

WELCOME

2025

Annual Meeting

BUILDING A BETTER SYSTEM

WSIS

Workplace Safety
and Insurance System

7 MI'KMAQ DISTRICTS

Kespukwitik

Sipekni'katik

Eskikewa'kik

Unama'kik

Epekwitk aq Piktuk

Sikniht

Kespek

I want to begin by recognizing that the land upon which we work, live, and gather, is the traditional and ancestral homeland of the Mi'kmaq people.

As settlers, our relationship with the L'nu is based on the Peace and Friendship treaties initially signed between the Mi'kmaq Nation and the Crown.

We honour our responsibility as Treaty People and commit to working in partnership with Mi'kmaq peoples and communities to foster a more equitable province.

In Nova Scotia, we recognize we are all Treaty People.

AGENDA

1:30 WELCOME

1:35 COORDINATING COMMITTEE OVERVIEW

Ryan Grant, Deputy Minister, Labour, Skills and Immigration

Saeed El-Darahali, Board Chair, WCB Nova Scotia

1:45 HEADS OF AGENCIES

Fred Jeffers, Labour, Skills and Immigration

Karen Adams, WCB Nova Scotia

Sandy MacIntosh, Workers' Compensation Appeals Tribunal

Kenneth LeBlanc, Workers' Advisers Program

AGENDA

2:30 REVIEW OF WORKERS' COMPENSATION SYSTEM

Karen Adams, WCB Nova Scotia

3:00 QUESTION AND ANSWER

3:30 CONCLUSION

RYAN GRANT

Deputy Minister
Labour, Skills and Immigration

SAEED EL-DARAHALI

Board Chair
WCB Nova Scotia

RYAN GRANT

Deputy Minister
Labour, Skills and Immigration

Stronger Workplaces for Nova Scotia Act

Effective as of September 20, 2024



New return-to-work requirements



New workplace harassment prevention requirements



Supports sustainable outcomes for employers and the system

Everyone deserves a safe place to work

Collaboration For Safe Workplaces



Our role is to educate and enforce where needed



Stronger results through partnerships across LSI, WCB, and system partners



Prevention promotion coordinator

Everyone deserves a safe place to work

Amendments to the Workers' Compensation Act

Introduced September 2025

- ✓ **Better benefits for Nova Scotians injured on the job**
- ✓ **More tools for employers to support workers**
- ✓ **A stronger, sustainable system serving generations to come**

Everyone deserves a safe place to work

Momentum and Results

- ✓ **System more stable through prevention and RTW progress**
- ✓ **Injury rates trending down**
- ✓ **More workers back on the job sooner**
- ✓ **Workplaces acting proactively to prevent injuries**

Everyone deserves a safe place to work

Thank you!

Stay informed about workplace and technical safety.
Join the **Safety Branch contact list.**



**MAKE THE
RIGHT CALL.**

Call 1-800-9LABOUR
for workplace and public
space safety issues,
concerns and regulations.

*Safety
is Everyone's
Business*


NOVA SCOTIA

WSIS | Workplace Safety
and Insurance System



Nova **SAFE**

Safety Information
Made Simple

NovaSAFE.ca

SAEED EL-DARAHALI

Board Chair
WCB Nova Scotia















FRED JEFFERS

Executive Director
Occupational Health and Safety
Labour, Skills and Immigration

HARASSMENT IN THE WORKPLACE REGULATIONS

EFFECTIVE AS OF SEPTEMBER 1, 2025

POSTER

Workplace Harassment:
Know the Law, Know Your Role

Starting **September 1, 2025**, the Nova Scotia Occupational Health and Safety Act will include new requirements to better address workplace harassment.

All Nova Scotia workplaces must:

- Have a harassment policy
- Include a clear definition and statement of commitment
- Provide employee training
- Include a process for reporting harassment
- Ensure a fair investigation process
- Review the policy regularly

Know your role in prevention:

- Ask your manager where to find your workplace harassment policy
- Understand how to report or respond to harassment
- Speak with your Manager/ Supervisor, Safety Representative, or JCHSC if you have questions

Creating a safe, respectful workplace is everyone's responsibility.
PreventWorkplaceHarassment.ca

Harassment in the Workplace Guide for Employers



Department of Labour, Skills & Immigration,
Occupational Health & Safety Division

NOVA SCOTIA

Preventing Harassment in the Workplace

Creating a safe, respectful workplace is everyone's responsibility.

