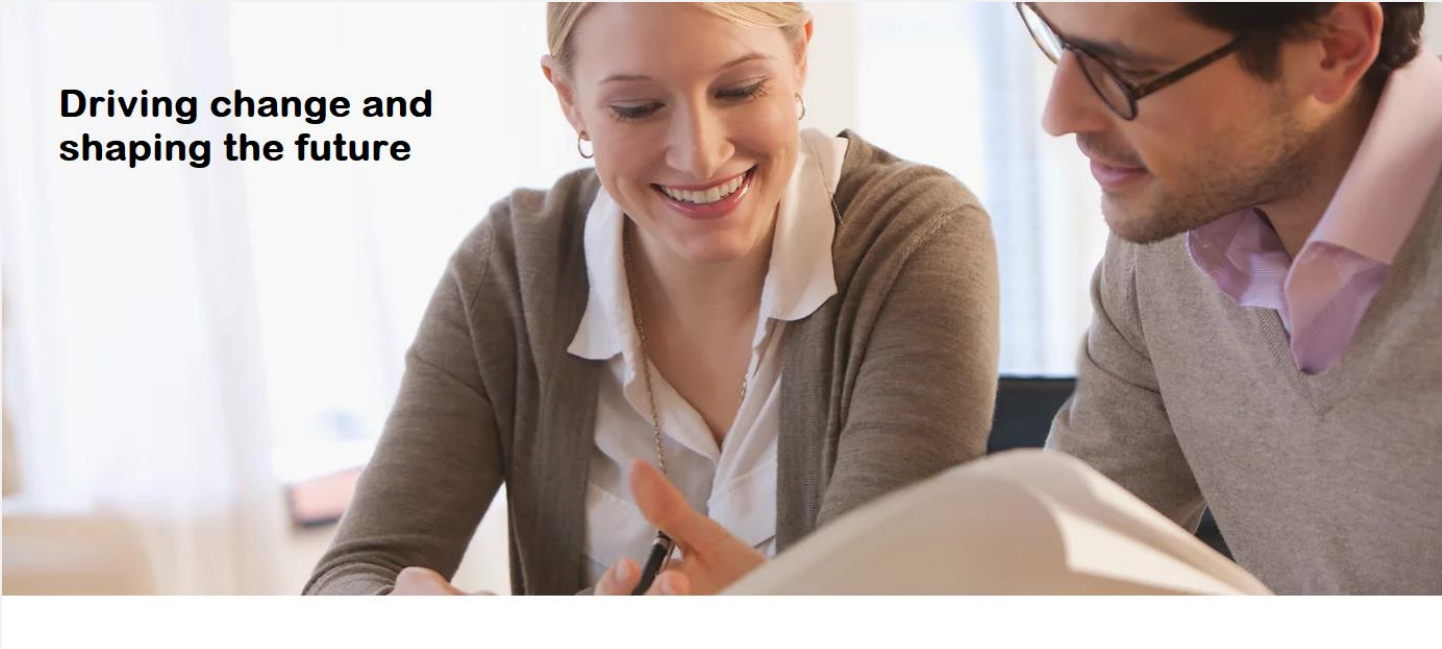


HR QUARTERLY BULLETIN

AUTUMN 2024



Driving change and shaping the future

LEGAL UPDATES

Risks of Fixed term contract- while offering a clear framework for the duration of employment, Fixed-term contracts come with notable risks that employers must navigate.

HEALTH & WELLNESS

Sleep Deprivation and Its Hidden Costs on Workplace Productivity - Sleep plays a critical role in performance at work, affecting everything from decision-making to productivity.

FEATURE ARTICLE

Strategic Insights for Small Business Owners - Navigating today's challenges as a small business with a proactive and strategic approach can turn these obstacles into opportunities.



Employers have been adjusting to everchanging and shifting priorities. At S&G HR Consulting, Sandra & Marina support local businesses to adapt to these changes by providing consulting services, policy development, and training programs that fit their organization's unique, specific needs. For any additional questions, please contact us through our [website](#) or call us at [905-325-3396](tel:905-325-3396).



