
STAFFING NEWS BRIEF

COMPLIMENTS OF
NEWFOUNDLAND PERSONNEL INC. (est. 1983)

Temporary and Full Time Staffing Service
100% Nfld. Owned and Operated

June 2005

PHONE 579-3400/ FAX 579-0464

Web Site www.nfpersonnel.com

Employee Termination: The Human Side

Assuming the financial and legal implications surrounding the dismissal have been taken care of, the highest risk of damage is through lack of understanding of the human dimension. The following should be considered:

1. **Don't underestimate the event's emotional impact on the individual.** If you haven't been in their shoes then you don't know what they're going through.
2. **Treat the person the way you would want a relative or good friend to be treated.** Company procedures have to be followed but showing respect and concern for the terminated employee is important.
3. **Consider that you may have to deal with this employee at another time in your career.** Don't forget to treat people with respect on the way up cause you may meet them again on the way down. HR professionals involved in the termination process need to be in a position that they can feel good about themselves even under the most negative or stressful situation.

There are various do's and don'ts and legal aspects to be considered which could cause a poorly handled termination. Strongly consider providing counseling immediately following the termination interview. **Transition Services** provides immediate counseling and then follow up with career planning, job search training and administrative support to the affected employees. The consultant meets with the employee immediately after the termination interview and can assist them in dealing with the anger and frustration of losing a job. Call **Judy @ 579-3400** for more information.

New Dog Cross Breeds



Collie + Lhasa = Collapso, a dog that folds up for easy transport

Pointer + Setter = Pointsetter, a traditional Christmas pet

Newfoundland + Basset Hound = Newfoundland Asset Hound, a dog for financial advisers

Deerhound + Terrier = Derriere, a dog that's true to the end



Summer Is Here!

Have you booked in your replacement for your summer vacation? **NO!** Then give Newfoundland Personnel a call at 579-3400 today. You can never be too prepared.

Here We Go - Contest Time Again!

To be eligible place a job order with Kellie or Tara. For each 35 hour week and every temporary employee that we place with your company your name is entered. If you want 1 person for 4 weeks, your name goes in 4 times, once for each week that our employee is with your company. If you require 10 people for 1 week your name will go in 10 times, once for each person we place with your company. Pretty easy! Call 579-3400 and place your order between June 1st and June 30th! You can't win if you're not in.
