



Restaurant Association of Nova Scotia

Working with the food & beverage sector since 1947

3400 businesses - 26, 300 jobs - \$1.3 billion sales

Visit our Website

UPDATES

“Bottom of the old 2022 and the top of the new 2023”

Remarks from RANS Director, Gordon Stewart

As we come to an end of another year, there's a bit of a sigh of relief for our food and beverage sector. We thought that 2022 would be better and, in many ways, it was, particularly with the rebound of consumer confidence which was faster than anticipated (many saw 2019 levels in sales).

Even though we saw some positive trends in 2022, it also brought new challenges that will linger in our sector for some time to come...

Read the full document [here](#).

Business ACCESS-Ability Grant Programs (Intake for 2023-2024)

Businesses can apply for a cost-shared grant to make **accessibility-related improvements**. Improvements can be for clients and customers, for employees, or both.

Deadline is **February 14th, 2023**.

Click [here](#) for more information, or to apply for the grant.

Let us support your business!

Did you know that **RANS** is on *social media*? If you are hosting an event, highlighting menu items, or generally promoting all the great things happening in your restaurant, remember to let us know! *We would love to help you spread the word*. Click on any of the

following icons to connect with us.



Not on social media? Not a problem! Email heather@rans.ca if you want to put something out there.

Plastics Ban went into effect on December 20, 2022

Here's what you need to know

- Businesses have **one year** - until December 2023 - to use up their existing stock of banned items
- If you are involved in the import, export, or sale of these items, **you must inform your suppliers and customers** of these changes
- You must **plan for alternatives** to the use of plastic containers - the following chart provides a guide for replacing take out items

Related Articles:

Canadian restaurants swapping out single-use plastics with new takeout ware - [here](#)

Changes to Minimum Wage in 2023-2024

Current minimum wage - \$13.60/hour

April 1, 2023 - \$14.30/hour

October 1, 2023 - \$14.65/hour

April 1, 2024 - \$15.00/hour



This is an **increase of over 10%** between now and April 2024. To read the full report on Nova Scotia wage increase, click [here](#).

You can also read the **Annual Review Submitted by Minimum Wage Review Committee** - [here](#)

Winter Health Reminders for Restaurants

As we all know Covid-19 had an **enormous impact on our sector** and forced our industry to **make changes in how we operate**. That impact continues today and what we have learned the most is **be prepared & have a plan of action** in case something does happen that could impact staffing levels or consumer confidence.

Three health issues we need to monitor this winter season

- (1) Covid
- (2) Flu
- (3) RSV (Respiratory Syncytial Virus)

FAQ from Doctor Strang

Q: What is the **waiting period** to return to work when experiencing symptoms of illness?

A: Whether it's a cold, flu, or covid, a person experiencing acute symptoms (fever, chills,

headache, etc.) should **stay home until symptoms subside**. Once they feel better and return to work, it is suggested that they **wear a mask for first 2-3 days** back. Even if they have covid, the waiting period is the same as above. Return once symptoms subside. Click [here](#) for instruction on testing for covid.

Q: *Is it still advisable for staff to wear masks?*

A: Yes, still advisable

Q: *Is there a number of cases that would trigger a change of masking policy?*

A: Not likely because it's not just about the number of cases. There would need to be a substantial change in the virus where we no longer had vaccine protection before we'd return to regulations we had in 2020-21. Hopefully we don't see that again.

Q: *With all these **new COVID variants**, will the **current test kits reveal** a positive result or are new tests being developed?*

A: While most experts say the *current rapid tests for COVID-19 remain an adequate* tool to detect the virus, the **World Health Organization** says the effectiveness of current tests to *detect newer variants are being reviewed*. "There is some variation in terms of the quality of the different (tests) that are on the market. So it does depend ... but this is something that we are looking at," said Dr. Maria Van Kerkhove, WHO's technical lead for the COVID-19 response.

What can people do to reduce the spread of illness this season?

1. Stay home when sick
2. Only return to work when symptoms have subsided and wear a masks for about 2-3 days
3. Restaurant servers – suggestion is that they wear masks
4. Wash hands
5. Stay on top of vaccines

STATS, TRENDS, INFO

Articles of Interest

Public Engagement on Food and Beverage Strategy

Nova Scotians are encouraged to *share their views* on what the government can do to help get more *healthy, local food* onto kitchen tables. To read the full article, click [here](#).

