



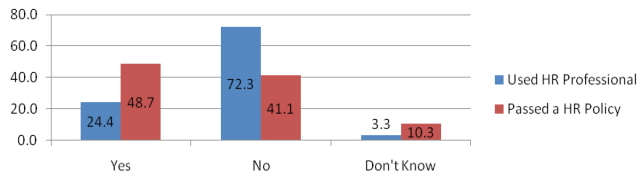
WORKPLACE RESPONSE: Using Human Resource Professionals & Board of Directors' Adoption of a Human Resource Policy

MFNPO inc. factsheet no.7
MB Voluntary & Non-Profit Health & Social Services Orgs.

The information in this Fact Sheet comes from a survey of 305 voluntary and nonprofit organizations in the health and social services sector located in Manitoba conducted in late 2009 by the Manitoba Bureau of Statistics for the Manitoba Federation of Non-Profit Organizations and the Government of Manitoba to undertake labour force development planning for Manitoba's non-profit sector.

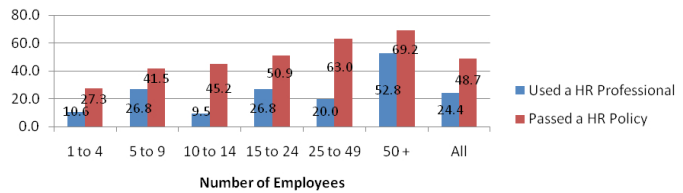
As part of the survey, organizations were asked whether they had made use of a Human Resource (HR) professional in the last year and whether their Board of Directors had passed a Human Resource Policy. The graph beside shows only 24 per cent of organizations had used a HR professional in the last year, but almost half (49%) have a HR Policy.

Per cent of Organizations Using an HR Professional and Passing a HR Policy



The size of the organization makes a difference in whether it finds it has used a HR Professional and adopted a HR Policy. Organizations with fewer than 5 employees are the least likely to have done either, while those with more than 50 employees are the most likely to have done both.

Per cent of Organizations Using a HR Professional and Passing a HR Policy by Number of Employees



Certain types of organizations also are more likely to use HR Professionals and have a HR Policy than others. The following graph shows that residential, children and youth and health care services are the most likely to have used a HR Professional as well as to have adopted a HR Policy. By comparison, few organizations in the Transportation, Other, Civic & Social and Child Care services sectors have used a HR Professional in the last year, but a moderate per cent of them have adopted HR Policies.

Per cent of Organizations with HR Policies and Using HR Professionals

