



Town of Antigonish

274 Main Street
Antigonish, N.S.
B2G 2C4



Hiring of Relatives

That the Town of Antigonish adopt the following "Hiring of Relatives" Policy.

Purpose: To specify the conditions under which relatives will be considered for employment.

Policy: It is the policy of the Town of Antigonish to hire the best qualified employees available for all jobs. However, further to this it is necessary that judgement be used in the placing of employees who are closely related. An applicant shall not be accepted for a position in a department if he/she is related to a supervisor within the same department. For applicants to be hired in different departments there must be a distinct separation; that is, the operation of one department must have no direct bearing on the operation of the other department.

For interpretation of this policy, a relative is considered as follows: spouse (including common law spouse), mother, father, grandmother, grandfather, mother in law, father in law, son daughter, brother, sister, son in law, daughter in law.

Present employees who become married to other present employees are permitted to continue their employment. Should one of them leave, (s)he would not be rehired in the same department while the other continues to be employed. The person may be rehired if they do not otherwise violate the provisions of this policy, just like a first time employee of the Town. However, in the case of a couple marrying where one is in the position of supervising the other, one of them may be required to resign or transfer to another position if a suitable one is open. This shall also apply to two people carrying on a personal relationship other than a marital relationship.

*Approved Jan 8/98
Amended Jan 19/98*

