



Workers'
Compensation
Insurance System
Review

Public Engagement
Guide

October 2023

We want to hear from you

The government of Nova Scotia is reviewing the workers' compensation insurance system to gather insights from Nova Scotians which will help to develop policy options to improve the system.

In 2019, engagements were started with sectors who are not currently required to have WCB workplace injury insurance in Nova Scotia to share some information on how workplace injury insurance can better support workers and workplaces and to understand their needs. In early 2020, those engagements were halted due to the COVID-19 Pandemic. With the Workers' Compensation Board being in a more stable financial position in Nova Scotia, it is time to hear from Nova Scotians on what is needed to make the workers' compensations system the best system possible for Nova Scotians.

What is the consultation about?

It has been over two decades since the 2002 Dorsey Report provided recommendations on how to improve the workers' compensation system. The consultation is about hearing from Nova Scotians, directly, about their experiences with the workers' compensation system and how the system can be improved for both employers and employees in Nova Scotia.

What step has the government taken to restart the consultation?

A review committee has been formed and is working to validate and prioritize issues with the existing workers' compensation system in Nova Scotia. They are participating in the consultation work to gather input from Nova Scotians to provide recommendations to the Minister. Members of the review committee represent both employees and employers across the province.

What do the engagements hope to achieve?

To gather insights from Nova Scotians that will support LSI in developing options that will contribute to improvements to the workers' compensation system for Nova Scotians. The engagements will enable the validation and prioritization of issues that will better support workers, especially those most vulnerable, and employers in Nova Scotia.

What do we know about challenges in the system today that we need to validate?

The consultation will look at the existing challenges and concerns with the current workers' compensation system in Nova Scotia, including:

- **Improving benefits** (e.g., indexing benefits to the Consumer Price Index);
- **Service Delivery** and how to better support Nova Scotians, such as by expanding coverage to more Nova Scotians, especially to those most vulnerable;
- **System Supports** and what may be needed to help Nova Scotians to enhance prevention of injury or if they are injured at work, such as how to navigate the system;
- **Making the rules easier to understand** (e.g., having rules that make it easier to know if you are required to have WCB workplace injury insurance);
- **How issues get resolved** so Nova Scotians know, for example, where to go to get information or advice on matters when they are injured at work;
- **Financial Sustainability** with competitive rates for employers

Who can participate?

The government values the input of everyone in Nova Scotia. Every sector, employer, employee and Nova Scotian is invited to participate and provide input as part of the engagements that will be held across the province and can also provide a submission with their input.

What are we hoping to learn from the engagements?

The engagements will consider benefit improvements for workers and reduction of rates for employers and any other system considerations that would contribute to workers' compensation system improvements in Nova Scotia. The review committee will provide advice to the Minister by mid 2024 in relation to the insights and input from participants on issues and priorities of how to make this system better for Nova Scotians.

Why should I get involved?

Protecting workers is the right thing to do. As a government, we value input from everyone on this important topic. We have an opportunity to work together to make significant and important changes that can improve the workers' compensation system for everyone, and we want to make sure we get it right.

What is the timeline for this process?

We expect engagements to finish in the fall. The Review Committee established by government will use what is heard at the consultation sessions to make recommendations to government on opportunities that would benefit employers and employees in Nova Scotia. The consultation process will inform what improvements are needed to the workers' compensation system.

How can I get involved?

There will be opportunities to participate both in-person and virtually. Consultation sessions will be held across Nova Scotia that will provide the opportunity for Nova Scotians to provide input. If you are not able to attend the consultation sessions in person, there will be the opportunity to attend virtually, as well as the opportunity to submit written submissions.

How can we get more information?

The Department of Labour, Skills and Immigration can be contacted via email at safetyengagement@novascotia.ca.