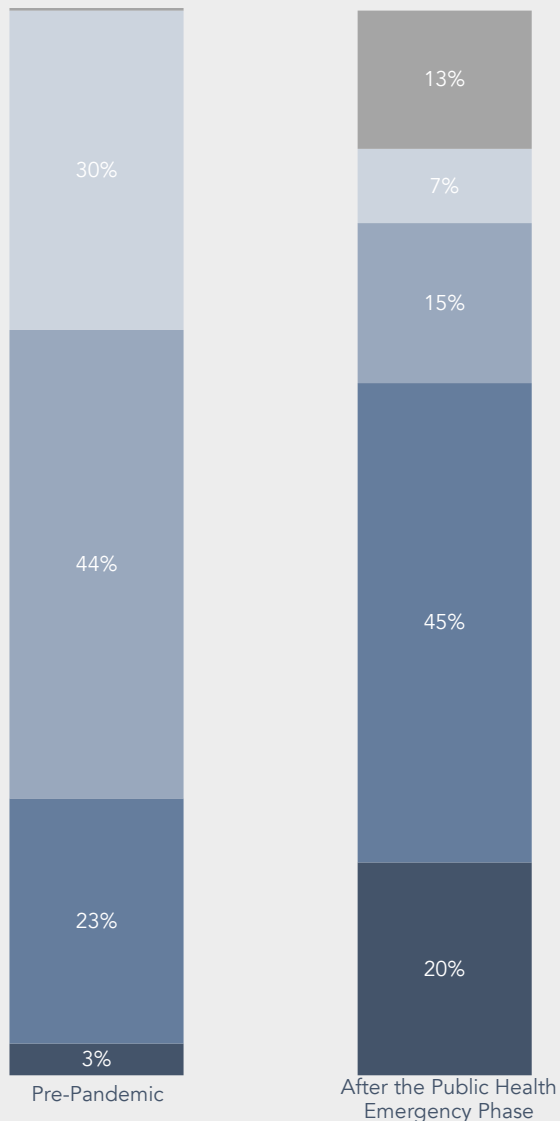


HR Insights: Western Canada

PANDEMIC RESPONSE

Approach to Remote Work

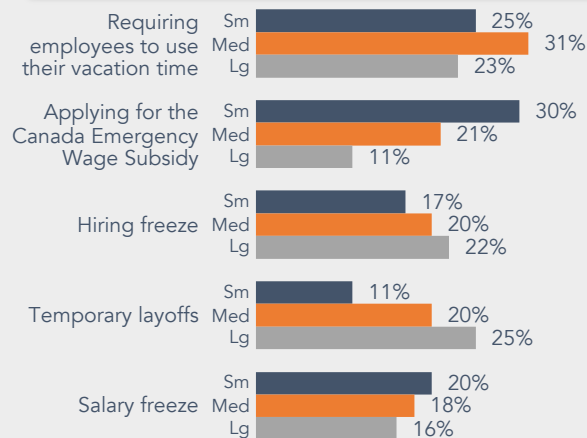


- Don't know
- No remote work permitted
- As few remote employees as possible
- Offered flexibility to those where the nature of their work did not require them to be at the worksite
- Had as many remote employees as possible

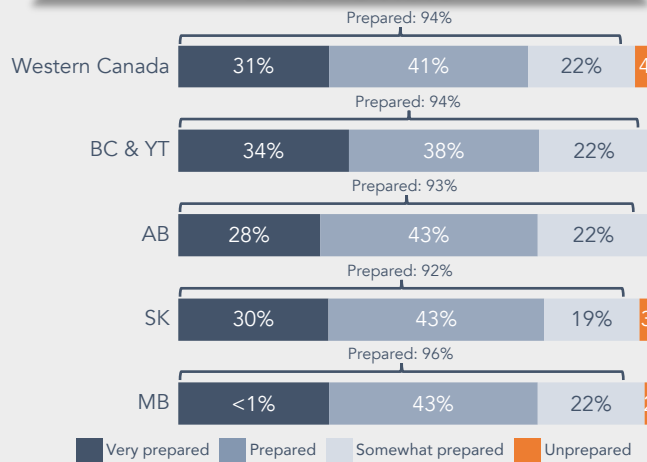
Likelihood of Organizations to Offer Remote Work after Next Year

	Very likely	Somewhat likely	Very/Somewhat Org. Size		
			Small (n=283)	Med. (n=659)	Large (n=338)
Offer remote work as an option to more employees than prior to the pandemic	37%	71%	65%	69%	84%
Be more open to recruiting and employing remote-based talent	37%	55%	53%	50%	68%
Consider permanently moving the entire workforce to remote or digital work	10%	12%	17%	9%	13%

Planned Future Actions to Control Labour Costs



Preparedness for Second Pandemic Wave



The Summer 2020 wave of this study was conducted by Insights West on behalf of CPHR British Columbia & Yukon, CPHR Alberta, CPHR Saskatchewan, and CPHR Manitoba. The survey was conducted online from June 1st to 17th, 2020. A total of 1,622 human resources professionals participated in the survey, for an overall response rate of 12.96%. Survey responses to individual questions were optional. The margin of error of this survey varies depending on the number of completions each question received. The margin of error for a sample size of 1,622 (all survey respondents participating) is +/- 2.43% nineteen times out of twenty.

Read the full report online at www.cphrbc.ca/WC-HRTrends-Aug20