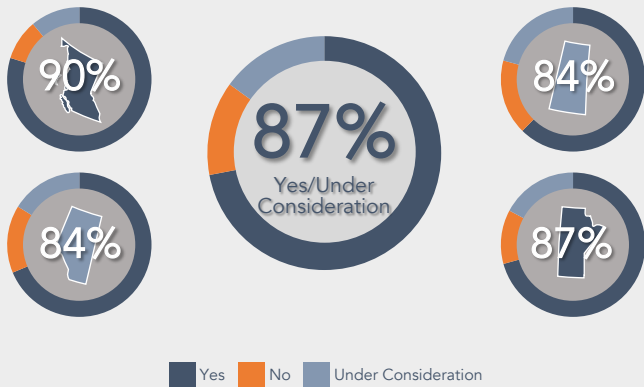
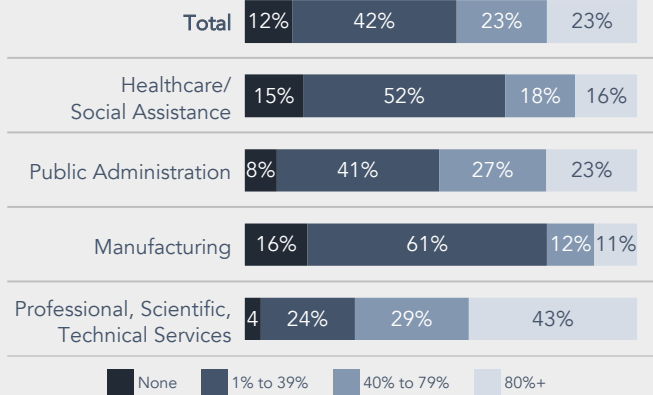


PANDEMIC RESPONSE

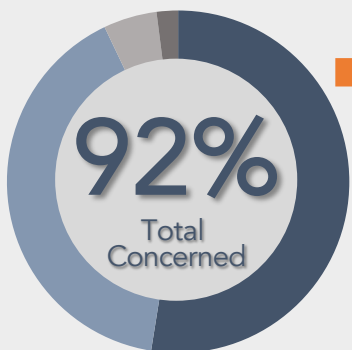
New Remote Work Policies



Percentage of Workforce Solely Working From Home



Concerned About Mental Health of Employees

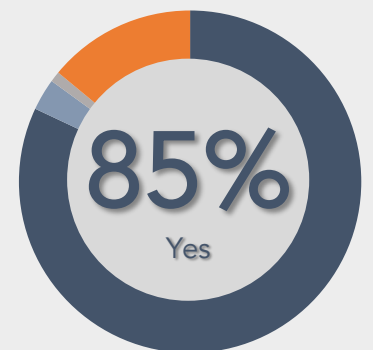


■ Very concerned ■ Somewhat concerned
■ Not very concerned ■ Not at all concerned

Actions Taken to Support Mental Health

1. Reminded employees of Employee Assistance Program(s) 75%
2. Reminded employees about a pre-existing internal program to support employee mental health 56%
3. Reminded employees of government funded services and supports 40%
4. Offered seminars related to wellness topics 40%
5. Offered training or seminars to employees specifically to support mental health 36%

Offer Short-Term Paid Sick Leave



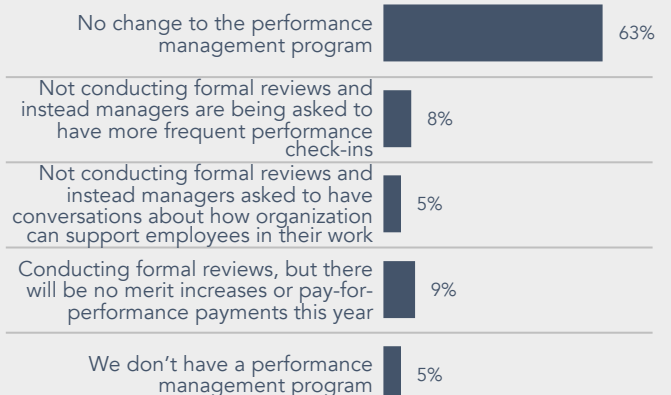
■ Yes, did prior ■ Yes, adopted during
■ Under consideration ■ No

Salary Increase

Typically Give

Planning to Give	Cost of Living Salary Increase		Merit Based Salary Increase		One-time Performance-Based Bonus	
	Yes	No	Yes	No	Yes	No
Yes	53%	2%	59%	1%	66%	2%
No	27%	87%	22%	89%	16%	86%

Approach to Performance Management



The Spring 2021 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 November 23rd to December 13th, 2020.

A total of 1,019 human resources professionals participated in the survey, for an overall response rate of 7.45%. 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 of this survey varies depending on the number of completions each question received. The margin of error for a sample size of 1,019 (all survey respondents participating) is +/- 3.07%, 19 times out of 20.

Read the full report online at <http://www.cphrbc.ca/>