



THE BOTTOM LINE

Monday, May 21, is Victoria Day. It is a Statutory Holiday for federal employees. It is **not** a Statutory or Mandatory Holiday for employees working in provincially regulated industries in Nova Scotia, New Brunswick, PEI, or Newfoundland and Labrador.

ARTICLES OF INTEREST

Last years on the job made more meaningful. With large numbers of baby boomers approaching retirement age, many forward-thinking organizations offer phased-in retirement options as a means of keeping talent longer. [Globe and Mail 3 April 2012.](#)

Got a small business? Prepare for your successor. It is a process that should begin as early as possible, at the very least within five to 10 years prior to the targeted exit date. [Vancouver Courier 5 April 1012.](#)

This Is How The Best Companies Recruit And Develop Talent. [Business Insider 10 April 2012.](#)

Anyone want to buy a business? It appears not. A BMO report in 2009 found that half of Canadian small-business owners planned to retire by 2019. [Globe and Mail 23 April 2012.](#)

Companies and Idaho seek ways to hire and help train the next workforce in the state. At Idaho Power, more than 25 percent of the company's 2,000 employees are people who could retire today. Within a decade, that is expected to grow to 60 percent. [Idaho Statesman 26 April 2012.](#)

All organisations need a succession plan to ensure its sustainability. Succession planning is not just a financial exercise, there is a Human Resources dimension to all succession plans. Talent identification, skills assessment, and retention are some of the key elements. If you require more information about succession planning for your organisation, contact a [Human Resources Professional.](#)

JOB OPPORTUNITY

The Main Street Dartmouth Business Association is seeking applications for the position of Executive Director. For more details consult the [job posting.](#)

EVENTS AND ANNOUNCEMENTS

The **National Day of Mourning** is on Saturday 28 April 2012. This day has been set aside to honour those workers across Canada whose lives have been lost, injured, disabled or who suffer from occupational diseases because of hazards or incidents in the workplace. Several ceremonies will take place across the region to mark the event. Consult the [list of events](#) for further information.

Breast Cancer Action Nova Scotia will hold its annual Pink Spring Celebration on Saturday 28 April at the Westin Hotel. For ticket information visit the [Pink Spring](#) web site.

The **Progress Club of Halifax** will hold its annual [Big Spring Auction](#) in support of the [Progress](#)

[Centre for Early Intervention](#) on 5 May at the Cunard Centre.

North America Occupational Safety and Health Week (NAOSH) is 6-12 May. This is a good opportunity to review your Occupational Health and Safety programs. On 9 May 2012, it will be the 20th anniversary of the [Westray](#) disaster.

Junior Achievement of Nova Scotia will hold its annual Business Hall of Fame dinner on Thursday 24 May at the WTCC. This year's Laureates are:

- Armour (Ben) McCrea
- Chief Terrance Paul
- Posthumously, C.J. and W.O (Bill) Morrow

For ticket information, see the [Junior Achievement](#) web site.

TELL US ABOUT YOUR BUSINESS

You are invited to post a description of your business on our [Facebook Page](#). Please do include a link to your Facebook page for increased visibility.