How to communicate effectively with your employees

Communication is key if you want to have a successful restaurant business. To read the full article, click [here](#).

Minimizing the effects of negative reviews on your restaurant

Negative reviews can hurt your reputation and affect your bottom line. While you can't just delete the reviews you don't like, there are ways that you can mitigate the effect they have on your business. To read the full article, click [here](#).

How are restaurants handling the on-going food shortages?

The ongoing inflation and supply chain issues are sending many restaurants scrambling to

edit items from their dishes and re-jig their menus to manage food shortages. Read the full article [here](#).

Inflation is hitting restaurants hard. What to expect when dining out in 2023

As inflation bites into people's wallets, eating out is set to get even more expensive in Canada this year. Read the full article [here](#).

Food prices set to rise another 5-7% in 2023 after record inflation year: report

After a year that saw food prices climb by numbers not seen in decades due to record inflation, the cost of groceries in Canada is expected to continue rising in 2023, a new report suggests. Read the full article [here](#).

The hospitality industry gets a break from the federal government

As part of their *2022 fall economic statement*, the federal government has committed to enter into negotiations with the credit card industry and businesses to *lower the credit card costs for small businesses*. Read the full article [here](#).

Why accessibility and inclusion should be a priority for employers

Job accessibility and accommodation needs have changed since the onset of the pandemic as hybrid work becomes the new norm. Read the full article [here](#).

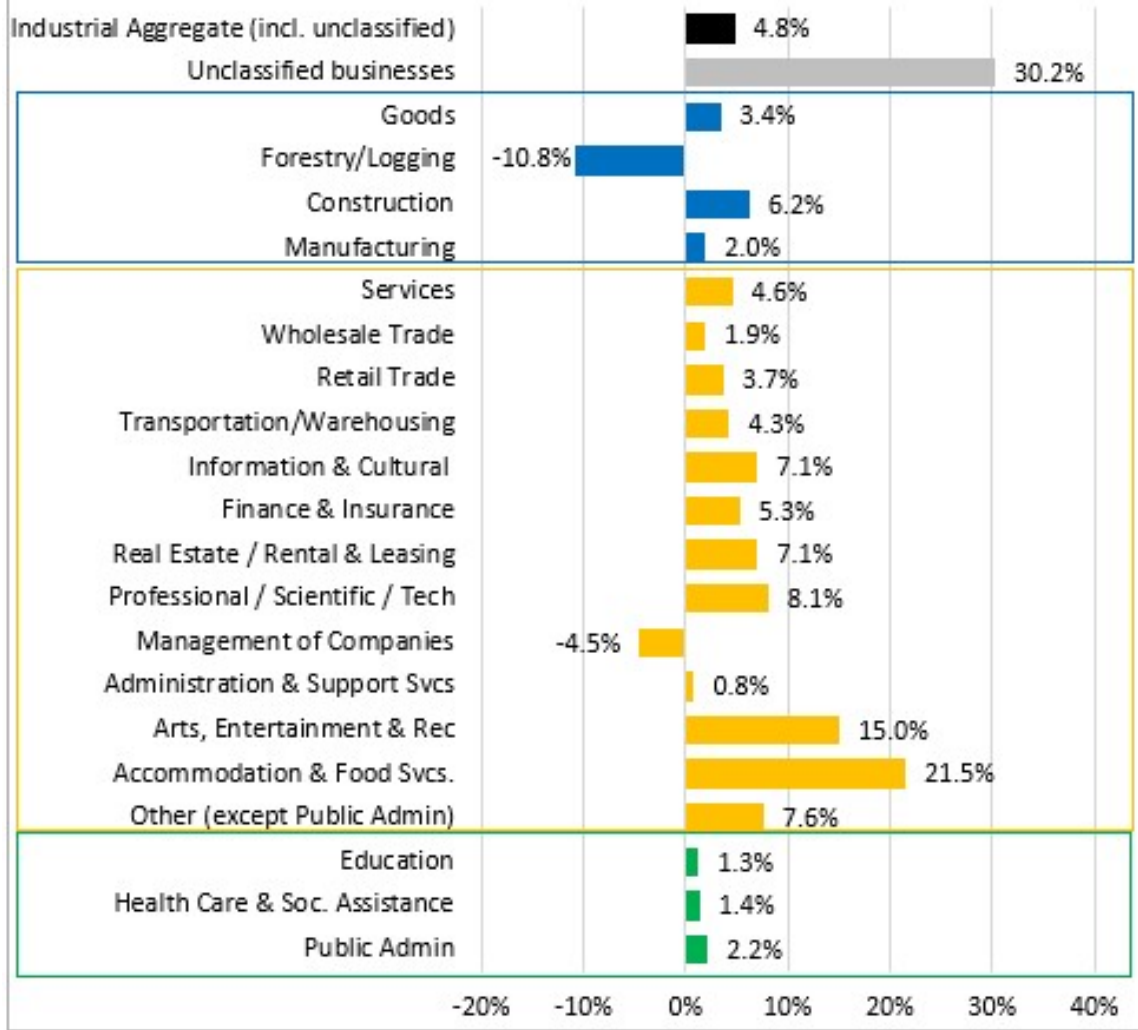
Government extends loan forgiveness repayment deadline for the Canada Emergency Business Account

