



THE BOTTOM LINE

Student wage subsidy and tax credits- There are several programs to help employers create summer job opportunities for students.

If you are a small business and plan to hire students this summer, the [Canada Summer Jobs](#) program can provide a subsidy up to 50% of a summer student's wages. Deadline to apply is 31 January.

The Nova Scotia Government has a wage subsidy program for non-profit organizations and registered charities. For more information visit [2014 Student Career Skills](#). Deadline to apply is also 31 January.

ARTICLES OF INTEREST

Satisfaction destroys high performance. [Forbes January 5, 2014](#)

Are traditional performance reviews structurally defective? [The Globe and Mail January 8, 2014](#)

Writing a good performance review: honesty & guidance is key. [Business News Daily January 14, 2014](#)

If you're not helping people develop, you're not management material. [Harvard Business Review January 23, 2014.](#)

Study finds that basically every single person hates performance reviews. [Washington Post January 27, 2014](#)

ANNOUNCEMENTS

Congratulations to the 2014 winners and finalists of the Halifax Business Awards. See the name of all award winners on the web site of the [Halifax Chamber of Commerce](#).

UPCOMING EVENTS

The **Canadian Progress Club of Halifax** is hosting its annual [Sport Celebrity Dinner](#) on Thursday February 6, 2014. For ticket information, please see the [Progres Club's website](#) or email HR pros' senior consultant [Greg Cole](#).

The inaugural meeting of **100 Men Who Give a Damn-Halifax!** will be February 19, 2014 at Saint Mary's University. For more information on how you can make a difference, please see the group's [website](#).

ISTHERE A UNION NEAR YOU?

HR pros is being inundated with questions from our clients and friends about unions; ie. how they form, jeopardies, how to close gaps, avoidance strategies, etc. This is no coincidence given the

unions' very public statements that they are going after "non-traditional" market sectors; and their success in doing so, think Just For Us Coffee here in Halifax.

We have decided that the best, most effective and helpful means to help our clients, and our clients' clients, is to hold a day union avoidance workshop. This workshop will be held on Wednesday, April 2nd. There is a limited seating available so book early!

To reserve your seat for this very important workshop at [Union Avoidance Strategies](#).

Take advantage of the early bird pricing by registering today!

HR PROS WEDNESDAY WEBINARS

Mark your calendars for the 3rd Wednesday of every month! We have experimented with different days of the week and saw that Wednesday was the most convenient for you. We will be facilitating **free webinars** on the third Wednesday morning of every month at 10:30 Atlantic Time.

Our next webinars will be held on 19 February at 1030. It will be on [The Many Uses of Job Descriptions and How They Help Build Accountability](#).

In March, our webinar will discuss [Employee Surveys](#). Reserve your seat today!

Some of our previous webinars are available for downloads. Follow the link to download and watch on your own time:

[Performance Management](#) (January 2014)

[Winter Preparedness - It's a Matter of Safety](#) (November 2013)

[Personnel Policies - Sharing the Rules](#) (September 2013)

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.