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Fast Facts

BULLETIN 63 | MONDAY, FEBRUARY 13, 2023

Recent Updates

Give Back to Your Community this Family Day Weekend!

We hope everyone enjoys their Family Day weekend! This past December, HRPAR made a contribution to the Barrie Food Bank. Our goal for 2023 is to continue the spirit of giving back to our community and we encourage you to continue to give in 2023 starting this Family Day weekend!



February is Black History Month

Every February, Canadians are encouraged to participate in honouring the legacy of Black people throughout our communities, the nation, and on a global level by observing Black History Month. We encourage all of our clients and their employees to take time to celebrate the achievements and contributions of Black Canadians, learn about their stories, and to continue the conversation of diversity, equity, and inclusion within our communities and workplaces. For a list of educational resources, [Click Here](#).

Reminder: Amendments to the *Occupational Health and Safety Act*

Naloxone Kits

Effective June 1, 2023, employers will be required to provide naloxone kits if they become aware, or should be aware, that there may be a risk of workers having an opioid overdose at a workplace.

Employers are also required to provide training to an individual who works near the kit. Training includes: training to recognize an opioid overdose, to administer naloxone, and hazards related to the administration of naloxone.

Additionally, the employer is not permitted to disclose any more personal information than that which is reasonably necessary to comply with these requirements.

Tips and Strategies to Beat the Winter Blues

It won't come as a surprise to many that February is known as the month where most people experience extreme symptoms of Seasonal Affective Disorder (SAD). As the grey and gloomy weather continues, it is critically important that employers help support their employees in managing their mental health and well-being. The following are a few tips and strategies on how you can help:

- **Create a welcoming environment** - encourage employees to speak to their manager or supervisor if they are feeling stressed or overwhelmed and work with the employee to develop a plan to help them cope
- **Encourage the use of benefits** - remind your employees to take advantage of any Group Insurance Benefits or Employee Assistance Programs you have in place
- **Implement wellness initiatives** - start a walking group or book club, send out mindful meditation videos, bring in a speaker to facilitate a lunch and learn, etc.
- **Maximize your work space** - encourage employees to use common rooms or other collaborative spaces to encourage more human connection, consider purchasing light therapy lamps to help with low levels of vitamin D, etc.

For a list of additional resources, visit <https://ontario.cmha.ca/provincial-mental-health-supports/>

Remember: Only 35 more days until spring!



WORK
IN SIMCOE COUNTY

VIRTUAL
JOB FAIR

April 26, 2022
2 p.m. to 6 p.m.

WORKINSIMCOECOUNTY.CA

County of Simcoe | Barrie | Orillia | Ontario

Bruce Grey Simcoe | Working Simcoe | Employment Ontario | Georgian | Lakehead University

Training Workshops

MARCH 2, 2023

Why Can't I Find Them and Hire Them?

You can - but it takes strategy! During this practical, interactive workshop, participants will learn the key considerations for recruiting top talent.

DATE & TIME

Thursday, March 2, 2023
8:30 a.m. - 12:30 p.m.

LOCATION

HRPAR Office

PRICE

\$249 (+HST)

MAY 17, 2023

Effective Conflict Resolution - A Skill That Every Employee Needs!

Conflict in any workplace is inevitable. It's how you manage and resolve the conflict that determines the impact on your workplace culture and ultimately the retention of your employees. In this workshop, participants will gain the confidence and knowledge to facilitate effective conflict resolution strategies for immediate application in their workplace.

DATE & TIME

Wednesday, May 17, 2023

8:30 a.m. - 12:30 p.m.

LOCATION

HRPAR Office

PRICE

\$249 (+HST)

JUNE 7, 2023

Dealing with Difficult Employees

Theodore Roosevelt once said, "The single most important ingredient of success is knowing how to get along with people." However, most people would agree that it isn't as easy as it sounds when it comes to getting along with certain people. In fact, it can be incredibly stressful dealing with difficult people! This workshop has been designed for immediate application of practical strategies that participants can use when dealing with difficult people in the workplace.

DATE & TIME

Wednesday, June 7, 2023

8:30 a.m. - 12:30 p.m.

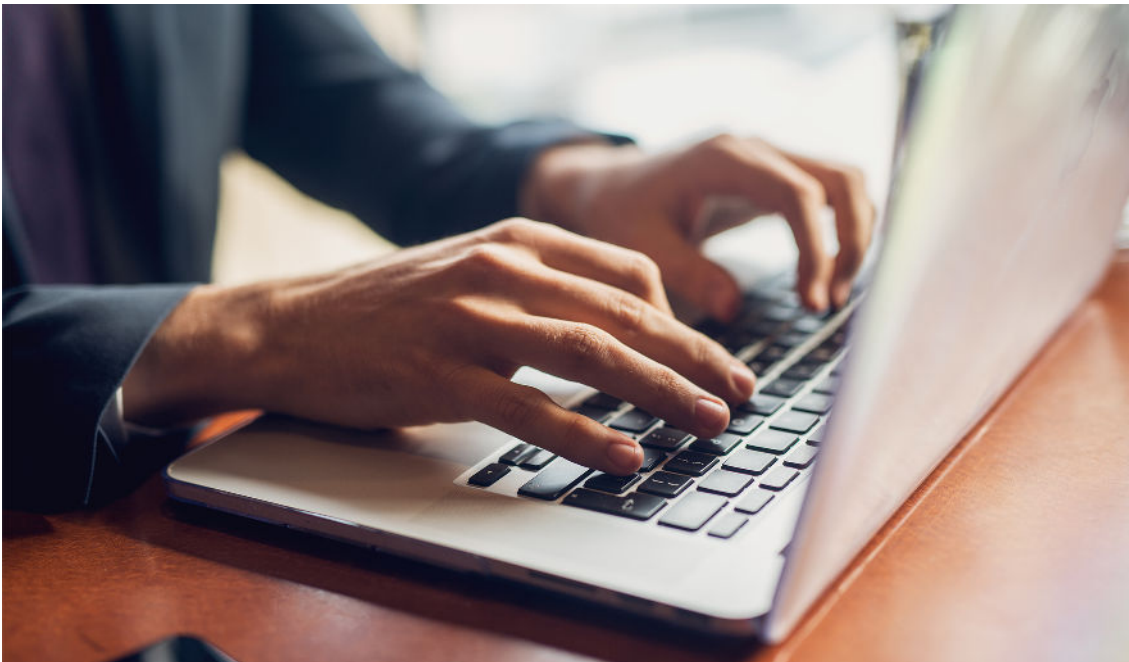
LOCATION

HRPAR Office

PRICE
\$249 (+HST)

REGISTER NOW

Blog



FEBRUARY 6, 2023
HUMAN RESOURCES

How To Create An Employee Handbook

An employee handbook is an essential tool for every business regardless of the number of employees! The purpose of an employee handbook is to clearly outline the expectations of employees and the organization's policies and procedures. It provides the framework for...

— [Read More](#)

Visit Our Website >



LOCATION

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Toronto (416) 987-4163

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