- Take action to prevent or minimize harassment and bullying.
- Develop and put in place procedures for workers to report incidents of workplace harassment, fair investigation procedures for dealing with these incidents.
- Inform and train all levels of leadership and employees about harassment in the workplace.
- Review your policy statement and procedures regularly.

Leaders / Managers / Supervisors

- Don't bully or harass other workers, supervisors, or the employer. Treat everyone with civility and respect.
- Follow and apply your employer's policies and procedures on workplace harassment.

Workers

- Don't bully or harass other workers, supervisors, or the employer. Treat everyone with civility and respect.
- If you see or experience harassment and bullying in the workplace, speak up and report concerns appropriately.
- Know where to find and follow your employer's policies and procedures on workplace harassment.

How to Report Workplace Harassment

- Follow the established reporting process in your workplace. If your manager or supervisor is involved in harassment or bullying, bring your concerns to your human resources contact.
- If the issue is not resolved, contact the Safety Branch at the Nova Scotia Department of Labour, Skills and Immigration.

GUIDE

Responsibilities

- Employers:** Ensuring compliance with the Occupational Health and Safety Act and Regulations so that your workplace is free of harassment and bullying.
- Develop and follow a workplace harassment policy that includes a clear definition and statement of commitment.**

Safety@novascotia.ca | 1-800-551-0000 (1-800-952-2687)
PreventWorkplaceHarassment.ca



TOOLBOX TALKS

WEBSITE

NOVA SCOTIA

Français

Preventing Harassment in the Workplace

Important changes have been made in Nova Scotia to better support psychological health and prevent workplace harassment.

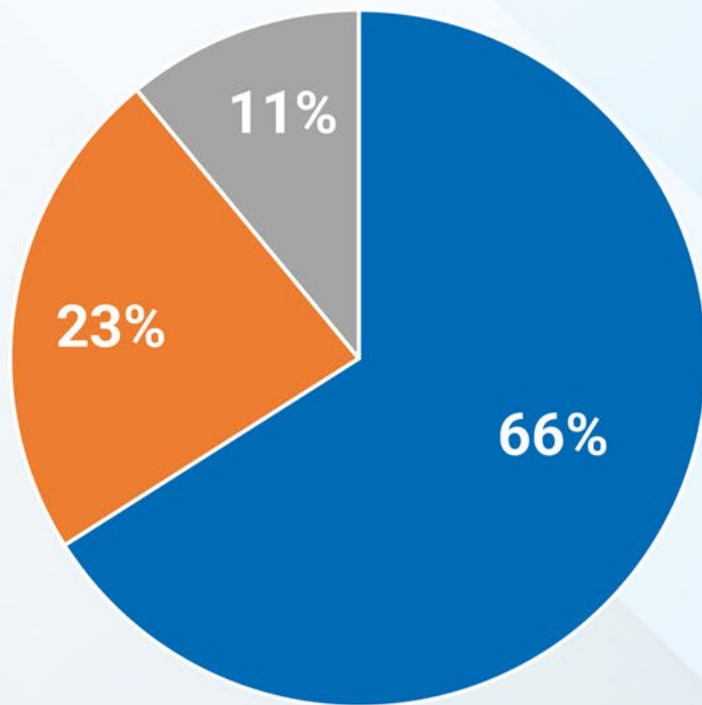
Starting September 1, 2025, all employers in Nova Scotia must have a policy to prevent and address workplace harassment.

Everyone deserves a safe and respectful workplace.

