

Group News

FOR THE HR PROFESSIONAL



“Great vision without great people is irrelevant.”

- Jim Collins

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Did you know?

The Ministry of Labour will be entering workplaces from May-July to conduct an enforcement Blitz on Slips, Trips and Falls. Inspection blitzes aim to prevent injuries by raising awareness of hazards and compliance requirements.

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OK, Employers – It’s 2016. Deal with Pay Equity

New whitepaper offers solutions to tackle decades-long issue

By Todd Humber

Well now it’s 2016 and the wage disparity between men and women is alive and kicking. According to Statistics Canada, the pay equity gap persists at anywhere from 12 to 31.5 per cent. This article is a call to fix the issue at hand. Click to read more about the strategies to promote pay equity in Canada.

[You can read more here.](#)

How do Employees with Cancer Feel about Their Benefit Plans?

By Yaelle Gang

At the 2016 Employers Cancer Care Summit, attendees heard the results of Benefits Canada’s research and looked at how well benefit plans were meeting the needs of plan members when it comes to cancer. Although almost two-thirds of employees diagnosed with cancer feel their workplace benefit plan played a significant role in helping them manage their cancer, it seems there are still some gaps in benefit coverage that could be improved.

[You can read more here.](#)

Meet the Wellness Programs that Save Companies Money

By Jim Purcell

The real question is not whether wellness programs deliver returns. Rather, it’s understanding what types of employees these programs should target in order to reduce claims and thereby lower insurance premiums. The current ROI debate has focused on whether one type of wellness program, lifestyle management, can reduce health care claims and lead to lower costs. However, research is suggesting that programs designed to identify and help those employees who are at-risk or already suffering from chronic diseases are more effective when it comes to reducing claims cost.

[You can read more here.](#)

12 Action Items to Implement Ahead of the May-June Falls Blitz

Fom Workplace Safety and Prevention Services

Eliminate hazards that could cause workers to slip, trip or fall before the month-long Ministry of Labour inspection blitz begins on May 16. The suggested action items build on practices and procedures found in most workplaces’ health and safety programs.

[You can read more here.](#)



Is This Why Your On-Boarding Programs Are Failing?

By Anthony Wong

Many companies seem to lose new talent before it can even become productive because 22% of employee turnover happens within the first 45 days of employment. Let’s take a look at a new approach to employee onboarding, focusing less on the culture of the organization and focusing more the new hires themselves. Individualizing the employee onboarding process seems to be having positive outcomes.

[You can read more here.](#)

Benefits Glossary: Contestability

Contestability is the legal right of the insurance company to question (or ‘contest’) your insurance coverage. If the company finds that you gave incomplete or incorrect information when applying for the insurance, they will look at what impact the missing information would have had on their decision to insure you. If their decision would have been different, they may cancel your coverage and deny any claims.

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