

Government of Saskatchewan

Change to PS 802 Employment of Relatives and Intimate Relations Policy

The Government of Saskatchewan has updated the PS 802 Employment of Relatives and Intimate Relations policy, as of August 1, 2018.

Questions and Answers

1. Why is the policy changing?

The Employment of Relatives and Intimate Relations policy required updates to expand the definition of a relative from just the immediate family.

2. When will the changes take place?

The updated policy will be effective August 1, 2018.

3. Who is considered a “relative” of an employee?

A relative of an employee includes their spouse, common-law spouse, parent (including step or foster parent), father-in-law, mother-in-law, brother (including step or foster brother), brother-in-law, sister (including step or foster sister), sister-in-law, child (including step or foster child), son-in-law, daughter-in-law, aunt, uncle, niece, nephew, grandparent, grandparent-in-law, grandchild, or first cousin.

4. Who is considered an “intimate relation” of an employee?

Intimate relations means persons in a consensual, romantic, sexual or dating relationship.

5. What are the risks of being in a supervisory relationship with a relative or someone with whom you have an intimate relationship?

Being in a supervisory relationship may result in a perceived or actual conflict of interest, perceived favouritism or preferential treatment. It may impact objectivity and the working relationship.

6. Who is affected by the policy?

This policy applies to all Executive Government employees.

7. How does this change affect me?

If you are currently in a situation that is contrary to the policy, you will be required to disclose that information to your manager/supervisor. Changes may be made to alter the reporting relationship or work unit, where it is reasonable to do so.

8. In what situations does the policy apply?

This policy will be applied during hiring, in promotions and other movement across the public service.

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9. Who do I disclose a conflict to?

Disclosures can be made to your manager or supervisor. Your manager or supervisor will work with their Human Resource Business Partner to determine what changes make sense to avoid the potential conflict.

10. Are exceptions ever made?

Yes, there are situations where a permanent head may need to make an exception, for example in a hard-to-recruit area, or remote community. In that case, other steps may be taken to avoid a potential conflict of interest.

11. Where do I access the policy?

The [PS 802 Employment of Relatives and Intimate Relations policy](#) can be found on [Taskroom](#).