

Workplace Injury Prevention in Nova Scotia

**SAFER
WORKPLACES
TOGETHER**

The Problem: Change is needed to take prevention to a new level in Nova Scotia

Workplace injuries in Nova Scotia are at an all-time low. But still too many Nova Scotians are getting injured on the job. To prevent more injuries, we need to change how we work. It's time to level up—individually and as a team—to deliver better results and face new challenges head-on.

Deliver Better Results

- Sprains, strains, and musculoskeletal injuries
- Supporting supervisors

Face New Challenges

- Psychological injuries
- Supporting newcomers to the workforce

The Solution: Safer Workplaces Together

The call to action is clear: Collaborate better, prevent more injuries.

We are inviting partners to join us in building a strong, purpose-driven network focused on big impact in injury prevention. We will be ready to take on new challenges and drive real change for Nova Scotians.



How will this be different?

We are uniting for stronger prevention:

- ✓ Placing employers, workers, and shared workplace responsibilities at the centre of every decision
- ✓ Working as one team with a clear plan
- ✓ Agreeing on shared goals and who's doing what
- ✓ Staying focused on a few key priorities, in a structured and coordinated way
- ✓ Using and sharing solid data and evidence to guide action
- ✓ Setting ambitious targets and measuring outcomes
- ✓ Reporting progress and lessons learned transparently

Safer Workplaces Together Action Plan

Prevention Priorities, set by data and best practices	Musculoskeletal Injuries	Psychological Injuries	Focused Support for Supervisors
	Sprains, strains, and other musculoskeletal injuries (MSIs) — the most common type of workplace injury in Nova Scotia.	Psychological injury, focusing on harassment and traumatic incidents — safety issues that Nova Scotians and other jurisdictions told us are emerging priorities for them, here and across Canada.	Focused Support for Supervisors — the focus will be on helping supervisors build stronger safety capabilities. In future years, we will focus on supporting workplaces with high priority or unique needs, like working with employers with a history of injuries or at risk of non-compliance.
2025-2026 Actions and Deliverables for all Partners	• Launch a community of practice to share best practices on common physical risk factors. • Create “ergonomic champions” coaching program. • Sector-specific training for supervisors on MSI risk assessment and prevention. • Promote existing tools and hold webinars on MSI risks. • Include MSI-focused elements in compliance. • Share findings of Canadian Manufacturers & Exporters (CME)-driven initiative that focuses on preventing workplace injuries through AI-powered ergonomic analysis.	• Launch a psych safety community of practice to prevent workplace harassment. • Create “psychological safety champions” coaching program. • Offer discounted cost third-party leadership training on responding to complaints and modeling psychological safety. • Deliver targeted awareness initiatives. • Create and provide additional guides and learning modules. • Plan and deliver sector specific proactive inspection-starting in acute care.	• Communicate learnings from serious and fatal incidents. • Create a WCB and LSI shared data repository. • Regularly review new technology and AI opportunities to advance prevention. • Collect and disseminate clear and unified data on compliance and injuries. • Offer one unified web presence for prevention information and resources to workplaces. • Pilot the Canadian Centre for Occupational Health and Safety (CCOHS) business safety portal with 200 small businesses. • Internal Responsibility System (IRS) promotion to supervisors to empower them to improve hazard identification and mitigation.
Measuring Success	• Improve MSI-focused compliance across all industry sectors. • Reduce MSI claim frequency and duration.	• Increase workplace compliance with new harassment regulations. • Increase psychological incident reporting (short term), reduce psychological injuries and duration (long term).	• Reduce the number of serious injuries. • Increase safety compliance across all industry sectors.
Prevention Outcomes	What outcomes do we hope to drive? • Safety and respect ingrained in the daily experience of every worker. • Positively change behaviours to prevent workplace-related injuries. • Shared accountability and collaboration between prevention network partners. • Secured buy-in and prevention accountability and actions from employers. • Empowered supervisors to model and lead safety habits, conversations, and actions – keeping safety top of mind.		How will we measure success overall? ↓ Reduce injury frequency to 1.16 per 100 workers by 2030. ↓ Reduce injury duration to 174 total lost days per 100 workers by 2030. ↓ Reduce number of serious injuries across all industry sectors. ↑ Increase the Occupational Health and Safety (OHS) hazard priority compliance to 75% by 2030. ↑ Increase participation in safety culture assessments ↑ Improve leadership commitment to safety and worker confidence in reporting unsafe conditions.