

The above privileges cannot be provided by any means, at any level, within the organization.

Perquisites that are a business-related requirement and meet the organization's business objectives can only be approved by the Bethesda Board of Directors and are subject to annual external audit.