

# BenefitFacts



## Keeping the Business on Track

**COVID-19 has kept us walking down a dark, winding tunnel, and now, with the roll out of a vaccine, we can see a faint light in the distance. But smaller businesses continue to struggle through the pandemic, dealing with government-imposed lockdowns, new rules for conducting business, and the hierarchy of what is considered “essential”.**

Much is being done to vaccinate the population and educate people on safe practices to control the spread of the virus. Businesses need expert direction, too, because COVID-19 has amplified the challenges they already face.

For a company with only a few employees, an absence can directly affect the business. But because of COVID-19, employees are being told to stay home whenever they, or one of their family members, feel sick, which is a difficult way to run a business. The federal and provincial governments offer financial supports, but they can require additional tracking and an understanding of the complex tax implications for business owners and their employees. Pivoting to employees working from home, or having to travel under varied nationwide restrictions, can lead to unique human resource, and even legal, issues due to COVID-19.

As business owners, in an effort to nail down the “new normal”, navigate through the added complexity brought on by the pandemic, they need professional guidance more than ever. For many, revenues are falling, but their need

for these services is increasing. One-on-one consultation is often financially out of reach for many businesses. Through Chambers Plan Business Assistance Service (BAS), member firms have access, free of charge, to expert guidance in legal matters, accounting, and human resources.

At the best of times, these elements of running a business are often outside the wheelhouse of many owners, but these are unprecedented conditions. With a phone call, owners can get advice on dealing with employee issues from qualified professionals who understand the challenges faced by small business owners. BAS also offers the Healthy Business Bookmark™, an online library of resources to help owners increase their knowledge of, and find answers to, common human resource issues that can impact their organization. Included are sections on self-management, people management and business essentials with articles, podcasts, checklists, sample documents, guides and more.

They say small business is at the heart of every community. At times like these, it's good to know there is someone looking out for business owners so we can get back on the road to recovery.