PreventWorkplaceHarassment.ca

INSPECTIONS

2024-25 (FISCAL) / TOTAL: 3652



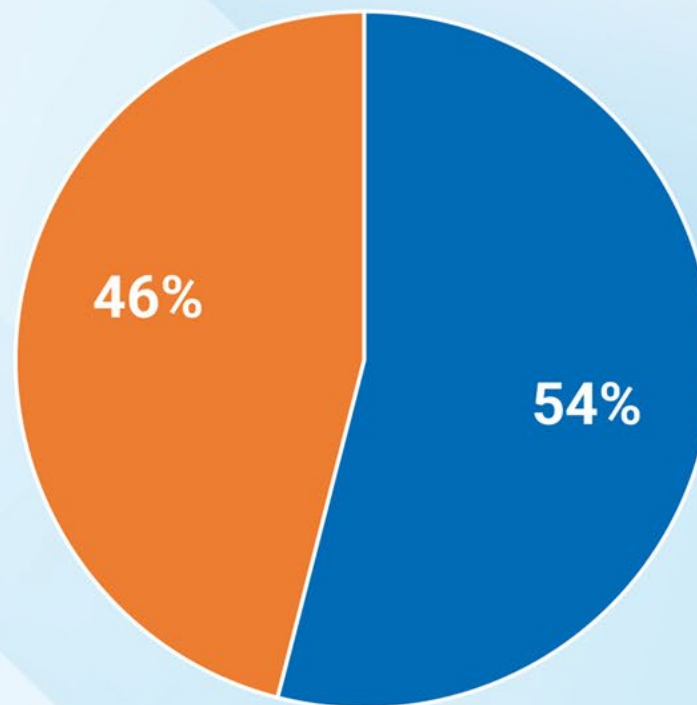
TARGETED

COMPLAINT

INCIDENT

ORDERS / WARNINGS

2024-25 (FISCAL) / TOTAL: 5052



WARNING

ORDER

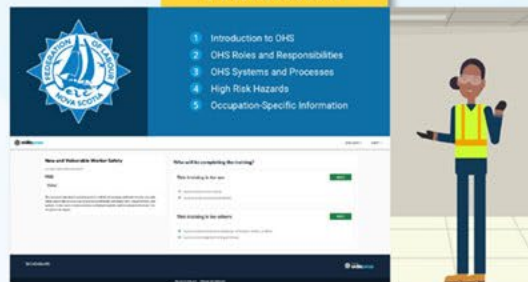
SAFETY AWARENESS & OUTREACH

MOBILE FRIENDLY RESOURCES / MULTILINGUAL OPTIONS

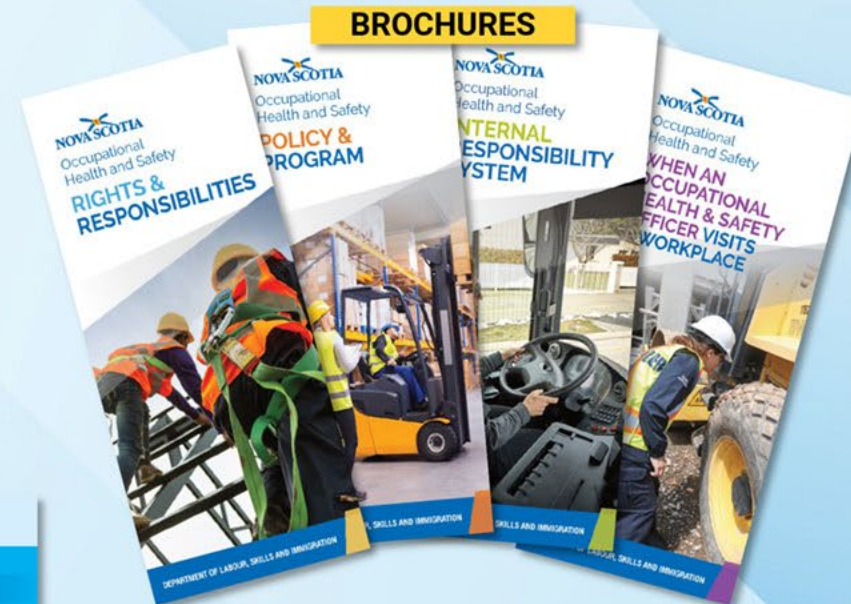
VIDEOS



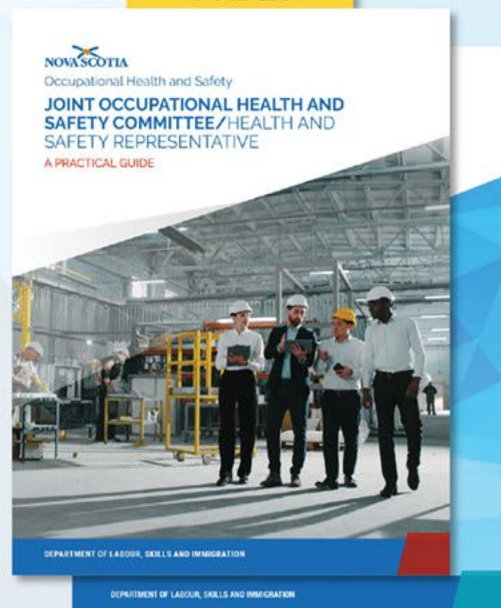
TRAINING



BROCHURES



GUIDES



ONLINE RESOURCES



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CONTACT LIST



MINISTER'S OHS EDUCATION TRUST FUND

BUILDING SAFER WORKPLACES ACROSS NOVA SCOTIA

PROMOTION

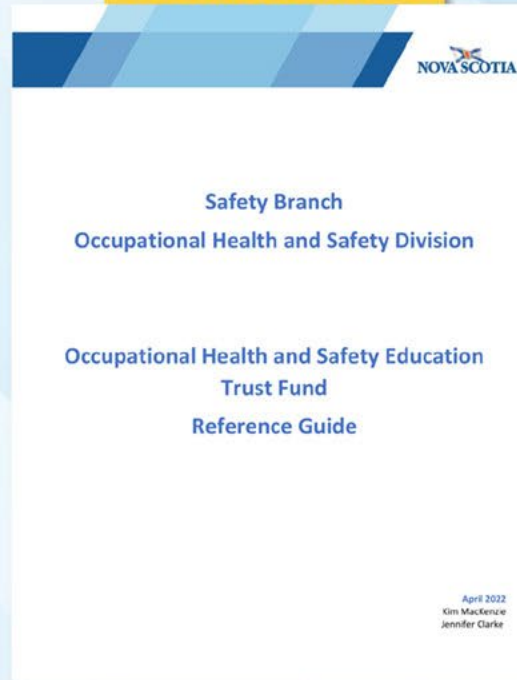
Make a **positive & lasting** impact in workplace safety with resources available through the OHS Education Trust Fund.



PROJECTS

- Advancing Ergonomic Injury Prevention
- Ripple Effects of Westray

REFERENCE GUIDE



APPLICATION

The image shows the 'Application' form for the Occupational Health and Safety Education Trust Fund. It includes the Nova Scotia logo and the title 'Application Occupational Health and Safety Education Trust Fund'. Below this, it says 'For details on completing your application, see the OHS Education Trust Fund Reference Guide.' The form contains several sections with checkboxes and text input fields: 'Complete Organization Name', 'Is your organization a not for profit?', 'Contact Person #1' (with fields for Full Mailing Address, Email, and Phone), 'Contact Person #2' (with fields for Full Mailing Address, Email, and Phone), 'Have you received previous funding from OHS Education Trust Fund?', 'Which safety initiative(s) does your project relate to?' (with checkboxes for Safety culture, Safety leadership, Safety partnerships, Safety sustainability, Safety behaviour change, Mental