## Policy:

All payments made by the University to individuals and business entities shall be made in accordance with the Income Tax Act of Canada and Regulations established by the Canada Revenue Agency, and as they may be amended from time to time.

## Purpose:

The purpose of this policy is to ensure the University conforms to statutory regulations regarding all payments to individuals and business entities.

## Scope:

This policy applies to all payments to business entities for services rendered, and any payment to an individual that may give rise to taxable income under the Income Tax of Canada. This policy further encompasses payments made to non-residents.

## Definitions:

I. **Honoraria**

An honorarium is a nominal payment made in recognition of a contribution towards a specific activity of the University. It is not intended to pay for service itself, but to provide a token of appreciation to the individual.
The amount of the honorarium should not be representative of the fair value of the contribution made to the University by the individual and should only be a small portion of what the service would cost. Honorarium payments greater than $500 are reviewed and confirmed by Financial Services to ensure the payment meets the criteria outlined above.

Honorariums are not paid to individuals who are employees of the university.

II. Guest Lecturers
A Guest Lecturer is an individual who has no ongoing responsibility to the participants or students attending the lecture. They have no grading or marking responsibility and the lecture or lecture series is of limited duration. The individual has no appointment with the University and has no facilities or support staff provided.

III. Gift
As per Canada Revenue Agency policy a gift or award that is given to an employee is a taxable benefit from employment, whether it is cash, or near-cash. Cash and near-cash gifts are always a taxable benefit for the employee. A near-cash item is one that functions as cash, such as a gift certificate or gift cards.

CRA rules indicate that an employee may be given an unlimited number of non-cash gifts and awards with a combined total value of $500 or less annually. A gift has to be for a special occasion such as a religious holiday, a birthday, a wedding, or the birth of a child. If the Fair Market Value of the gifts and awards you give your employee is greater than $500, the amount over $500 must be included in the employee’s income.

IV. Professional Services
A Professional or Consulting Service provider is a person or business entity retained under a fee-for-service arrangement to perform specific tasks under the University’s direction for a limited period of time.

**Procedure:**

Employees of the University must be paid as employees for services rendered that are related to their employment contract, or is employment income by nature. For example, a faculty member providing teaching, research or community service to the University must be paid as an employee, even if the engagement is above and beyond the normal duties. Likewise, a staff member performing duties that would normally be considered employment duties, that are unrelated to the individual’s employment contract, must still be paid as an employee. For example, a staff member from the Finance Office invigilating an exam.

It is the responsibility of the Manager or Department Head to initiate an assessment at the time of engagement, as to whether an individual or entity who provides services to the University is in an employer-employee relationship or has self-employed status (independent contractor).
To initiate the assessment, the Manager or Department Head shall complete the Independent Contractor Questionnaire in eShop, including the name of the individual or business entity, type of service being provided, answering all required assessment questions, and attaching the signed Indemnification Agreement.

If, under the guidelines in Appendix A the individual is deemed to be an employee, then the individual should be paid using normal payroll procedures as outlined by the Human Resources Department, and as amended from time to time.

Accounts Payable shall review the Independent Contractor Questionnaire and accompanying Indemnification Agreement and make the final determination of an employer-employee relationship or self-employed status.

Where the employment relationship is determined to be one of self-employment (independent contractor), it is the responsibility of the Manager or Department Head to obtain proof of liability insurance from the self-employed individual or entity (Independent Contractor). Such proof should take the form of a Certificate of Insurance indicating that the type of service is covered under the independent contractor’s liability policy. A copy of the Certificate of Insurance shall be sent to Risk and Insurance Services. Specific limits of insurance are determined by the type of work performed. These limits should be set in consultation with the Director, Risk and Insurance Services, but the minimum should be $2 million. Request for an exemption under this policy shall be submitted to the Director, Risk and Insurance for consideration.

Once the employment relationship has been determined as self-employed status, payment can then be made following the University’s accounts payable procedures.

**Contacts:**
Assistant Vice-President (Financial Services)

**Links to related policies:**

[Conflict of Interest Policy](#)

[Signing Authority Policy](#)
<table>
<thead>
<tr>
<th>Service</th>
<th>Type of Service Provided</th>
<th>Employee Status</th>
<th>Payment Method</th>
</tr>
</thead>
<tbody>
<tr>
<td>Teaching</td>
<td>Carleton University employee or individual teaching that is not part of the normal employment responsibilities, not related to day to day academic programs, not for credit, or not covered under the terms of the normal university employment contract.</td>
<td>X</td>
<td>Payroll - T4 Issued</td>
</tr>
<tr>
<td></td>
<td>Guest lecturer - see definition</td>
<td>X</td>
<td>Accounts Payable – T4A or T4A-NR issue</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Non-Instructional Services</td>
<td>Current employees performing work that is part of the normal course of duties under an existing employment contract.</td>
<td>X</td>
<td>Payroll - T4 Issued</td>
</tr>
<tr>
<td></td>
<td>An Individual's time is at the disposal of the University for a fixed or determinate time. Factors to consider: Have set hours, works at the University, provided supplies and equipment.</td>
<td>X</td>
<td>Payroll - T4 Issued</td>
</tr>
<tr>
<td></td>
<td>Business or individuals paid a fee to provide specified products or services, e.g., consulting services, statistical analysis. Factors to consider: work is done away from University; does business or individual pay own expenses.</td>
<td>X</td>
<td>Accounts Payable - T4A</td>
</tr>
<tr>
<td>Research</td>
<td>Current employee engaged in research as part of responsibilities or normal course of duties under an existing employment contract. Fees are earned as part of an agreement.</td>
<td>X</td>
<td>Payroll - T4 Issued</td>
</tr>
<tr>
<td></td>
<td>Research project personnel engaged in research under the direction, guidance or supervision of a Carleton University principal investigator and are not students carrying out research related to degree requirements. Factors to consider: appointed for a fixed period of time.</td>
<td>X</td>
<td>Payroll - T4 Issued</td>
</tr>
</tbody>
</table>
| Honoraria | Non-Employee – A payment made that does not represent a full compensation for time and effort. Not compensatory for the level of services rendered.  
*Example: Retiree, who is no longer employed in any capacity with the University, volunteers to help register delegates for a 5-day conference. The volunteer helps out for 20 hours. The Department gives the | x | Accounts Payable - T4A |

| Gift | Employee - Non-cash or near-cash gifts up to $500 per year for special occasions.  
Cash or near cash gifts  
*Example: Individual is retiring and a gift is purchased. | x | No report |

Payroll –T4 issued |

Further information is available through the Canada Revenue Agency website at [http://www.cra-arc.gc.ca/E/pub/tg/rc4110/rc4110-16e.pdf](http://www.cra-arc.gc.ca/E/pub/tg/rc4110/rc4110-16e.pdf)