

August HR In-Brief

HR Policies that are Clear, Concise and Actually Used

Why Every Organization Should Review Its Employee Handbook

By Chemistry Consulting Group

"As workplaces continue to evolve through hybrid work, changing employment legislation, artificial intelligence, and growing expectations around employee experience, organizations are recognizing that workplace policies should support business operations rather than create unnecessary complexity. A policy should provide clarity, establish expectations, and help people make good decisions without requiring HR interpretation every step of the way..."

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Recommended Reading

Employment legislation, technology, and workplace expectations continue to evolve. If it's been more than a year since your organization reviewed its employee handbook or workplace policies, these Canadian resources provide practical guidance on why regular policy reviews are essential—and where many employers are falling behind.

Core HR Policies Every Canadian Employer Needs in Their Policy Manual



HR Reporter

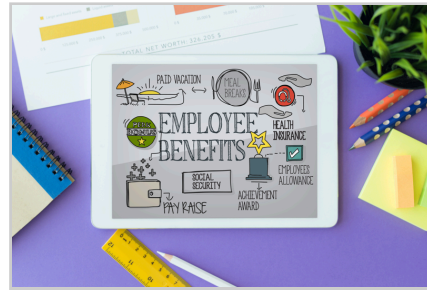
"For Canadian employers, maintaining a compliant and effective policy manual is no longer a once-a-year task. Across the country, HR and health and safety legislation continues to evolve at both the federal and provincial levels, placing growing pressure on HR professionals and business leaders to stay ahead of their obligations..."

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Medical Leave Notes: How Much Information Is Enough?

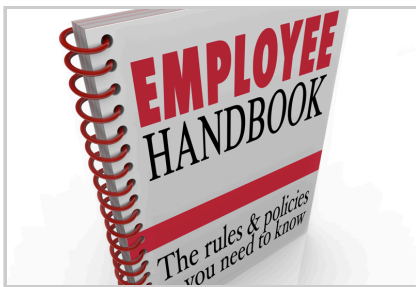
Spring Law

"When an employee asks for time off for medical reasons, employers often aren't sure how much medical detail they're allowed to ask for, or what their obligations are to accommodate the employee...."



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Employee Handbooks in BC: Why Outdated Policies Create Legal Risk and What Every Employer Must Include



Achkar Law

"Many BC employers treat their employee handbook as a document that was put together once and does not need much attention. Courts, the Human Rights Tribunal, and WorkSafeBC treat it differently..."

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Core HR Policies Every Policy Manual Needs

Citation Canada

"Your workplace likely looks very different today than it did a few years ago. Employee needs and business priorities constantly evolve, and your policy manual and its policies need to keep up..."



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UNEMPLOYMENT STATISTICS

LOCAL, PROVINCIAL, NATIONAL

July 2026

The unemployment rate declined to 6.4% in July.

Employment increased by 75,000 (+0.4%) in July and the employment rate rose 0.1 percentage points to 60.9%.

Unemployment Rate Across Top Canadian Cities

Vancouver, BC	6.3
Victoria, BC	5.0
Kelowna, BC	9.3
Calgary, AB	6.8
Toronto, ON	6.8
Montreal, QC	6.3

The Daily Labour Force Survey - July 2026

Whether you're enhancing HR processes, building your team through professional recruitment, or investing in leadership development, we're here to help.

Contact **Chemistry Consulting Group** for a consultation.

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