LEGAL UPDATES

Risks of Fixed-Term Contracts

The Fixed term contracts provide a clear timeline for employment but pose risks that employers must manage carefully. Though they offer flexibility for short term needs, these contracts can lead to legal, financial, and operational challenges if mishandled.



Legal risks arise from complex termination clauses that must comply with evolving employment laws. Poorly drafted or outdated provisions can result in legal liabilities if a contract is terminated early, highlighting the need for legally sound agreements.

Financially, ending a fixed-term contract prematurely may require employers to pay out the remaining contract, leading to significant costs. Without clear exit strategies, this can create unnecessary financial strain.

Additionally, allowing an employee to work beyond the contract's end date or renewing it multiple times can unintentionally result in the employee being considered permanent, with added legal obligations like severance pay and notice periods.

In conclusion, while fixed-term contracts offer certain benefits, they also present legal uncertainties, financial risks, and potential challenges. For many businesses, indefinite contracts with well-crafted termination clauses may provide more flexibility and legal protection, fostering a more predictable and stable employment relationship.

HEALTH & WELLNESS

Sleep Deprivation and Its Hidden Costs on Workplace Productivity

Sleep plays a critical role in performance at work, affecting everything from decision-making to productivity. Research consistently shows that insufficient sleep can lead to decreased cognitive function, impaired memory, and reduced concentration, all of which are essential for performing well in the workplace.

When employees don't get enough sleep, they are more likely to:

- make errors and poor decision making due to slowed reaction times
- have decreased attention span leading to costly mistakes
- can reduce creativity, problem-solving ability and innovation
- experience mood swings, stress and irritability leading to strained relationships creating a toxic work environment



A study published by the Harvard Business Review suggests that employees who get fewer than six hours of sleep per night are 30% less productive than their well-rested peers. Poor sleep doesn't just affect the individual; it can impact the entire organization. Teams rely on collaboration, and when one member is underperforming, it can create bottlenecks, slow project completion, and increase the burden on others.

Chronic sleep deprivation is also linked to long-term health issues like heart disease, obesity, and diabetes, which can increase absenteeism and health-related costs for companies. Employers can mitigate these risks by encouraging better sleep hygiene among employees through flexible working hours, education on sleep health, and even providing amenities like nap rooms or wellness programs.

A well-rested workforce is more engaged, efficient, and better equipped to meet the challenges of the workplace.

FEATURE ARTICLE

Strategic Insights for Small Business Owners

Navigating today's challenges as a small business owner can be daunting but with a proactive and strategic approach you can turn these obstacles into opportunities. Here are some strategies for each challenge:



1. **Labour Shortages** – invest in training programs to upskill your workforce, offer flexible hours and remote work options, if possible; and showcase your organization's culture and values on social media platforms.
2. **Labour Costs** – consider alternative compensation methods such as bonuses, identify areas where efficiencies can be improved, and invest in employee wellness programs to reduce healthcare costs and increase employee satisfaction.
3. **Legislative Changes** – stay informed regarding the Employment Standard Act (ESA) & Occupational Health & Safety Act (OHSA) updates, create comprehensive handbooks that outline legislative and standard operational policies, and enlist HR professionals to ensure compliance to minimize risks.
4. **Diversity, Equity, and Inclusion (DEI)** – implement training programs on unconscious bias, establish clear goals and regularly track progress, partner with local organizations that support diversity initiatives, and create opportunities for underrepresented groups.
5. **Environmental, Social, and Governance (ESG) Compliance** – explore sustainable practices such as using eco-friendly materials and promoting remote work, engage in community relationships that align with your brand values and social responsibility, and communicate these initiatives to build trust and loyalty.
6. **General** – network with local business associations and chambers of commerce to share experiences and strategies, regularly solicit feedback from employees on workplace policies and challenges to foster continuous improvement; and be flexible and prepared to adapt to changing market conditions and workforce needs.

Resources:

For your free Organizational Assessment, click [here](#)

For access to further resources and useful links relating to Ontario legislative mandates and HR best practices, please visit: [S&G HR Consulting Resources](#).