

January 15, 2025

## **BROADER PUBLIC SECTOR PERQUISITES DIRECTIVE**

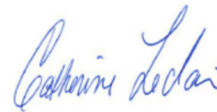
The [Broader Public Sector Perquisites Directive](#) defines perquisites, or perks, as “a privilege that is provided to an individual or to a group of individuals, provides a personal benefit, and is not generally available to others.” The directive does not apply to the following:

- Provisions of collective agreements.
- Insured benefits.
- Items generally available on a non-discriminatory basis for all or most employees (i.e., employee assistance program, pension plans).
- Health and safety requirements.
- Employment accommodations made for human rights and/or accessibility considerations (i.e., special workstations, work hours, religious holidays).

The Children’s Aid Society of Oxford County does not offer perks to its employees and/or appointees.



**Tina Diamond, MSW, RSW, MBA, CHRL**  
Chief Executive Officer



**Catherine Leclair**  
Board Chair