



CHEMISTRY CONSULTING GROUP
HR IN-BRIEF | JANUARY 2020

HEALTH & WELLNESS

A Focus on Employee Well-Being

Bell Let's Talk day, taking place on Wednesday, January 29th, is a Canadian-led social media initiative that aims to create positive change by raising awareness of mental health and fighting stigma. In recognition of this event, we have centered January's HR In-Brief around mental health in the workplace. This month we have provided you with a variety of resources aimed to help you better understand mental health discussions, workplace wellness programs, and strategies employers can utilize to better support their employees.



A Discussion on Mental Health

by Deb Walker, Chemistry Consulting Group

When an individual keeps their emotions bottled up inside, they can unintentionally foster an environment where their negative inner voice causes problems to magnify. As an employer, there are many different ways that you can start a discussion on mental health in the workplace.

[Read more here ...](#)

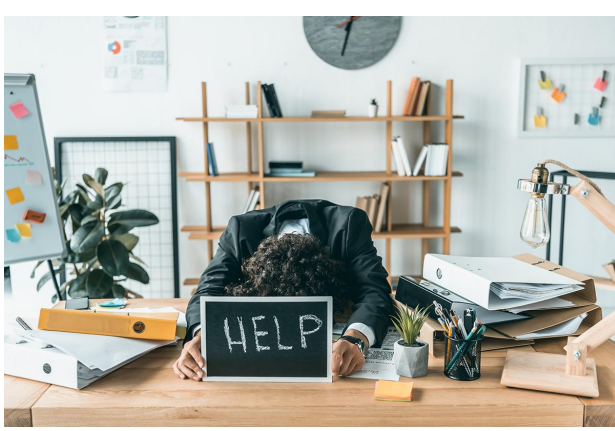
14 Health and Wellness Resources

by Kandy Cantwell, Montridge Advisory Group

In Canada, a number of non-profit and government organizations provide free resources for people experiencing mental, physical, or financial challenges. For many employees, the reason they aren't using these services is lack of awareness.



[Read more here ...](#)



Employee Burnout Rampant: O.C. Tanner 2020 Global Culture Report

by Human Resources Director

All the mental health initiatives, yoga classes and remote working accommodations in the world won't do a thing to combat a rising global crisis in the workplace - employee burnout.

[Read more here ...](#)



Implementing a Wellness Program in the Workplace: Tips for Success

by Rise

With HR professionals continually searching for ways to support their employees, companies are getting serious about the wellbeing of their workforce and implementing a wellness program in the workplace.

[Read more here ...](#)



5 Practices to Boost Workplace Wellness Programs

by PeopleTalk

After 30 years of reading, consulting, discussing and writing on the ever increasing costs of poor health in the workplace and improving workplace wellbeing, one key question emerges: "How can we determine what programs result in the positive outcome companies now must strive for?"

[Read more here ...](#)

New decade, new beginnings,
same great team!

Exciting news at
chemistryconsulting.ca/blog

Check it out [here](#)

Quotes on Employee Health & Wellness

We are embedding health and well-being at the **heart of our business strategy** because our people are our greatest asset, and we recognize that a **healthy, happy and committed workforce** is vital to our business success.

Alex Gourlay, Co-COO, Walgreens Boots Alliance, Inc.

Good health is good business.

Paul Drechsler, Chairman/CEO, Wates Group Limited

Improving the health and well-being of our employees...offers a "win-win" all around. Employees benefit from **better support** for their health. Companies benefit from **less absence and improved productivity**. And society benefits from improved public health.

Steve Flanagan, Chief Executive, The Fremantle Trust

HR News Corner

Unemployment Statistics

Source: [Labour Force Survey, December 2019](#)

	Oct-19	Nov-19	Dec-19
VICTORIA	3.2%	3.5%	3.4%
VANCOUVER	5.0%	4.9%	4.8%
BC	4.7%	5.0%	4.8%
CALGARY	7.2%	6.9%	7.1%
ALBERTA	6.7%	7.2%	7.0%
CANADA	5.5%	5.9%	5.6%

HR in the News

[Year in review: B.C.'s skilled labour pains about to become acute](#)

Business in Vancouver, 22 Dec 2019

[Songhees Innovation Centre is a Hub for Indigenous Innovators](#)

Douglas Magazine, 14 Nov 2019

[B.C. labour board agrees to hear local union's challenge of Uber and Lyft](#)

Thanks for your feedback!

Thank you to our HR In-Brief 2020 Feedback Survey participants! Your feedback is very important to us and we are excited to utilize your comments into this year's HR In-Brief newsletters!

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