Perquisites

Fleming College is subject to the Broader Public Sector Perquisites Directive and must comply with all the requirements.

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.

The following rules apply to all individuals in the College.

A perquisite is not allowable if it is not a business-related requirement. To be allowable, a perquisite must be a business-related requirement for the effective performance of an individual’s job.

The following perquisites are **not** allowed under any circumstances:

* 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

These privileges cannot be provided by any means, including:

* An offer of employment letter, as a promise of a benefit,
* An employment contract, or
* A reimbursement of an expense.

A 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.

The approval authority for an allowable perquisite is at the Board.

Records must be maintained for verification and audit purposes. Summary information about allowable perquisites will be made publicly available on an annual basis.

For further details;

* [TTT2011 – Broader Public Sector Perquisites Directive](http://department.flemingcollege.ca/finance/forms-guidelines-procedures/ttt2011-029507-bps-perqs-directive-en/)
* [BPS Perquisites Directive](http://department.flemingcollege.ca/finance/forms-guidelines-procedures/bps-perquisites-directive-2011/)
* [BPS Perquisites Directive – Q&A](http://department.flemingcollege.ca/finance/forms-guidelines-procedures/bps-perks-faq/)