health, Workplace psychological health and safety, and Occupational illness), 'Project Scope' (with fields for Project Name, Start Date, End Date, Total Project Cost, Total Amount Requested, Alternate Contact, and Phone), and a section for 'Is this project outside the scope of your organization's core business?'. At the bottom right, it says 'Page 1 of 5'.

NovaScotia.ca/OHS

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KAREN ADAMS

Chief Executive Officer
WCB Nova Scotia



**We all want
the same thing:
Nova Scotians
working.**

WCB / NOVA
SCOTIA

SANDY MACINTOSH

Chief Appeal Commissioner and CEO
Workers' Compensation Appeals Tribunal

KENNETH LEBLANC

Chief Worker Adviser
Workers' Advisers Program

Workers' Advisers Program

- Received 1,083 requests for assistance from workers
- Provided service to 2,173 workers
- 1,348 active files as of March 31, 2025
- Average province-wide service wait time 6.6 weeks (vs target of 6 weeks)

Workers' Advisers Program

- Client satisfaction survey results were 95.5%.
- Filed 191 appeals to WCB Hearing Officers; filed 289 appeals to WCAT; filed 2 appeals to the NS Court of Appeal.
- Filed 70 written submissions to Hearing Officers and attended 2 hearings at the WCB Hearing Officer level of appeal; filed 121 written submissions and attended 161 hearings at WCAT; filed 4 factums and attended 3 hearings at the NS Court of Appeal.

KAREN ADAMS

Review of the
Workers' Compensation System



ONE YEAR LATER

Review Committee Report Progress Update
Karen Adams, CEO, WCB Nova Scotia

OUR RESPONSE

Accountability



Workers' compensation falling short

COMMENTARY



KAREN ADAMS

✉ newsroom@herald.ca

🐦 [@chronicleherald](https://twitter.com/chronicleherald)

"The workers' compensation system in Nova Scotia falls short of what this province deserves."

