

EMPLOYEE HEALTH & WELLNESS

DECEMBER 2022 HR IN-BRIEF



2022 was an active year for all of us. Many organizations navigated changing employee behaviours and perceptions of work, faced challenges associated with labour gaps and loss of key talent, and overall remained flexible and open to the future of work. After a busy year, organizations should reflect on the health and well-being of their workforce to ensure they have the tools and resources needed for the coming year.

Have thoughts to share or questions around this topic? Reply to this email to get in touch.

- Kim Osborne, CEO, Chemistry Consulting Group

Featured Guest Blog

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MONTRIDGE®
ADVISORY GROUP LTD.

Promoting Health & Wellness in the Workplace

*By Damien Lacey, Marketing Coordinator
Montridge Advisory Group LTD.*

"When employees feel good, organizations benefit. Here are seven measures you can take to enhance your workplace to encourage healthy behaviours and mindfulness to benefit your people's physical and mental health."

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About Montridge Advisory Group Ltd.

Montridge Advisory Group is one of Canada's premier employee benefits advisors. At Montridge, we understand that few employers have the time or inclination to become experts in employee benefits. So, for many of Canada's most dynamic employers, we fill that role. We are a collection of technically proficient individuals—specialists in our respective fields—who work together as a team

Survey finds employees who feel adequately recognized at work report lower burnout



Benefits Canada

"Employers with a workplace culture that promotes employee recognition and connection have more productive and engaged workers. The survey found among those who strongly agreed recognition is an important part of their workplace culture are up to 91 per cent more likely to be thriving than those who disagreed with the statement."

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New report looks at men's mental health in the workplace



Canadian HR Reporter

"Lots of attention has been placed on how poorly women have fared during the pandemic, as such things as child care and home-based responsibilities have exacerbated their already trying experiences. But for men, depression, anxiety and suicidal ideation have also run rampant throughout that community, according to new research from B.C."

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Winter is coming: Is your workplace prepared for it?

Human Resources Director

"As more workers get invited back to workplaces, public health experts are growing more concerned about potential surges in flu and COVID-19. Organizations should similarly anticipate a rise in illness and take steps to reduce the risk."



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Coming this January 2023



Chemistry will customize a **leadership development program**, tailored to your team that will result in heightened Engagement, Performance and Retention.

A sample of topics we can include in your customized package:

- Mental Fitness for your leaders and team
- Developing the leadership style your team needs
- Performance Management best practices
- How to motivate team members with different personality types
- *and more!*

Our Leadership Development service offering is delivered by Chemistry's Associate Consultant, **Ashli Komaryk**, MBA, ACC, Certified Organizational Coach.

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UNEMPLOYMENT STATISTICS

LOCAL, PROVINCIAL, NATIONAL

The Daily Labour Force Survey

	Sept	Oct	Nov
Vancouver	4.5	4.4	4.4
Victoria	4.7	4.3	3.5
BC	4.3	4.2	4.4
Calgary	5.2	5.3	6.0
AB	5.5	5.2	5.8
Toronto	6.0	6.2	6.3
ON	5.8	5.9	5.5
Canada	5.2	5.2	5.1

The Daily Labour Force Survey, November 2022

Chemistry Consulting Group Inc.

Vancouver | Victoria | Nanaimo | Toronto

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