

2025 PROGRESS REPORT

PROTECT MORE STRATEGIC PLAN 2024-2030

ROAD TO 2030: YEAR 2 PROGRESS

In the second year of our five-year strategic plan, WCB Nova Scotia made progress on every measure, showing that the changes we're making are working and moving us in the right direction. Performance is improving in every single metric.

We are driving meaningful change, guided by the first independent review of workers' compensation in Nova Scotia in 20 years and supported by government's ongoing commitment to system reform. We are making Nova Scotia stronger.

In 2025, Nova Scotia's workplace injury rate continued to decline, meaning fewer disruptions to people's lives and more Nova Scotians staying connected to work. Legislative changes reinforced shared responsibility among workers, employers, service providers, and WCB to support recovery connected to work.

By working together earlier and rethinking traditional approaches, we returned 83,000 days to Nova Scotia's workforce. Service improvements, faster response times, and clearer communication also helped people receive support sooner and move forward with recovery more quickly.

Behind each and every one of these results are WCB employees, whose dedication and growing capabilities are driving better outcomes for workers, employers, and the province.

Learn more at wcb.ns.ca/accountability



Informed by progress in the second year of Protect More, the Board of Directors hosted engagement sessions across Nova Scotia in early 2026, hearing directly from workers, employers, and partners about their experiences with the workers' compensation system. These conversations help the Board ensure the strategic plan continues to reflect the needs of those we serve, and identify opportunities to strengthen the system as we move forward together.

PREVENTION

BY 2030
17%

Reduce time loss injuries by 17% to 1.15 per 100 covered workers

While Nova Scotia continues to lead the country in injury prevention measures, our goal is to further reduce the province's injury rate.



Year	Injury Rate	% Change
2023	1.4	Baseline
2024	1.38	▼ 1.43%
2025	1.21	▼ 14%

RETURN TO WORK

BY 2030
35%

Reduce time lost from work due to injury by 35% - or 167 days per 100 covered workers

We put 83,000 days back in the workforce in 2025 - workdays that were spent caring for people, building homes and roads, making things Nova Scotians need.



Year	Time-loss Days	% Change
2023	259	Baseline
2024	269	▲ 3.86%
2025	226	▼ 13%

EXCEPTIONAL SERVICE

80%

of workers and employers will believe the WCB provides exceptional service

2025 RESULT: 65%
2024 RESULT: 62%

PERCEIVED VALUE

BY 2030

80%

of Nova Scotians will understand the value of workers' compensation



2025 RESULT: 74%
2024 RESULT: 73%

PROGRESSIVE REFORM

By **2030**

we will have supported a transformation in Nova Scotia's workers' compensation legislative, policy, appeal and rate framework.

2025 RESULTS:

- Duty to Cooperate legislation and policy took effect
- Rate reduction was announced
- Amendments to the Workers' Compensation Act were announced, including restoration of CPP to 100%, 90 days to appeal a claims decision, and more

EMPLOYEE ENABLEMENT

BY 2030 **80%**

of WCB employees will indicate that their leader, and their work environment, enables them to do exceptional work.

2025 RESULT: 76%
2024 RESULT: 69%

END-TO-END EFFICIENCY



BY 2030

80%

of those we serve will agree the WCB provides efficient service

2025 RESULT: 78%
2024 RESULT: 74%

DIVERSITY AND INCLUSION

BY 2030

50%

of Nova Scotians will indicate the WCB is an inclusive organization



2025 RESULT: 75%
2024 RESULT: 73%

STRATEGIC OUTREACH AND ENGAGEMENT

BY 2030 **80%**

of workers, employers and partners will indicate they feel engaged by and trust the WCB

2025 RESULT: 63%
2024 RESULT: 59%