## Workplace accidents and fatalities:

investigation process

We want Nova Scotians to come home from work safe. When that doesn't happen, it's important to find out what went wrong and hold those who were responsible accountable.

Workplace investigations are complex and can take up to 2 years to complete. There are 3 stages to the investigation into an incident.



## RESPONSE STAGE

Begins right after the incident

- communicate within 48 hours with next of kin of anyone who has been injured or killed
- connect families with Victim Support Services
- issue a stop-work order\*
- collect witness statements and evidence
- work with other agencies (i.e. police, Medical Examiner, or EHS)
- conduct inspections and engage other experts as needed
- consult with 3rd-party experts\*



## ASSESSMENT AND ANALYSIS STAGE

An in-depth process that takes the most time to complete

- continue to support the family through awareness and outreach team
- meet with involved parties, often many times, to collect and examine evidence
- determine what contributed to the incident, if and how it could have been prevented, and who is responsible
- determine if everyone met their legally required duties and responsibilities
- identify potential charges\*



## FINDINGS STAGE

- inform injured worker or the victim's family about findings that can be shared, and connect them with the support they need
- present findings to the Nova Scotia Public Prosecution Service, who will provide advice about whether to press charges
- put together evidence and other information to support court proceedings, if charges are pressed
- consider if findings should inform future safety improvements\*

