North Pole Government
Department of Christmas Affairs

OFFICIAL NOTICE
Christmas Compliance
Reference CC-SS-01

FOR DISPLAY IN ALL STAFF KITCHENS

# Secret Santa Probity Framework



Every Secret Santa exchange must be fair, anonymous and conducted in the spirit of Christmas. All participants are expected to read and comply with this Framework.

## 1 Spending limit



1.1 A gift must not exceed the value of 40 candy canes at standard retail price.

1.2 Wrapping is not counted towards the limit. Ribbon must be sourced through approved channels.

## 2 Conflicts of interest



2.1 A participant who draws their own name must declare the conflict to the organiser and draw again.

2.2 A gift for a manager must not be capable of being seen as an application for promotion.

## 3 Re-gifting



3.1 Re-gifting is permitted, provided the gift is unused and in its original packaging.

3.2 A gift must not be returned to the workplace it was originally received in.

## 4 Anonymity



4.1 The identity of a Secret Santa is protected before, during and after the exchange.

4.2 Guessing aloud is permitted. Confirming a guess is a breach, and will be referred to Christmas Compliance.

## 5 Gift complaints



5.1 A complaint about a gift may be lodged with the Department at christmasaffairs.com/gifting/gift-complaints

5.2 Complaints are assessed in the order they are received.

Authorised by
**The Hon Nick Claus MP**
Minister for Christmas Affairs

In effect every festive season