



HAPPY THANKSGIVING!

THE BOTTOM LINE:

Thanksgiving in Canada is celebrated on the second Monday of October each year and it's an official statutory holiday in most provinces except in PEI, Newfoundland and Nova Scotia.

Rules for Holiday Pay for Nova Scotia can be found [on the Labour and Advanced Education's website](#). For New Brunswick, consult the [Employment Standards, Article 18](#) and for PEI, articles 6-10 of the [Employment Standards Act](#).

CHECK OUR FREE WEBINARS

**October webinar will be:
Understanding Your WCB Premiums**

ARTICLES OF INTEREST:

Beware of the danger of templates. Having a contract or policy that has been “borrowed” and implemented without any thought as to whether it applies to the circumstances is not much, if any, better than not having one at all. In many cases, it gives employers a false sense of security. [Canadian HR Reporter 24 August 2012.](#)

What is HR governance? It is often said that employees are an organization's most important asset. And in many industries, personnel costs represent the single largest expense for an employer. Therefore, organizations cannot afford to manage such a prized resource (and a major expense) in a haphazard manner. [Canadian HR Reporter 11 September 2012.](#)

A strong HR policy sets the tone for your staff. Every company needs a professional human resource management system that will turn the wheels of the company, effectively and efficiently. [SME Mentor, 17 September 2012.](#)

Employees can't choose which policies to follow. Alberta teacher fired for giving students zeros on tests and assignments not completed. [Canadian HR Reporter, 25 September 2012.](#)

Workplace injuries down, premium rates unchanged. The NS WCB B board released its assessment rates for 2013 and they remained steady at an average of \$2.65 per \$100 of assessable payroll. The rate hasn't budged in nine years, despite falling injury rates and injured workers being back on the job sooner. [Chronicle-Herald, 4 September 2012.](#)

If you need more information about Employee Policies or [how to reduce your WCB premiums](#), contact a [Human Resources Professional](#).

ANNOUNCEMENTS:

HR pros is pleased to announce that [Natalie Pauley](#) has joined our team in New Brunswick. She can be reached by [email](#): or by phone:(506)229-6023. Give her a call if you need to talk about HR or workplace safety issues.

HR pros was incorporated in October 2008. We officially turn 4 years old this month! Take a moment to read what some of our clients have said about us [here](#).

Thank you for your support!

UPCOMING EVENTS:

Small Business Week is 14-20 October 2012. Several events are being planned throughout the week.

Entrepreneurs' Forum Showcase Series. Events are planned in all four Atlantic Provinces between [16 October and 13 November](#).

FREE WEBINARS!!! [Understanding your WCB Premiums](#). Select the date that fits your schedule. One hour webinar for the busy business owner. Tips and strategies to reduce your WCB premiums. Don't delay, space is limited!

Progress Women of Excellence Awards will be at the World Trade and Convention Center on 14 November 2012. For further information consult the [Canadian Progress Club Halifax Cornwallis' website](#).

TELL US ABOUT YOURSELF:

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