The Federal Government announced that the repayment deadline for CEBA loans to qualify for partial loan forgiveness is being extended from December 31, 2022, to December 31, 2023, for all eligible borrowers in good standing. Read the full article [here](#).

Snapshots

Nova Scotia Payroll Employment by Industry

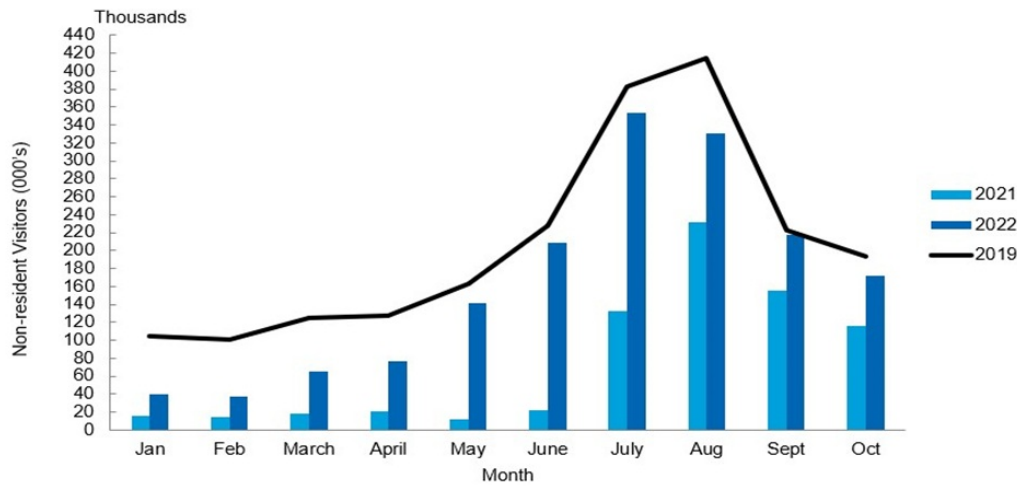
seasonally adjusted % change, Jan-Sep 2022 vs. Jan-Sep 2021



Halifax Hotel Recovery 2019-2022



Visitation to NS 2019-2022



SUPPORTS & RESOURCES



Bar Tending and Mixology Course

This *face-to-face* program is made up of 3–30-hour courses that will be delivered *every Monday* from 4:00 - 8:00 p.m. over 15 weeks at the *Akerley Campus*.

The bar and restaurant industry in Canada **needs skilled bartenders and mixologists** to meet growing demand.

This program is for both those beginning a career as a bartender or who are currently working as an entry level bartender and would like to build the skills to manage a bar within a food and beverage operation.

Click [here](#) to apply today!

Job Bank: Jobs for Ukraine

Ukrainians are coming to Canada to escape the crisis in their country. When they arrive, many will look for a job. Are you an employer who wants to support Ukrainian nationals in Canada with a job? Job Bank has set up a simple process to help you.



For full details, click [here](#).



Is your business Rainbow Registered?

