

HIRING OF RELATIVES POLICY #12.1.1

1. POLICY STATEMENT

- 1.1. The Council of the County of Wetaskiwin deems it necessary to adopt a policy prohibiting the hiring of relatives of County Employees who are in supervisory positions or Elected Officials.
- 1.2. Council recognizes that all candidates will be provided an equal opportunity to seek employment with the County of Wetaskiwin, and the decision regarding the successful candidate will be based on the applicant’s qualifications, availability and place of residence. If equal qualifications are present, a County resident will be given preference over someone residing in another municipality.

2. DEFINITIONS

- 2.1. Relative means spouse, common law spouse, parent, mother-in-law, father-in-law, grandparent, grandchild, child, brother, sister, brother-in-law and sister in-law.

3. PROCEDURES

- 3.1. No employee shall be under the direct supervision of his or her relative.
- 3.2. The relative must not be involved in the interview process or selection.
- 3.3. If a situation of this nature may already exist, where possible, the employee affected shall be transferred to another Department.
- 3.4. Where Council may deem it advisable, an exception may be made by resolution of County Council.
- 3.5. Permanent employees shall be exempt from this policy should their employment commence prior to the election of a relative as an elected official or the hiring of a relative as a supervisor (subject to clause 3).

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