

Employment of Relatives

-POLICY-

The hiring policy of the Board of Education, School District No. 58 (Nicola-Similkameen) in regard to the employment of relatives shall follow the policy and intent of the Public Service Commission of British Columbia, as indicated in "Regulations".

-REGULATION-

1. No employee or panel chair with hiring authority may employ his/her own direct relative or person married to a direct relative. The employment shall be based on merit.
2. There is no objection to the employment of direct relatives in the District within the same department, branch or area, provided that:
 - 2.1
 - i) the direct relatives are not appointed, transferred or promoted to the same work unit where the unit supervisor is a direct relative; or
 - ii) a reporting relationship does not exist where one employee has influence, input or decision-making power over the other employee's performance evaluation, salary, premiums, special permissions, conditions of work and similar matters; or
 - iii) the working relationship would not afford an opportunity for collusion between the two employees that would have a detrimental effect on the employer's and employees' interests.
 - 2.2 a supervisor-subordinate relationship is not created. A supervisor-subordinate relationship is considered to exist where one level of supervision does not intervene between the direct relatives.
 - 2.3 no special consideration or privileges are granted with regard to vacation time, time-off or shift schedules.
 - 2.4 where the supervisor is a step in the grievance or discipline procedure affecting a direct relative, the supervisor shall be excluded from that case and the District shall designate an alternate for that purpose.

3. For purposes of this policy, a direct relative is defined as a spouse (including a common-law spouse), parent, grand-parent, brother, sister, son or daughter. A person married (or common-law) to one of the above is considered a direct relative.
4. Subject to the terms of existing agreements, the Superintendent or designate may direct and organize staff of the District to minimize a close working association of direct relatives.
5. Employees are to disqualify themselves as participants in personnel processes and decisions when their objectivity may be compromised for any reason in accordance with these regulations or that a benefit or perceived benefit could accrue to them.
6. These regulations may be waived provided that the Board is satisfied that sufficient safeguards are in place to ensure that the employer's and employees' interests are not compromised.