

# WORKFORCE RESTRUCTURING & REORGANIZATION

August 2021



Business operators have had to make difficult decisions over the past 18 months including layoffs, downsizing operations and closing their doors entirely. Many employers are still facing financial challenges, which has led to discussions about workforce restructuring and reorganization.

In this issue of HR In-Brief, we provide guidance and key considerations to assist you when preparing for a restructuring and reorganization at your workplace.

Have thoughts to share or questions around this topic? Reply to this email to get in touch.  
- Kim Osborne, *Partner*, Chemistry Consulting Group

## GUEST FEATURED BLOG

### [Workforce Restructuring: Four Legal Landmines to Consider](#)

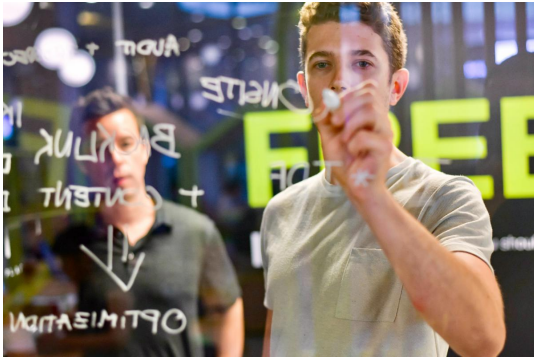
# FASKEN

Our featured guest blog this month is presented in partnership  
by Kristen Woo, Associate from [Fasken](#).

"While restructuring a business may result in reduced labour costs, it can also attract costly and stressful litigation if poorly handled. Below is a list of four legal landmines to consider when planning a workforce restructuring..."

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# 5 Steps to Include in the Company Reorganization Process

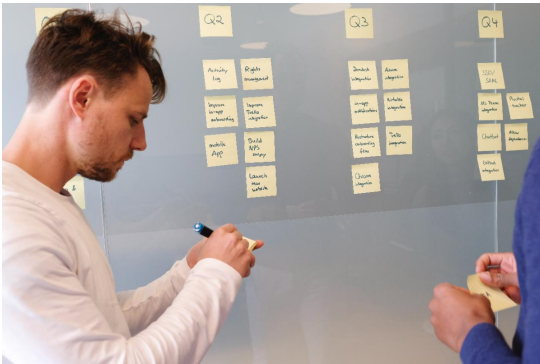


## Lucidchart

"A company reorganization process must be undertaken with sensitivity, strategy, and foresight. If you're planning to shake up the work lives and processes of an entire company, the key to success is planning and communication."

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## Factors That HR Should Consider When Restructuring an Organization



## Chron.

"The influence of the human resources department on job design, assignments and training can have a lasting impact on the strategic success of the new organizational structure."

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## Organizational Restructuring - Meaning, Reasons, Types & More



## Vantage Circle

"While the industry giants may have the resources to stay afloat, every business may not. In times like such, a company may shift focus and go through a restructuring process to remain in business."

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# UNEMPLOYMENT STATISTICS

LOCAL, PROVINCIAL, NATIONAL

## "Employment growth continues in July"

### The Daily - Labour Force Survey

	MAY 2021	JUNE 2021	JULY 2021
VICTORIA	6.2%	5.5%	<b>4.5%</b>
VANCOUVER	7.5%	7.4%	<b>7.6%</b>
BRITISH COLUMBIA	7.0%	6.6%	<b>6.6%</b>
CALGARY	8.6%	8.9%	<b>9.6%</b>
ALBERTA	8.7%	9.3%	<b>8.5%</b>
CANADA	8.2%	7.8%	<b>7.5%</b>

Source: *Statistics Canada Labour Force Survey, July 2021*

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Need support with workforce **restructuring and reorganization?**

We are here to help.

**Chemistry Consulting Group Inc.**

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