

4.13 VACATIONS FOR PEOPLE WE SERVE

Overview

BACI encourages and supports individuals in participating in staff-supported holidays and vacations. These may include camping trips, planned travel, visits with family and friends, or more structured vacation experiences.

The contracts provided by Community Living BC (CLBC) do not usually include funds for vacations or extended travel. Consequently, the funds available for vacation planning for each individual are generally restricted to the equivalent of on-going staffing and operational costs for each program.

General

All vacation and recreational activities must reflect the individual's personal interests and choices. Participation in staff-supported travel, including camping or holidays, must be based on the individual's expressed desire. Staff are responsible for documenting how the individual and their family or support network were actively involved in exploring and planning vacation options.

Each individual is expected to contribute toward associated costs, based on their financial ability and in alignment with BACI's People Served Personal Funds Policy.

High-risk activities such as canoeing, mountain climbing, and similar pursuits must be planned with careful consideration of potential risks. A thorough risk assessment should be conducted, and consultation with the individual's family, CLBC, and BACI managers is required where appropriate. If the individual has a court-appointed committee, written consent must be obtained before proceeding. Employees must adhere to procedures for planning vacations. Decisions will be based upon the merits of the proposal, the benefits to the individual, approval of the family, and costs.

Staff Participation

Staff participation in field trips or camping activities must remain voluntary when such events extend beyond regular working hours or standard employment conditions. If staff choose not to participate in these extended activities, alternative arrangements will be made to ensure they do not experience a loss of pay. In such cases, staff may opt to use vacation time, request a leave of absence, or accept a temporary reassignment to a comparable position for the duration of the event.

Staff Expenses/Compensation

BACI (as the employer) is responsible for the costs (all pre-approved) incurred by employees participating in approved field trips/vacations (other than day trips). Compensation will be as per the Collective Agreement – local issues.

If staff are requested by management to use their vehicle, they will be compensated at the approved mileage rate as per the Collective Agreement.

Linking Policies

1.11 Risk Management Policy

5.11 Mileage and Expense Reimbursement Policy

5.17 People Served Personal Funds Policy