

HR WORLD

CANADIAN HUMAN RESOURCE MANAGEMENT NEWSPAPER

\$3.00

www.hrworld.ca

September, 2008

Volume 1 - Issue 4

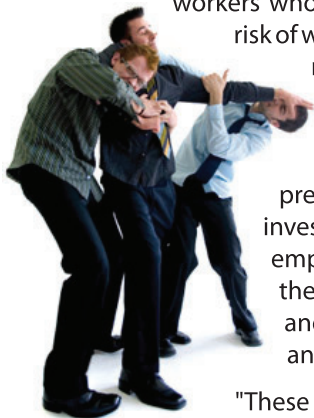
Minister Blackburn Announces New Regulations to Prevent Workplace Violence



The Honourable Jean-Pierre Blackburn, Minister of Labour and Minister of the Economic Development Agency of Canada for the Regions of Quebec, announced the coming into force of new regulations to prevent violence in federally-regulated workplaces.

"The Government of Canada believes that workers have every right to expect a workplace that is healthy, safe and free of the risk of violence," said Minister Blackburn. "These new regulations will help to keep Canada's labour force safe, healthy and competitive. Canada is taking another step in its efforts to build the model workplace."

Under the new regulations, employers must develop a policy to prevent workplace violence, including bullying, teasing, or abusive behaviour, and provide training for all workers who are exposed to or who are at risk of workplace violence. They are also required to assess and evaluate the risk and potential for workplace violence, and put controls in place to prevent workplace hazards and to investigate acts of violence. As well, employers are required to assess the effectiveness of their policy and measures at least every 3 years and update them as necessary.



"These violence regulations represent

the most comprehensive of their type in any jurisdiction Canada, added Hussan Yussuff, Treasury of the Canadian Labour. The Minister and the Labour should be complimented on and effort that was put into regulations to fruition."

"FETCO believes that the Violence in the Workplace Regulations show once again the value of tripartism, said Mr. George Smith, President of the Federally-Regulated Employers in Transportation and Communication (FETCO). "The regulations themselves were developed in close collaboration with employers, unions, and the Labour Program. This has resulted in a more effective regulation dealing with this serious social issue".

At the recent meeting of federal, provincial and territorial ministers responsible for labour held in Québec City in January 2008, all labour ministers pledged to work together on the issue of violence prevention in the workplace as an integral part of achieving healthy and safe workplaces across Canada.

These regulations affect sectors under federal labour jurisdiction such as banking, interprovincial and international transportation, broadcasting, federal Crown corporations and the federal public service.

across Secretary-Congress. Program the energy bringing these

INSIDE THIS ISSUE

Industry News	3
How to Weed Out Negativity in the Workplace	5
Workday Trends Blur Overtime Rules	6
7 Steps for Implementing a Change	7
Selecting your Group Benefits Advisor	8
Maximize Your Estate Value	10
Background Checks Are Essential	12
Building an employment brand	13
Ten Telecommuting Mistakes	14
Internet Potential in India	15
Steady Benefits, Despite Economy	17
Retirement & Age Bias	18
Demand for HR Execs Rising	18

We want to hear from you,
Send us your comments
and suggestions

info@hrworld.ca

Publications Mail Agreement # 41388532

Who Wants to Keep Their Job?

A recent survey identified which industries have the greatest percentage of workers who would prefer to remain with their current employer. The survey, conducted among 3,342 employees by global consultants BlessingWhite asked the following question: "Assuming you have a choice, do you plan to remain with your organization through the 2008 year?"

The survey found that those in the "Energy/utilities" industry were most likely to respond "Yes, definitely" to this question, as 73 percent indicated that they'd prefer to remain with their current employer. Those in the "Retail/hospitality/travel" industry were least likely to say that they would "definitely" want to stay put, with less than half (48 percent) expressing such a desire. Meanwhile

(of interest many readers in our audience) 60 percent of those in the "HR consulting or training" industry said they would definitely like to remain where they are, given a choice.

Here's how other industries stacked up in terms of percentage of employees who expressed that they would definitely prefer to stay with their organization for the rest of the year:

Insurance 69%
Consumer products 68%
Banking/financial services 65%
Pharmaceuticals or biotech 63%
Government 62%
Academia/higher education 61%

Chemicals/manufacturing 61%
Transportation 58%
Legal or business services 55%
Technology 54%
Healthcare 54%
Communications/media 50%

"We probe intent to stay or leave, since it correlates so strongly with employee engagement. In North America we find that engaged employees are three times as likely as their disengaged co-workers to say they'll stick around," BlessingWhite CEO Christopher Rice said in a press release announcing the survey results. "Of course, organizations want to maximize each person's contribution, but they have to see that people need to find purpose and satisfaction in their work."

the voice of the corporate
training community

TRAININGWORLD

www.trainingworld.ca