This is what you, the workers in this province, have told me.

You've also told me that workers' comp is too expensive, too many people still get injured at work, injured workers do not always get the help they need to recover, the amount of time people remain off work recovering is among the longest in the country, and other provinces are doing better than us by almost every measure.

I joined as CEO of the Work-



Construction workers attend to a pedway that connects two buildings of the new Nova Scotia Community College Waterfront Campus in Sydney.

LUKE DYMENT ■ SALTWIRE

have already started.

ACTION TAKING PLACE

Here's what we're doing inside WCB:

- Acting faster to better support the return to work, keeping more

We have a bold new strategic plan. We will track our progress publicly on three pillars: injury prevention, return to work and exceptional service. You can read more at wcb.ns.ca/protectmore.

It's early, but we're already seeing

A healthcare worker, a Black woman with short curly hair, is shown in profile, facing right. She is wearing a white short-sleeved shirt, a light blue surgical mask, and blue nitrile gloves. She is adjusting a clear plastic IV bag hanging from a metal stand. The background is a blurred hospital room with a window showing a view of trees outside.

SYSTEM SUSTAINABILITY

106.7% funded



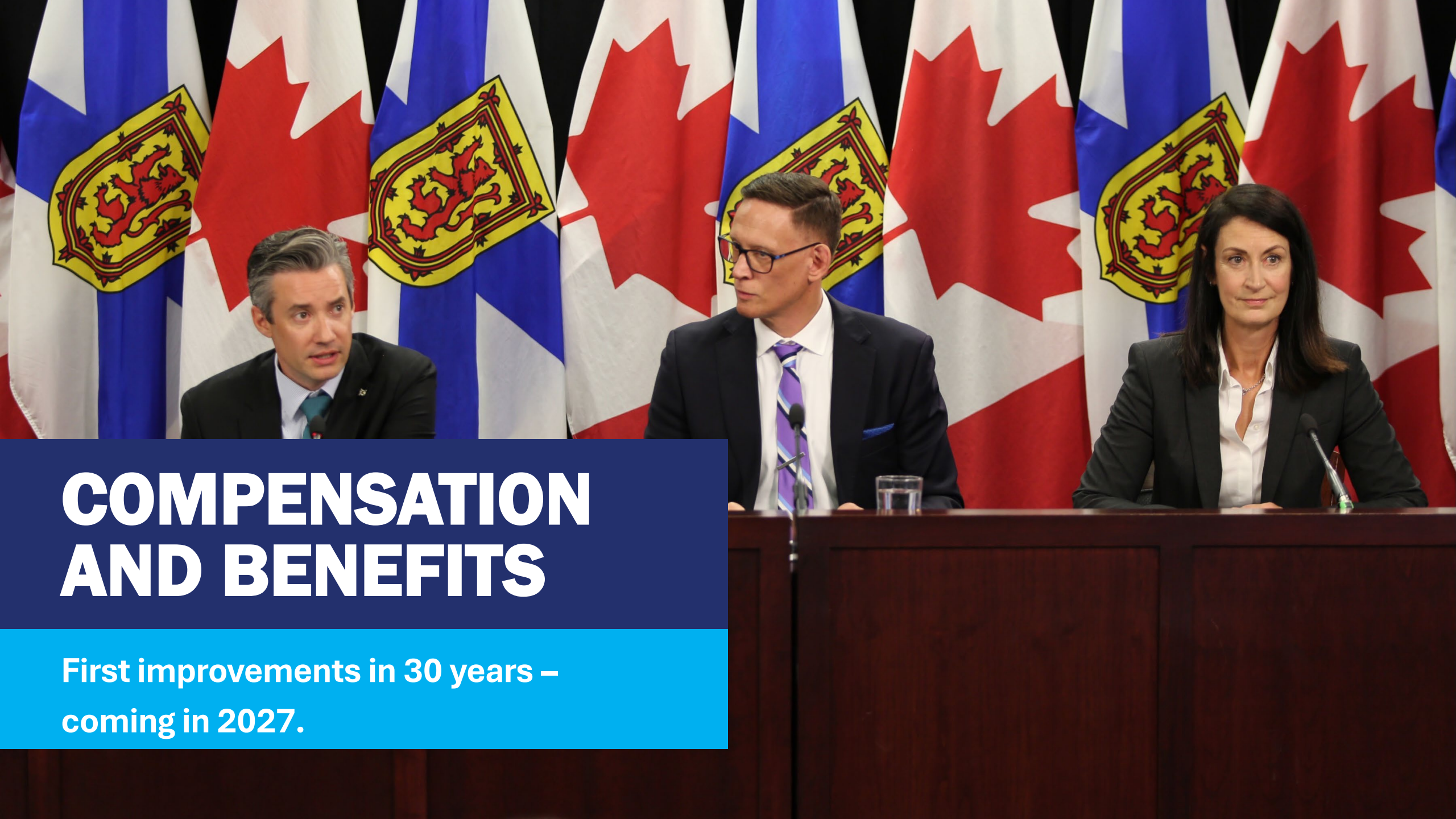
PREVENTION

1.28 injuries per 100. That's 200
Nova Scotians safe, healthy, and on the job.

SAFER

WORKPLACES

TOGETHER

A photograph of three individuals seated at a dark wooden podium during a press conference. From left to right: a man with grey hair in a dark suit and teal tie, a man with glasses in a dark suit and purple tie, and a woman with dark hair in a dark blazer over a white shirt. Behind them are alternating Canadian flags and Ontario provincial flags. A dark blue banner with white text is overlaid on the left side of the image.

COMPENSATION AND BENEFITS

First improvements in 30 years –
coming in 2027.



RETURN TO WORK

More than 3 in 4 people injured at work
are returning within 90 days.

PSYCHOLOGICAL INJURY

WORKER JOURNEY

WHAT INFORMATION DO YOU NEED FOR SUPPORT?

- Workers can use an online self-assessment tool to help assess criteria for eligibility.
- Workers can open a claim over the phone.



HOW DO I GET STARTED?

- A CLIENT CARE NAVIGATOR**
- Specializes in claim support for psychological injury throughout the journey.
