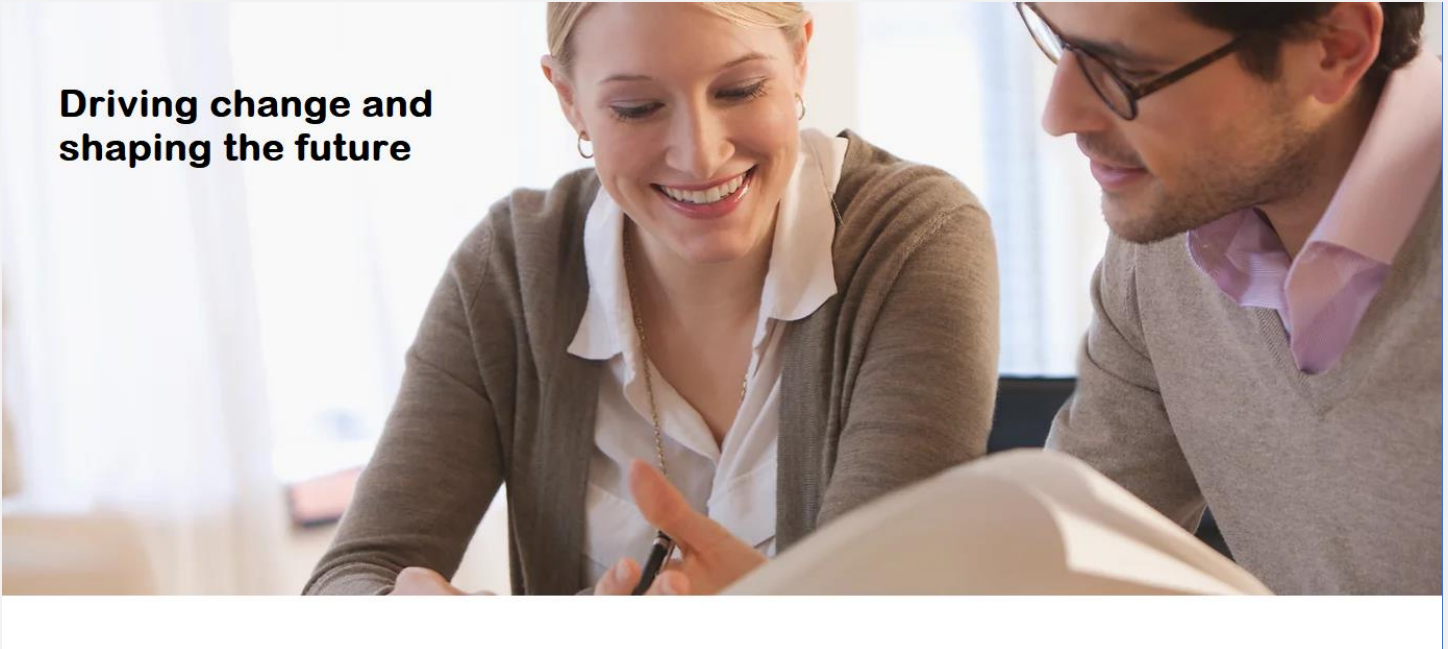


# HR QUARTERLY BULLETIN

WINTER 2024



**Driving change and shaping the future**

## LEGAL UPDATES

Licensing for Temporary Help Agencies and Recruiters licensing deadline

## HEALTH & WELLNESS

As the winter months progress, seasonal affective disorder (SAD) can have an impact on your employees. Here are some ways that leaders can identify and support their team members.

## FEATURE ARTICLE

Navigating the Intergenerational Work Workplace. The benefits of sharing knowledge and strengths across multiple generations.



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).



## LEGISLATIVE UPDATES

The Ontario Ministry of Labour, Immigration, Training and Skills Development recently announced that the implementation of licensing will be delayed from the original date of January 1, 2024, to July 1, 2024. This provides Temporary Help Agencies and Recruiters an additional six months to apply for a license.

Temporary help agencies are required to hold a license to operate.

- Clients are prohibited from knowingly engaging or using the services of a temporary help agency unless the agency holds a license. (Learn more about the relationship between temporary help agencies and clients.)

Recruiters are required to hold a licence to act as a recruiter.

- Employers, prospective employers, and other recruiters are prohibited from knowingly engaging or using the services of any recruiter that does not hold a license.

Where applications are made before July 1, 2024, there is a [transitional rule](#) that may apply.

More info at [Licensing for temporary help agencies and recruiters | ontario.ca](#)

## HEALTH & WELLNESS

### Understanding Seasonal Affective Disorder (SAD)

In our Autumn 2023 Quarterly Bulletin, we discussed several strategies that can help organizations build resilience. As we enter a new year and move through the winter months, we experience cold weather, less sunlight, grey skies, and shorter days. Seasonal affective disorder (SAD) can affect how some people feel and how they perform.

