



Anglican  
Diocese of  
Ottawa

Employment Issues  
Video Presentation by Paul Lex  
Human Resource Director

00:00	Introduction
01:08	Human Relations Resources—Recruitment, Staffing, Employee Relations, Performance Management, Legal Compliance...
02:19	Overview of HR resources
03:02	Employment Agreements (contracts)
05:08	Key parts of Employment Agreements
05:37	Job Duties
07:08	Working Hours
07:40	Termination Clause
08:18	Independent Contractors
09:08	Employee vs Independent Contractor Comprising an explanation of the difference between Employee and Contractor including many questions from the floor
23:03	Hiring Process Overview
26:17	Terminating Employment (including questions)
31:48	Managing People—Job Descriptions, Accommodations, Difficult Conversations, probationary period
37:26	Succession Planning
39:40	Volunteer Management—Screening, Support, Feedback & Recognition
42:16	Ending Credits