

Annexure C

**NEPOTISM POLICY**

**1. Definition**

For the purpose of this policy unless the context otherwise indicates -

“**Nepotism**” means favoritism on the basis of family relationship or friendship.

**2. Policy**

The basic criteria for the appointment and promotion of employees in the Council shall be appropriate qualifications and appropriate performance as set forth in the policies of the Council.

Relationship by a family or marriage shall constitute neither an advantage nor a disadvantage.

Any poor performance or loss of productivity which is a direct result of conflict between two family members both employed in the organization can result in severe disciplinary action being implemented against both employees.

For the purpose of this policy, relatives are defined as husbands and wives, parents and children, brothers, sisters, and any in-laws of any of the foregoing.

**3. Paragraph 3 will not apply to:**

Exceptions approved by the full Council upon recommendation of the Municipal Manager as being clearly in the best interest of the Council.