

THE BOTTOM LINE

August 6th is celebrated as Natal Day in Halifax. Is it a paid Holiday? In New Brunswick, the first Monday in August is New Brunswick Day. Is it the same as Natal Day? Read the answer [here](#).

What are the costs of hiring a new employee? The [answer](#) might surprise you! Learn more by signing up for one of our [FREE webinars](#).

ARTICLES OF INTEREST

How much paid vacations? Useful table compares minimum [vacation time off and vacation pay](#) between provinces.

Public Performance Appraisals? Social media for performance appraisal! Does it make sense? [Canadian HR Reporter, 4 July 2012](#).

The performance appraisal: A workplace evil that must be destroyed like a blood sucking vampire. Argues that performance appraisals do not engage employees. [Forbes, 9 July 2012](#).

Mixed reviews for Performance Reviews. 91% of CFOs find consider formal evaluations either somewhat or very effective in helping employees improve their performance, yet 32 per cent of workers disagree, calling the appraisals either somewhat or very ineffective. [Canadian HR Reporter, 12 July 2012](#).

Forced ranking is a relic of an HR tool. The few benefits of Forced Rankings are far outweighed by the disadvantages. [Financial Times 16 July 2012](#).

The importance of managing employee performance before problems arise. Court decisions highlight the increasing importance of having proper performance management processes in place. (Note: UK article but many principles similar to Canada) [Director of Finance on Line, 24 July 2012](#).

If you need more information about employee engagement and performance management, contact a [Human Resources professional](#).

EVENTS AND ANNOUNCEMENTS

Natal Day: The list of events can be found on the [Natal Day website](#).

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