



Wellness at Work: Nurturing Mental Wellbeing in the Modern Workplace

By Damien Lacey, Montridge Advisory Group

"In today's fast-paced and demanding work environments, prioritizing employee wellness, particularly mental health, has become more critical than ever. As our understanding of mental wellbeing evolves, organizations are increasingly recognizing the importance of creating a supportive and nurturing workplace culture. This shift is not only beneficial for employees' health and happiness but also for the overall productivity and success of the organization.

In this blog post, we'll explore the concept of wellness at work and discuss strategies that organizations can implement to better ensure the mental wellbeing of their workforce."

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Are People Taking Enough Time Away From Work?

Canadian HR Reporter

"Time-off tax is defined as employees putting in extra hours just before taking vacation. Encouragingly, a recent survey done by ADP Canada is showing that those extra hours are shrinking: An average of 18 hours of additional work was clocked by employees, found the survey.



However, this represented two hours less than the levels of extra work seen in 2020, which points to good news for overworked employees."

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Women's Mental Load at Work: How SMEs Can Help

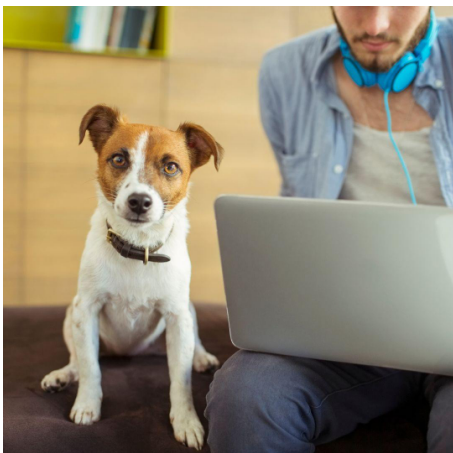


Canadian HR Director

"According Université Laval's 2023 survey - The Mental Health of Managers in Canadian SMEs, conducted in partnership with Beneva - almost 30% of female managers reported anxiety difficulties compared to less than 20% of men. Female managers also reported higher levels of exhaustion, distress and insomnia compared to men, as well as higher workloads."

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"Pointers" On Pet-Friendly Workplace Policies



PeopleTalk

"Allowing pets in the workplace (and many other places) is a **growing trend in Canada** ... With the spread of working from home and expansion in pet ownership during COVID, and now the focus on getting employees back together in the office, offering to allow pets can be a way to **soften the transition** for pet owners."

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UNEMPLOYMENT STATISTICS

LOCAL, PROVINCIAL, NATIONAL

MARCH 2024

The unemployment rate rose 0.3 percentage points to 6.1% in March.

On a year-over-year basis, the unemployment rate was up by 1.0 percentage points.

Employment decreased in QC, SK, MB in March, while it increased in ON

Unemployment Rate Across Top Canadian Cities

Vancouver, BC	5.4
Victoria, BC	4.8
Kelowna, BC	5.4
Calgary, AB	6.5
Toronto, ON	7.5

The Daily Labour Force Survey, March 2024

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