

ON THE GO - HR NEWS 2 TALK ABOUT



Message From go2.

In boardrooms and lunchrooms across the province, the main topic of conversation these days is the economy. As leaders pore over travel stats and projections in order to develop 2009 business plans, employees are also preoccupied with new thoughts.

In times of economic uncertainty, employees' priorities shift from wage increases to job security and fears about layoffs.

As leaders, the most important thing you can do right now is communicate with your employees about what is going on in your business. If sales, bookings or occupancy is up, down, or the same – tell them. Give them a realistic assessment and tell them what you know and what you don't know. Tell them what you are doing about it. Invite their ideas and engage them on how you can ride out the storm together. Do this regularly.

As an industry we have worked hard to become employers of choice in order to attract and retain the best talent. Being a sought-after employer means applying these practices in bad times as well as good times.

In closing, I wish you a safe and happy holiday! See you in 2009!

Arlene Keis
CEO

HR to Help Your Bottom Line.

Alcohol and Holiday Parties Don't Mix. What employers need to know about planning, hosting office parties.

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Getting Your Patrons Home Safely. Although best practice dictates that patrons should never reach a state of intoxication, there are occasions when this does happen. What are some of the ways to get your patrons home safely?

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NEWS & EVENTS

2008 National Tourism Sector Compensation Study: Participate and receive a FREE copy of the final report in April 2009! [More...](#)

go2's Annual Employees First Award - Nominate Before December 19: Do you know, or are you a BC tourism employer who has upheld high standards of excellence in the business place? [More...](#)

Tourism Companies Acknowledged for Good Employer Practices: BC's tourism and hospitality companies recognized as top employers. [More...](#)

Order Your *emerit* Performance First® HR Took Kit: The updated HR Tool Kit provides ready-to-use tools and learning resources for your HR needs. [More...](#)

go2 BCHICE Draw Winner Announced: Mike Gagnon of Seymour Golf & Country Club is the winner of the go2 business card draw at the BC Hospitality Industry Expo. He has won a gourmet basket, courtesy of [Foster Walker](#).

BC Human Resources Management Association Awards 2009: Recognizing outstanding HR practitioners in BC. The nomination deadline is February 6, 2009. [More...](#)

Managing Employees in a Downturn. Amid pressure to downsize, it's easy to forget that retaining employees is a critical concern during a recession.

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Hiring International Mobile Young Workers: LMOs Not Required. It is important as an employer to understand the different types of work permits available for hiring international mobile youth.

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BC Success Stories.


Hyatt Regency Vancouver: Positive Experience Debunks Myths About Hiring Persons with Disabilities. The Hyatt shares its experience in hiring and working with persons with disabilities. Many of them make qualified employees but they tend to be overlooked.

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Stay Tuned.

Managing Employees During Economic Uncertainty: go2 will continue to feature articles that help employers understand and apply best practices in recruitment, retention and training of staff in a time of economic downturn, recession or uncertainty.



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FOREIGN WORKER Q&A

Question: I need Cooks and was advised by a recruiter to submit an ELMO for Front Counter Attendants. He said this would speed up the process and the workers would be eligible for sponsorship through the PNP Program. He would also be able to give me a significant discount if I agreed to nominate them through the PNP program. The cost break sounds great but is this legal?

[Answer...](#)

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