- Provides you with ongoing 1:1 support.
- Connects you to mental health services in the community.



Does an injured worker need a navigator?

WHAT IS THE CLAIM DECISION PATH?

- New role: A person who specializes in entitlement decisions for psychological injury claims.



WHAT DOES TREATMENT, RECOVERY AND RTW LOOK LIKE?

- Custom treatment services
- Work transition services



HOW DO WE HELP YOU WITH LONG-TERM CARE?

- Post-journey check-in
- Access to CBT tools



What can you do about employer rates?

- RETURN TO WORK SUPPORT STARTS HERE.
- NAVIGATOR SUPPORT STARTS HERE. I KNOW WHAT TO EXPECT NEXT.

EMPLOYER JOURNEY

HOW DO I LEARN ABOUT PSYCHOLOGICAL INJURY?

Dedicated webpage for Gradual Onset Stress on wcb.ns.ca



HOW WILL YOU HELP ME NAVIGATE WHEN I HAVE A CLAIM?

- A CLIENT CARE NAVIGATOR**
- Provides support and information throughout the life of a claim



HOW CAN WE HELP YOU WITH RETURN TO WORK?

- RTW Specialist
- Navigator
- Self-serve resources



HOW DO WE STAY CONNECTED WITH YOU?

- We're working on ways to collect regular feedback.



All members of the Gradual Onset Stress team will have specialized training in service excellence and trauma-informed care.

Workers with a GOS claim will receive custom treatment services, reflective of their unique circumstances, to enhance outcomes for more successful recovery and return to work.

DID YOU KNOW?

WCB Nova Scotia is preparing to deliver exceptional service to workers and employers for gradual onset stress – a new type of compensable psychological injury.

We are creating a new team under a new, overarching psychological injury portfolio to reimagine the way we serve working Nova Scotians and their employers.

And the work won't stop there. As we live the experience, we will continue to seek feedback.

to create psychologically safe and healthy workplaces in Nova Scotia. What do you need from us to help you?

PSYCHOLOGICAL INJURY

We created a new service model for a new type of injury – and it's working.

CLAIMS ADMINISTRATION

We're exceeding our service standards –
like contacting people quickly over 90%
of the time.



SYSTEM AWARENESS

We're offering new ways to connect with our customers – like with a new website and SMS texts.





ACCOUNTABILITY

QUESTIONS AND ANSWERS

THANK YOU FOR JOINING US

Please watch for an email survey and
visit **WSIS.NS.CA** for further updates.