

2.24 HIRING OF RELATIVES

Human Resources

SUMMARY:

Relatives of staff will be considered for employment with the British Columbia Lottery Corporation. They will not be hired to a position in the same department. See the reference below for policies regarding family in casinos, bingo halls and community gaming centres.

Any exception to the policy stated above requires approval from the director responsible and the Vice President, Human Resources.

For purposes of this policy a relative is defined as; a spouse, parent, sibling or child, aunts, uncles, in-law relationships (brother, sister, mother, father, daughter, son), and step-relationships (brother, sister, mother, father, daughter, son).

OBJECTIVE

POLICY

It is the responsibility of the department manager to ensure that the recommended applicant is the one best suited to fill the position. Relatives of current employees will not be hired to a position in the same department; positions which report in a direct-line relationship; or where a conflict of interest may arise.

This policy applies to all positions whether temporary, regular full time or part time.

Any exception to the policy stated above requires approval from the director responsible and the VP, Human Resources.

SCOPE

COMPLIANCE

ROLES AND RESPONSIBILITIES

IMPLEMENTATION:	
POLICY OWNER:	Manager, HR Services
CHANGE AUTHORITY:	VP, Human Resources

EFFECTIVE DATE:	February 15, 1989
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REVISION HISTORY:	February 15, 1989 May 2, 2007
REFERENCES:	Casino ; Bingo ; Community Gaming Centre