Rainbow Registered is a national accreditation for *LGBT+ friendly businesses* and organizations. When you see a **Rainbow Registered** symbol, you know the business or organization meets a stringent set of standards to ensure *LGBT+ customers feel safe, welcomed, and accepted*.

The **Rainbow Registered** Accreditation program is developed by the Chamber of Commerce and Tourism HR. Cost of registration depends on the size of your business. For more information, or to register your business, click [here](#).

Information on Electronic Tipping

On November 25th, **RANS** hosted a webinar to **address questions and concerns about employers' rights on handling electronic tips related to CPP and EI Liabilities**. The webinar was presented by Taxation Lawyer, James Rhodes, and was attended by over 70

businesses across the industry. If you missed it, you can **view the webinar, [here](#)**.

COVID-19 Compensation Survey

Tourism HR Canada is conducting a compensation study for the Canadian tourism and hospitality sector. Our aim is to get a comprehensive picture of **how tourism business operators think about compensation within the context of COVID-19 recovery**, and the ongoing labour crunch affecting the sector. The data that we collect will help develop a profile of Canada's tourism workforce across all industries, occupations, and regions. We would like to hear from as many organizations as possible, from small family-run businesses to large multi-location operations, to get a reliable sense of sector as a whole.

Food and Beverage businesses can click [here](#) to complete the survey.

Slips, Trips, and Falls

- 1,124 Nova Scotians were injured seriously enough when they slipped and fell at work last year to require time off to recover.
- Slips, trips and falls were the second most common injury event in 2021.
- Claims in 2021 resulting from a slip, trip or fall on ice totaled \$815,720 in benefit payments and 7,001 days from work.
- The average cost of benefits for time-loss claims due to a work-related slip, trip, or fall is \$7,102.
- On average, each slip, trip and fall injury results in 71 days lost from work.



Visit [Work Safe for Life](#) for information on preventing falls in your business.

PRODUCTS & SERVICES

RANS Member Benefits!

Remember that RANS members are now entitled to an exclusive discount through [Park n'Fly](#). This offer extends to **owners, managers and restaurant employees!**



Contact heather@rans.ca to receive your information package, and **exclusive discount code** for your restaurant.



Trust us for worry-free commercial kitchen cleaning!

Over 60 years of experience, quality cleaning, and personal service.

~ RANS members receive 15% off Crystal Clean Maintenance services ~

Maintain your restaurant's hoods, vents, and grease traps.

- Additional maintenance services including windows, floors, power washing, high dusting, and carpets.
- For cleaning and maintenance that meets your restaurant's specific requirements, we'll create a personalized package based on your needs and budget.

"Crystal Clean came to the rescue by cleaning the appliances and oven for our restaurant. They were dependable, did an excellent job, and were easy to deal with. It's great to work with true professionals like Crystal Clean."-Kristy Sutherland, Cafe Chianti

Visit us at www.becrystalclean.com
or contact Earl McAllister
at earl@becrystalclean.com

WELCOME

Join RANS!

If you are not already a member of RANS, contact natasha@rans.ca for all the great benefits the association has to offer. We are here to help!

Check out our [website](#) for more information!



MEET OUR BENEFIT SUPPLIERS

We are able to offer our members a wide range of services and support thanks to our benefit suppliers:

- Preferred credit card rates [SONA](#)
- Print and design [KKP](#)
- Financial services [Stream Financial](#)
- Business & general insurance [Gateway](#)
- Home & auto insurance [MyGroup](#)
- Group benefits: health/medical [Gallagher Benefit Services](#)
- Glassware [Jymline Glassware Ltd](#)
- Advertising discount [SaltWire Network](#)
- Point of sales systems [Pineapple Bytes](#)
- Pest and wildlife control [Orkin](#)
- Expertise in IT solutions [Codoholics Consulting Inc.](#)
- Commercial kitchen cleaning [Crystal Clean](#)

If you are currently a member of RANS or would like to become a member and access the discounts, rates, and services provided; please contact natasha@rans.ca or 902-429-5343 ext 1.

OUR SPONSORS

RANS Sponsors



SUBMISSIONS

We are in search of Business Bite submissions from our members! If you have an event, new product/service, or interesting trends/stats to add to one of the newsletters and/or our social media, please send to natasha@rans.ca.

We are excited to see them!

