

FEDERAL LEGISLATION CHANGES

STREAM DENTAL HR
1-800-260-3491
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*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.

FEDERAL LEGISLATION CHANGES



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 BRITISH COLUMBIA

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WHAT CHANGES WERE SEEN IN 2020?

- Workers Compensation Act was updated with increases made to maximum insurable earnings.
- WorksafeBC was also granted additional search and seizure powers within the workplace if you are insured with WorksafeBC.
- The Worker's Compensation Tribunal can now hear Human Rights violations which makes it easier to make human rights complaints against your employer and the cost of non-compliance has increased.
- Minimum wage increased from \$14.60 to \$15.20 per hour effective June 1, 2021.

WHAT DOES THIS TRANSLATE FOR THE DENTAL INDUSTRY?

- If you are covered by WorksafeBC insurance you must understand the cost of non-compliance and protect yourself against it.
- Knowing and understanding human rights legislation will minimize the risk you face for issues stemming from a lack of compliance.

LEGISLATION CHANGES IN BRITISH COLUMBIA



WHAT ACTION NEEDS TO BE TAKEN IMMEDIATELY?

- Any workers being paid minimum wage must have wage increases implemented effective as of June 1, 2021
- Employers must read and understand the COVID-19 related changes to Human Rights laws to avoid Human Rights complaints being processed against them.

WHAT CAN STREAM DENTAL HR DO TO HELP?

- Develop and implement a new pay structure for all staff members that are reflective of a wage analysis in your area and representative of the applicable ratios based on minimum wage.
- Bulletins and updates provide owners and office managers with information required to implement policies and procedures that support the needs of the practice while also supporting the human rights of the employees.

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