According to the Canadian Psychological Association, it is estimated that 10% of all reported cases of depression are from Seasonal Affective Disorder. Approximately 15% will report mild cases in their lifetime while 2-3% will report serious cases. In general, SAD is more commonly diagnosed in women, younger adults, and those with a family history of depression.

Also known as Winter Depression, some common signs of SAD include:

- Feeling sad or down most of the time, daily or almost daily
- Experiencing a loss of interest in activities that you typically enjoy
- Feeling sluggish with no energy
- Sleeping too much
- Overeating with craving for carbohydrates
- Having trouble focusing or concentrating
- Feeling worthless and hopeless
- Having suicidal thoughts



Therefore, leaders need to understand what seasonal affective disorder (SAD) is and how to address it. If left untreated, SAD can lead to increased mental health issues including anxiety, eating disorders, or suicidal thoughts.

Communicate and educate your team members to combat the stigma by:

- Ensuring everyone understands that SAD is a real condition and that there are resources and supports in place to help cope.
- Reviewing organization's policies, programs, and benefits that support mental and physical well-being (light therapy, counselling, equipment, wellness activities).
- Sharing related experiences or personal stories.

Continue to meaningfully support your employees by encouraging flexibility and work-life balance, check-in regularly, encouraging breaks and taking time off, and encourage participation in social activities. We have included additional helpful resources below.

["Psychology Works" Fact Sheet: Seasonal Affective Disorder \(Depression with Seasonal Pattern\) - Canadian Psychological Association \(cpa.ca\)](#)

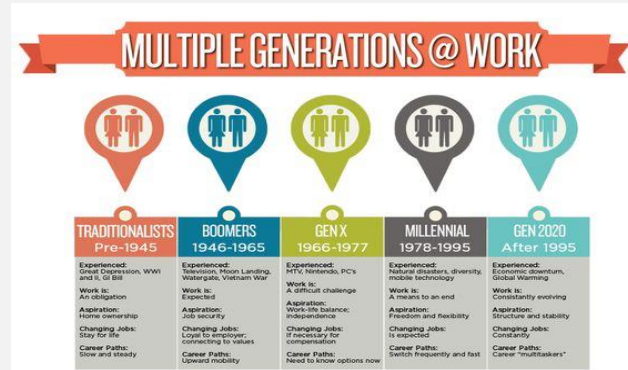
[8 Tips to Make Sure You Avoid the Blue Monday Myth All Together \(countryliving.com\)](#)

## FEATURE ARTICLE

### Navigating the Intergenerational Workplace

In today's rapidly evolving professional environment, workplaces are experiencing a significant transformation, not only in terms of technology but also in the structure of their workforce.

Intergenerational workspaces involve the integration of individuals from various age groups, spanning multiple generations such as Baby Boomers, Generation X, Millennials, and Generation Z. Each generation brings distinct experiences, values, and work styles to the table, bringing together a diverse mix within the workplace. Some benefits include:



**Knowledge Transfer.** Older generations provide years of experience and knowledge while younger generations may offer a fresh perspective and innovative thinking. Promoting mentorship opportunities can help bridge the gap, allowing for the exchange of skills and insights across different age groups.

**Diversity of Perspectives.** This fosters creativity as team members use different approaches and viewpoints to overcome challenges. Intergenerational collaboration can result in well-rounded solutions that consider the needs and preferences of all team contributors.

**Flexibility and Adaptability.** As younger employees may bring a tech-savvy approach, older employees can offer stability and resilience. This helps organizations stay responsive in the face of changing market trends and industry disruptions.

**Enhanced Employee Engagement.** When employees from each generation feel they are valued and listened to, it increases their level of satisfaction and engagement. Fostering an inclusive, supportive environment for all age groups often increases higher levels of employee retention and productivity.

**Bridging the Generation Gap.** To ensure success, invest in initiatives that bridge the generation gap. This includes providing training programs that address technological disparities and encourage open communication to promote a culture of mutual respect and understanding.

As the workforce continues to evolve, embracing the intergenerational workplace is becoming increasingly important for organizations to experience continued success. When an organization utilizes the strengths of each generation to work collaboratively, it creates an atmosphere where a diverse workforce realizes its full potential. Organizations that adapt and thrive in this environment will position themselves as leaders in their industries.

#### Resources:

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

For access to further resources and useful links relating to Covid-19, health and safety mandates, and public health updates, please visit: [S&G HR Consulting Resources](#).