

**Workers' Compensation Board
Employer Webinar
March 6, 2025**

RTW/Duty to Cooperate Policy & Consultation Schedule

**WORK SAFE.
FOR LIFE.**

WORKERS' COMPENSATION BOARD OF NOVA SCOTIA

**WORKING
TO WELL**

**We all want the
same thing.**

**Nova Scotians
Working.**



Purpose

Today's Webinar

- Provide overview of draft for New Policies and revisions:
 - Return to Work
 - Duty to Cooperate
 - Policy Consultation
- Explain how you can provide feedback

Background

Government and WCB Board of Director Roles

Workers' Compensation Act

Legislature approves.
WCB Board of Directors may advise

Workers' Compensation Act
General Regulations

Cabinet approves.
WCB Board of Directors may advise

Workers' Compensation Act
Policy: Section 183

WCB Board of Directors approves.
Informed by System and participant
input.

WCB Guidelines and Procedures

WCB management approves.



Background

Fall 2024: *Stronger Workplaces for Nova Scotia Act*

REINFORCED: WCB is responsible to facilitate RTW

ADDED: Duty to Cooperate for workers and employers

EMPOWERS: WCB to hold employers and workers accountable, including penalties for non-compliance.



Legislation

Stronger Workplaces Act, 2024

The Duty to Cooperate is a shared responsibility between workers, employers, and the WCB to support recovery and a safe return to work.

For **workers**:

- Actively participate in medical treatment and rehabilitation to aid recovery.
- Provide accurate information related to your claim and report any changes that might affect your benefits.

For **employers**:

- Work collaboratively with injured workers to support their safe and timely return to work.
- Report workplace injuries to WCB promptly and provide accurate details about the incident.

Return to Work

What is **Return to Work**?

RTW is the act of re-introducing (or maintaining) injured workers to safe, timely and meaningful work that eliminates or minimizes wage loss, as soon as it is safe to do so.

What is **Early and Safe** Return to Work?

ESRTW starts as soon as a worker is injured and continues throughout the worker's recovery period.

Protecting more.

Duty to Cooperate

Duty to Cooperate
is a new tool in
the
RTW toolkit

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Duty to Cooperate

Doing our part to support healthy, safe return to work.

