

FEDERAL LEGISLATION CHANGES

STREAM DENTAL HR
1-800-260-3491
www.streamdentalhr.com



*What do these
changes mean
for your
practice?*

WHAT CHANGES WERE SEEN IN 2020?

- COVID-19 is an Occupational Hazard.
- Changes to Employment Insurance eligibility, entitlements, and deductions.
- Changes to workplace violence and harassment training, documentation, assessments, and investigations for federally regulated workplaces - this will likely follow in the private sector in the future.

WHAT DOES THIS TRANSLATE FOR THE DENTAL INDUSTRY?

- Huge penalties for COVID-19 Carelessness.
- Employees may be less likely to want to work full-time hours, or continually expose themselves unnecessarily if there are government assistance options to help them through the first half of 2021.
- Workplace Violence and Harassment Protocols must be put in place based on current legislation and will likely be improved upon with different training and reporting requirements in the future.

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WHAT ACTION NEEDS TO BE TAKEN IMMEDIATELY?

- Ensure that your practice is up to due diligence standards when it comes to protecting employees, patients and other visitors from contracting COVID-19 in the workplace.
- Maintain open and honest communication with your team to retain as many employees as possible during the next phase of this pandemic.
- Conduct your annual Workplace Violence and Harassment Protocol training with your team

WHAT CAN STREAM DENTAL HR DO TO HELP?

- Conduct a COVID-19 compliance audit and help you prepare your COVID-19 Safety and Exposure Response Plan and team training to protect dental practices from claims of negligence.
- Provide communication workshops to support employees through this grueling time full of burnout within the workplace.
- Create your Workplace Violence and Harassment policies, protocols, investigation procedures, reporting documents, and training materials to ensure that your dental office is compliant at the same level that federally regulated companies and government offices must be.

***We Make HR
Easy So You
Can Get Back to
Doing Your Best
Work.***



LEGISLATION CHANGES IN NEWFOUNDLAND AND LABRADOR

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WHAT CHANGES WERE SEEN IN 2020?

- OHS Harassment and Violence Changes.
- Worker on worker violence is considered misconduct. Workplace harassment includes vexatious conduct where the worker has been humiliated, offended, or intimidated, and sexual harassment. Violence at home (when working from home) is now included.
- More onus on the employer on assessing the risk of workplace violence including demographics, culture, new workers, and OHS issued raised.
- Risk assessments must include these factors.
- Proactive harassment prevention must be done through a prevention plan, training, and be reviewed annually. Harassment must be investigated appropriately. Privacy standards must be upheld and privacy must be protected.
- Bill 8.
- Labour Standards Act changes that removed the requirement for parental leave to begin no later than at 35 weeks post-birth/placement and requires parental leave to end either 61 weeks from when it began or 96 weeks after the child is born/placed, whichever comes sooner.
- Minimum wage increased to \$11.65.

WHAT DOES THIS TRANSLATE FOR THE DENTAL INDUSTRY?

- Different recording procedures required for harassment and violence instances within the office.
- Workplace harassment and violence training must be provided to all employees.
- Risk assessments must be completed annually.

LEGISLATION CHANGES IN NEWFOUNDLAND AND LABRADOR



WHAT ACTION NEEDS TO BE TAKEN IMMEDIATELY?

- Reporting protocol needs to be updated with the appropriate documentation for workplace harassment and violence investigations.
- Workplace harassment and violence training must be created and issued annually.
- Risk assessments must be updated and completed annually (and must include workplace harassment and violence training).
- Parental leave requirements need to be updated in the documentation where the leave requirements are stipulated.
- Increase wages of any employees being paid minimum wage.

WHAT CAN STREAM DENTAL HR DO TO HELP?

- Provide the required documentation to upkeep with changing standards.
- Provide guidance and assistance in creating training documents and resources.
- Provide guidance and assistance in completing risk assessments.
- Provide guidance to update documentation for leave requirements.
- Develop and implement a new pay structure for all staff members that is reflective of a wage analysis in your area and representative of the applicable ratios based on minimum wage.

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