

What is the Political Activity Policy about?

The Political Activity Policy addresses the need for a balance between employees' rights to engage in political activities and the requirement for the provincial public service to be politically impartial. This policy is about providing Government services, programs and advice in a politically neutral manner.

Does this Policy apply to me?

This Policy applies to all employees. Bargaining unit employees should also consult their respective collective agreements.

What are Political Activities?

There are two types of Political Activities:

1. Supporting or opposing a political candidate and/or political party. For instance, door to door campaigning, placing a sign on your lawn, or making phone calls on behalf of a candidate.
2. Seeking nomination or being a candidate in an election.

How do I know if I am Politically Restricted:

If you meet one or more of the following criteria, then you are politically restricted:

- paid on the Executive Pay Plan;
- report directly to, speak on behalf of, or provide advice, opinions or recommendations to the Premier, Cabinet, Treasury Board, a Minister, or a Deputy Minister;
- have access to confidential information related to the development of government policy;
- have been delegated discretion over, or provide advice regarding, the allocation of departmental funds, especially grants to persons, businesses or other organizations;
- have been delegated discretion in regard to the provision of services to persons, businesses or other organizations; and
- have contact with the media.

How do I know if I am Politically Non-Restricted:

If you do not meet any of the criteria above, then you are politically non-restricted.

Which Activities are Prohibited?

All employees are prohibited from the following activities:

- engaging in any form of political activity at the workplace or during work hours, with the exception of voting in an election;
- wearing or displaying at the workplace anything that supports or opposes a candidate or party;
- using Government premises, supplies, equipment, email or services for the purposes of any political activity;
- soliciting funds for a party or candidate; and
- participating in other political activities that are deemed inappropriate by the Deputy Minister, in consultation with the Public Service Secretariat.

I am Politically-Restricted. What does this mean to me?

In addition to the above activities for which all employees are prohibited, politically restricted employees are also prohibited from participating in the following:

- belonging to a political party;
- signing nomination papers;
- performing administrative tasks for a party or candidate (such as stuffing envelopes or answering or receiving telephone calls);
- making a financial contribution to a party;
- displaying a sign at their personal residence;
- serving as a campaign manager;
- serving as an executive with a political party;
- attending or speaking at public rallies and meetings;
- canvassing door to door;
- writing speeches or promotional materials;
- publishing or publicly broadcasting partisan statements (including newspaper, radio, television, and media comments);
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- using blogs, social networking sites , video sharing and websites to express personal views in support of or in opposition to a political party or candidate;
- attending political conventions as a delegate or observer;
- wearing or displaying, outside of the workplace, signs, buttons, etc. that support or oppose a candidate or party;
- publicly criticizing the policy decisions and directions of the employer; and
- other political activities that are deemed inappropriate by the Deputy Minister, in consultation with the Public Service Secretariat.

I am Politically Non-Restricted. What Can I Do?

Politically non-restricted employees may participate in the following activities, provided that they maintain impartiality in the performance of their duties, do not publicly criticize the policy decisions and directions of the employer and do not perform political activities at the workplace:

- belonging to a political party;
- performing administrative tasks for a party or candidate (such as stuffing envelopes or answering or receiving telephone calls);
- displaying a sign at their personal residence;
- canvassing door to door with a candidate;
- attending political conventions as a delegate or observer;
- making a financial contribution to a party;
- writing speeches or promotional materials;
- publishing or publicly broadcasting partisan statements;
- using blogs, social networking sites , video sharing, and websites to express personal views in support of or in opposition to a political party or candidate;
- for a full list please see the [Political Activity Policy](#).

I am considering running as a candidate in a Federal, Provincial or Nunatsiavut election, what do I do?

If you are Politically Restricted, you:

- are required to resign prior to running as a candidate;

Your resignation should commence when you publicly announce that you are seeking the nomination or on the day you file the necessary nomination documentation with a political party, whichever date is the earliest, or on an earlier date that may be agreed upon by the employee and the Deputy Minister

If you are Politically Non-Restricted, you

- must apply to your Deputy Minister for a period of leave without pay.

The period of leave without pay should commence upon your public announcement to seek the nomination or the day you file the necessary nomination documentation with a political party, whichever date is the earliest, or an earlier date that may be agreed upon by the employee and the Deputy Minister.

I am considering running in a Municipal election, do I have to resign or apply for a period of leave without pay?

No. All employees, except Executive, may participate in municipal elections and hold municipal office with the written consent of their Deputy Minister. This is providing they maintain impartiality in the performance of their provincial public service employment duties, do not publicly criticize the policy decisions and directions of the employer, and do not perform political activities at the workplace.

Should occasions arise in their municipal work that place the employee in a conflict because of their role with the employer, the employee would be expected to remove themselves from such discussions and decisions.

What if I do not abide by this Policy?

Not following this Policy may result in disciplinary action.

For more information:

View the [Political Activity Policy](#) or contact your Strategic Human Resource Management Unit.