Fast Facts

BULLETIN 121 | WEDNESDAY, JULY 15, 2026

Supporting Employee Well-Being

How to Spot Burnout

Burnout in the workplace is often associated with mental and emotional fatigue, however, it can manifest in physical symptoms as well. Some common signs of burnout that you may notice in your employees include:

- Declining productivity and performance, such as missing deadlines frequently.
- Increased absenteeism.
- Increased irritability or emotional reactions, like snapping at others.
- Disengagement from social interactions.
- Signs of physical or mental exhaustion.

Identifying signs of burnout early and supporting employee well-being can help reduce stress-related absences and leave requests.

Click here for more information about job burnout.

Managing Stress and Burnout

As an employer, you play an important role in creating a workplace atmosphere that supports employees' physical and mental well-being.

What can you do to help employees manage stress and reduce the risk of burnout?

- Remind employees of the health and safety resources that are available to them, such as an Employee Assistance Program (EAP) or any other wellness supports.
- Foster open communication and encourage employees to speak to their manager or supervisor if they are feeling stressed or overwhelmed. Work with the employee to develop a plan to help them cope.
- Encourage employees to have a healthy work-life balance and use their vacation time.

To learn more about dealing with workplace stress, click here.

Upcoming Events

Essentials of Supervision

6-PART WORKSHOP SERIES

The purpose of this program is to assist supervisors in gaining the confidence and knowledge in becoming an effective supervisor and to provide practical tips and strategies for immediate application in their workplaces.

DATE: September 16 - October 28

TIME: 8:30 AM - 12:30 PM

LOCATION: HRPAR Office or virtually (Zoom)

Blog

JULY 15, 2026 | EMPLOYEE ISSUES

OJG funding for 2026-27 is now open. If you are interested in applying, please reach out to us - we would be happy to help!

"The way to get started is to quit talking and begin doing."
- Walt Disney

Employee Stress Leaves

KEY STEPS FOR CANADIAN EMPLOYERS

You receive an email from an employee requesting a stress leave with a doctor's note that says, "Employee will be absent for the next 8 weeks due to their mental health, effective immediately." What do you do?

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