Tips on keeping your employees motivated

One of the most frequent complaints that the Chamber hears from business people today is the lack of help. Our booming economy in Southern Ontario has created a full employment situation, one in which the employee is in the driver's seat. Employees have many options available to them then and can afford to be selective. Segments of the economy which offered jobs at minimum wage have been forced to increase their package of benefits and wages.

Money is not the only way to motivate employees today and business people should be aware of all the options which keep their employees happy and working. Studies have shown that employees want to feel that they



are appreciated and that their opinion is respected and desired. Old style management practices whereby the employee did what he was told without question just won't work today.

Society has changed in many ways and if your business is to grow and prosper you as a manager must change as well.

Here are a few basic tips on keeping your employees motivated and working:

Absenteeism is always a problem. To encourage your employees to work full weeks sometimes takes more than a pay cheque. Other options are bonuses for full months worked or scheduled time off at Christmas or summer holidays based on the past record of the employee.

Employees like to be rewarded for a job well done, not always with money but rather small gifts or just recognition by you and other members of your staff such as the employee of the month.

Make your employees feel that they are part of the decision making process, have regular meetings with your staff, if your company has a large staff have the meetings in sections so the group is not too large. It is important that you or your managers keep the tone of the meeting positive at all times, don't let it turn into a grievance meeting.

Our final tip is communications, it is important that your employees know what is happening in the work place, post notices of changes in products or services, changes in management or any other item which they should know about.

I hope this article will get you as a manager thinking about some of the above, there have been many books written on this subject which should be required reading by all members of your management team.

For more information about business in Halton Hills please call the Chamber office at 877-7119.





211 Guelph Street Georgetown 877-7361 NORTHVIEW CENTRE

Region wants say in legislation

Halton councillors are angry at the province for not asking the Region's opinion about proposed legislation covering aggregate producers.

Halton wants a say in the proposed Aggregate Resources Act, which will govern aggregate producers in Ontario if the legislation is passed by the province.

With 25 pits and quarries in operation in Halton, the Region is a major supplier of aggregate to the Toronto area which is now experiencing a huge construction boom. Regional councillors say the province has asked aggregate producers for their opinion about the bill but not major aggregate producing municipalities such as Halton.

The province had intended to seek municipalities' view through umbrella groups such as the Association of Municipalities of Ontario (AMO). In an attempt to convince the government of the need for Halton's input, Milton's Bill Johnson drew up a motion last week saying: "AMO consists of many urban communities that. have little or no regard from where the aggregate is extracted or how it is extracted. Such municipalities do not comprehend the impact of quarrying on the aggregate producing communities."

While that motion got by the planning and public works com-



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mittee, Regional council struck the words from the motion Wednesday saying it was slapping the face of the people whose help Halton is seeking.

But councillors did pass a motion saying the Ministry of Natural Resources is being "unjust to consult with the aggregate industry and not to invite Halton to comment on Bill 170."

Coun. Johnson defended the words which were eventually deleted Wednesday. "People in Toronto don't give a damn where the aggregate comes from. I'm bitterly disappointed in AMO," he

But criticizing AMO, the group Halton wants on its side, is "offensive," countered Oakville's Janet Mitchell.

"It's offensive and it was meant to be offensive," replied Coun. Johnson.

Although Halton planners agree the act will protect the environment better than the fragmented legislation now in place, they want maximum tonnage extraction placed on wayside pits (pits licensed for specific projects such as bridges).

Halton also wants the legislation to ensure no pits shall be placed in environmentally sensitive areas, and that the environment will be protected on lands surrounding pits, not just adjacent lands.

The Region also wants a provision in the act which allows the MNR to waive site plans and the need for rehabilitation on some projects, to be deleted.

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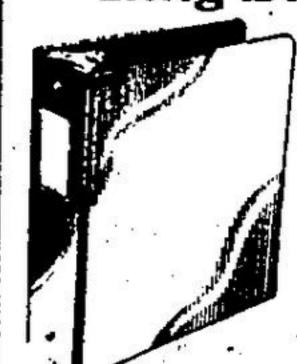
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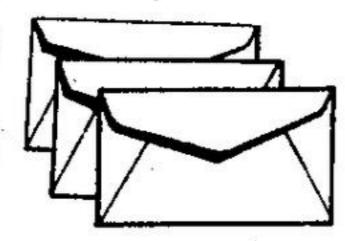
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