

About the Workers' Compensation Board

The Workers' Compensation Board of Nova Scotia (WCB) is committed to keeping Nova Scotians safe and secure from workplace injury. We are proud to protect more than 20,000 employers and 395,000 workers across the province from the impact of workplace injury.

An independent review

In 2024, the [*Review of the Nova Scotia Workers' Compensation System*](#) was released. The review found the system was too slow, complex, and led to poor return-to-work outcomes.

"Lack of timely access to health care providers was also a barrier that affects recovery and return to work after an injury [...] WCB should develop and implement strategies for improving the timeliness of access to care."

– report (2024, p. 49)

Acting on what we heard

WCB released its [*Protect More Strategic Plan 2024-2030*](#) in late 2024 focused on three pillars: prevention, return to work, and exceptional service. [*Operational plans*](#) outline clear actions toward the goal of reducing time lost to workplace injury by 35% by 2030. This will return the equivalent of 1,000 positions to the province's workforce – meaning more workers caring for patients, building homes, maintaining roads, and helping Nova Scotians.

Creating a system of shared accountability

In January 2025, CEO Karen Adams published an [*op-ed*](#) introducing a new business model built on shared accountability. Among many things, the new model aims to reduce overtreatment, improve return-to-work outcomes, and create a system that's more efficient, financially stable, and better able to support workers and employers.

Building progress together

In 2025, WCB worked closely with health providers to align care with work-connected recovery. This focus on timely, therapeutic treatment has helped resolve injuries sooner; last year, the average number of treatments for a sprain was 30 compared to the 10 or fewer that are generally recommended. WCB also implemented [*new legislation*](#) that requires employers and workers to cooperate in getting people back to work, sooner and safely.

Taking the next steps

In March 2025, WCB issued a [*request for proposals*](#) to find one or more providers to deliver work-connected recovery and return to work services for people with physical and psychological injuries.