

## **BOTTOM LINE:**

The *Safety Administrative Penalties Regulations* come into affect on January 15, 2010 in Nova Scotia. Employees, supervisors and employers can be assessed a fine by Occupational Health and Safety officers. More details [here](#).

## **ARTICLES OF INTEREST :**

**Puzzling Decisions - retaining good staff in a downturn.** Organizations who are doing a good job of managing performance – setting goals, getting feedback – when they need to adjust their workforce, they know who won't be around for the long term. [The Star 9 January 2010](#).

**Workplace Bullying on the Rise.** UK survey shows that bullying has doubled in the past decade. One in ten employee experiences bullying or harassment. [Guardian 4 January 2010](#).

**Short contracts blamed for culture of bullying in public service.** In a survey of 17000 public servants in Australia, 43% report that they have been subjected to bullying and harassment. [The Australian 9 January 2010](#).

**£150k payout for 'bullied' manager at Llanelli hospital.** [BBC News 12 January 2010](#).

**Handing off the business.** Discusses the challenges of succession planning for family owned businesses. [Globe and Mail 10 December](#).

**Making Flex Time a Win-Win.** How flex time options can be used to reduce costs while retaining top talents. [New York Times 12 December](#).

## **UPCOMING EVENTS, WORKSHOPS, AND SEMINARS:**


**Business After Hours - 20 January.** Laurissa Manning, owner of [Core Essentials](#), will be welcoming guests at her new location - 50 Queen Street, Dartmouth on Wednesday 20 January from 17:00 to 19:00.

## **ANNOUNCEMENTS:**

Do you want to share your knowledge and experience with students from across the province. Do you want to inspire and prepare young Nova Scotians to succeed in a global economy. Don't wait and become a volunteer with Junior Achievement! Junior Achievement is currently looking for volunteers who would give only 4 hours of their time to deliver programs to grade six or grade nine students. It is a great experience! See [Junior Achievement Nova Scotia](#) for details.

**HR pros** is on line at [www.hr-pros.ca](http://www.hr-pros.ca) and on Facebook at <http://companies.to/hrpros/>. Become a fan of **HR pros** on Facebook.

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**FORWARD TO A FRIEND**