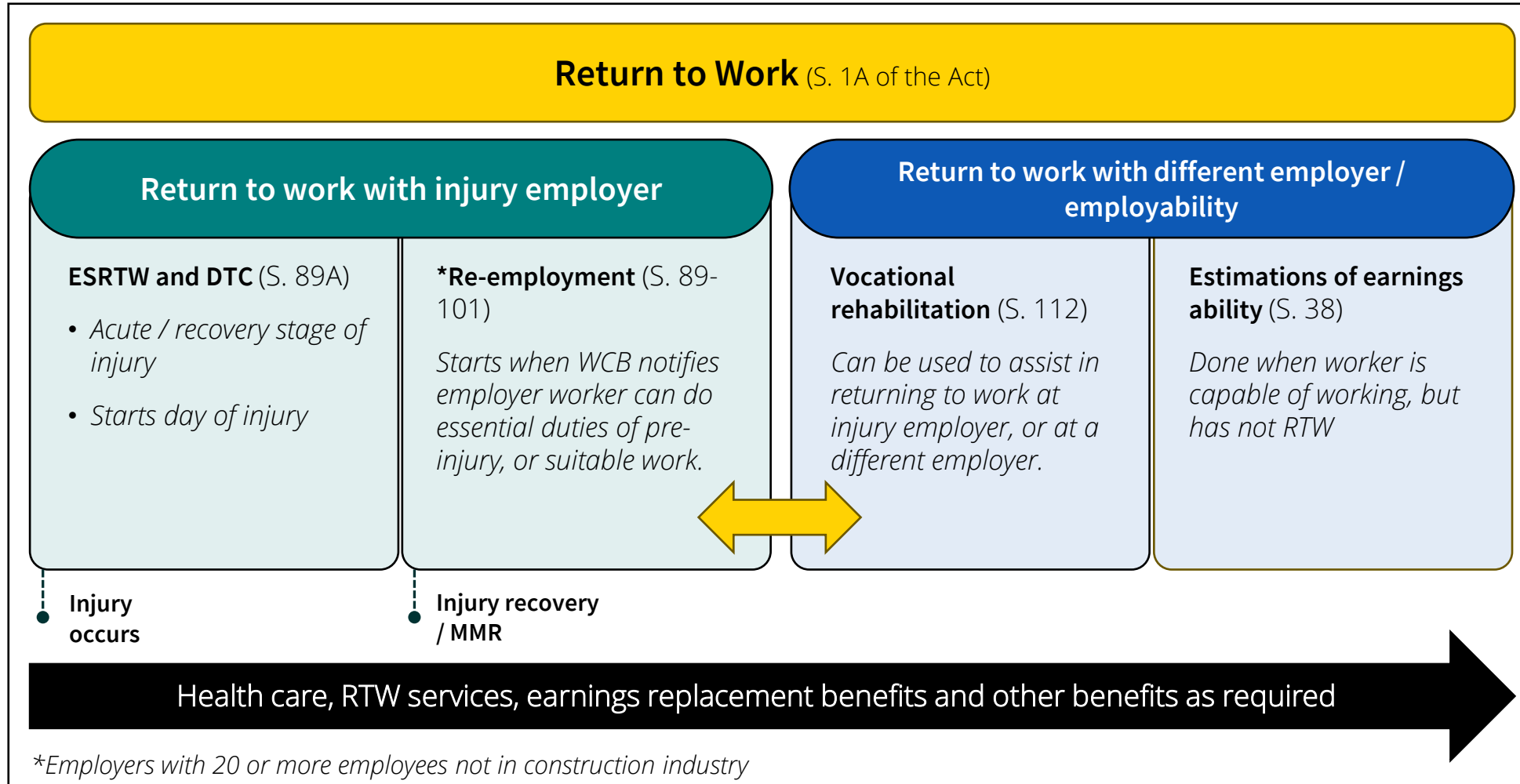


In the fall of 2024, the provincial government amended the *Workers' Compensation Act* to include the *Stronger Workplaces for Nova Scotia Act*. This legislation empowers WCB Nova Scotia to hold both workers and employers accountable for their collective responsibilities and underscores the importance of cooperation in the return-to-work process. [Read about the Stronger Workplaces for Nova Scotia Act here.](#)

The WCB is committed to fostering a collaborative environment where employers and workers actively participate in the return-to-work process. "Duty to Cooperate" is a crucial aspect of this commitment, ensuring that all parties work together to support and benefit workers injured on the job.



RTW Process



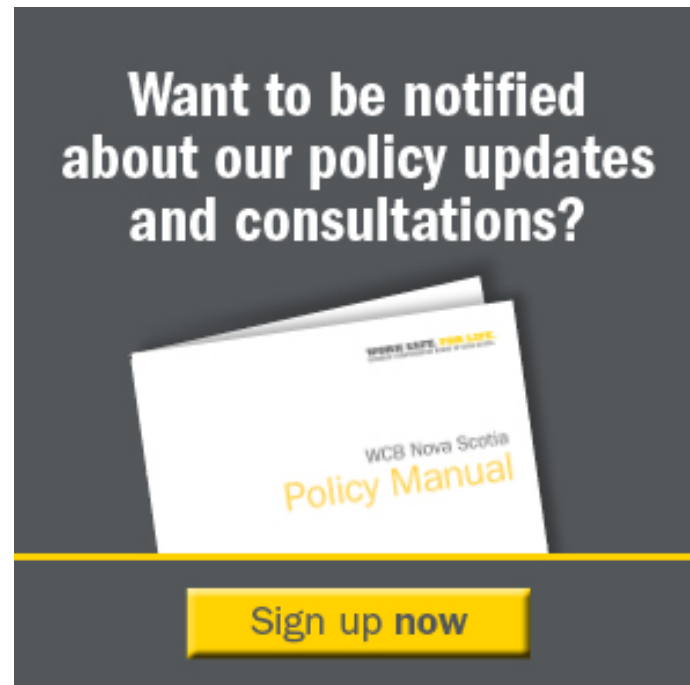
Draft Changes to Policy

Draft RTW Policies

- Three new policies:
 - Policy 5.7.1 – Return to work – Overview
 - Policy 5.7.2 – Early and Safe Return to Work – Roles and Responsibilities
 - Policy 5.7.3. – Early and Safe Return to Work – Plans and Functional Abilities Information

Policy Consultation

Changes to *Policy 10.3.11 – Policy Consultation*



Get involved.

MARCH

- Webinar (Mar 6) – “Draft Policy & Consultation Schedule”

• **Policy Consultation** (Mar 27 6-7pm)

APRIL

• **Policy Consultation** (Apr 3 from 3-4pm)

- Webinar (Apr 24) – “Accommodations Tips & Best Practices”

MAY

- Webinar (May 29) – “Duty to Cooperate In-Depth Preview”

JUNE

- Webinar (Jun 26) “Final Policy and Preparing for July”

Duty to Cooperate starts July 15, 2025

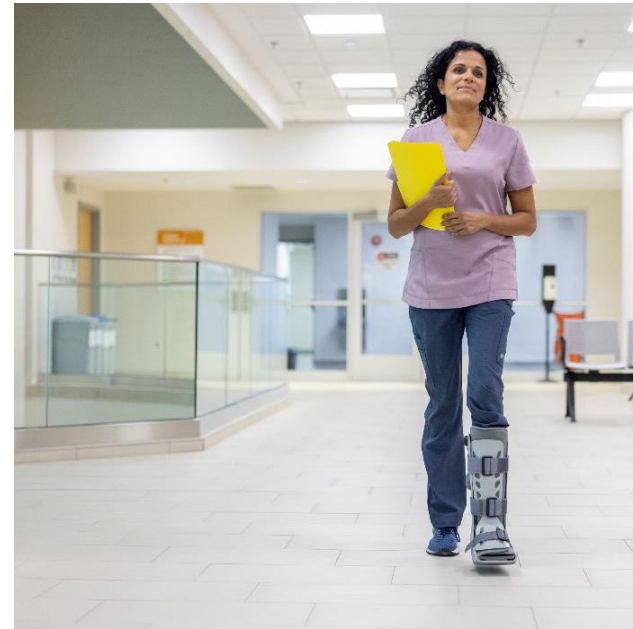


We will be accepting feedback on the draft policies until **April 28th**

What Can You Do?

- Get involved
- Get ready
- Get creative

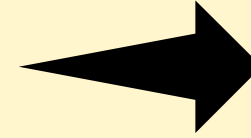
Start protecting more now.



We want to hear from you!

Any questions submitted
will inform upcoming
policy consultations

Scan this code with your
phone or tablet camera
to be taken to the
survey



Or visit this link online to access the
survey:

https://pierdavis.qualtrics.com/jfe/form/SV_1AeWdzvIZamzI6a?Q_CHL=qr

Thank You!

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