

## BPS Perks Directive Policy

<b>Title: Broder Public Sector Accountability Act provision of perks with the use of public funds directive</b>	<b>Date of Issue: Sept 19 2024</b>
<b>Approved by: Venessa Sweet</b>	<b>Review/Revise Date: Sept 19 2026</b>

### Purpose:

The purpose of this policy is to outline Valued Connections Healthcare's compliance with the Broder Public Sector Accountability Act Perk directive regarding the provision of perks to staff and team members through the use of public funds.

### Scope:

This policy applies to all Valued Connection Healthcare employees and team members.

### 1. Use of perks with public funds

- All perks provided through the use of public funds must be made available equally to all staff members
- They must be work related and required for the completion of the person's paid position
- Whenever possible perks should not be provided through the use of public funds

### 2. Prohibited Perks

In accordance with the Broder Public Sector Accountability Act Perks Directive, the provision of the following perks using public funds are prohibited under all circumstances

- Health, Wellness or Private club memberships of any kind
- Event, Sports or Concert tickets
- Clothing allowances other than those for safety purposes such as safety boots or PPE.
- Access to any Private Health Clinics or programs that are not covered by the OHIP – unless provided through Health Insurance or an Employee and Family Assistance Program
- Provision of Professional advisory services for personal purposes such as legal, accounting or tax services/

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### 3. Framework

- All perks must be work related, and required as apart of the job
- All perks must be reported and available publicly.

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