

Nova Scotia

LAWS & ANNOUNCEMENTS

Work Injuries

May 9: At 1.38 per 100, Nova Scotia's work injury rate is at an all-time low, with 5,260 lost time injuries in 2024. Repetitive strain injuries accounted for 49.8% of time-loss claims. 5,000 injuries resulted in at least 3 days of work missed, a national high. 9.8% of injured workers continue receiving long-term benefits after 2 years.

Fire Safety

May 2: In 2023, Nova Scotia temporarily raised the fine for failure to follow the daily burn restrictions during wildfire season to an eye-popping \$25,000. And now the province has announced that \$25,000 will remain the fine amount on a permanent basis, effective today.

Action Point: Find out how to implement an effective and legally sound [Fire Prevention Compliance Game Plan](#) to prevent fires and explosions at your workplace.

Accessibility

May 6: Nova Scotia's new [2025-2028 Accessibility Plan](#) sets out ambitious goals to boost government-wide accessibility across 8 priority areas over the next 3 years including employment, service delivery, information and communication, and public transportation.

Action Point: Find out how accessibility laws affect your OHS program and how to [ensure your workplace emergency response plan accounts for the disabled](#).

Training

Apr 10: Nova Scotia announced that it will invest \$10 million in projects to promote opportunities for skilled trades careers in the construction industry, including expansion of enhanced direct-entry apprenticeship programs, career transition training programs, and creation of the new Cape Breton Trades Exhibition Centre facility.

Seasonal Safety

Apr 24: With temperatures warming, Nova Scotia called on residents to guard against tick bites and the diseases they can cause. There are several types of ticks in the province, including the black-legged tick, which transmits Lyme disease, anaplasmosis, babesiosis, and Powassan disease. Those who work outdoors are at particular risk.

Action Point: Find out [how to protect outdoor workers from tick bites](#) that can cause Lyme disease and other illnesses.

Drugs & Alcohol

Apr 18: Nova Scotia issued [new regulations](#) governing the retail sale of cannabis that, among other things, ban the sale of flavoured vaping products and ban children

under 18 from entering an establishment that sells only cannabis products.

Action Point: Find out how to use the [OHS Insider Substance Abuse Compliance Game Plan](#) to curb drugs and alcohol at your workplace.

Environmental

May 8: New environmental assessment regulations took effect to speed up, simplify, and streamline the process companies must go through to get government approval for projects that pose potential harm to the environment. Among other things, companies must now provide a plain language summary of their project's environmental impacts that the government will post online for public review.

CASES

Blasting Safety: Appeals Court Should Have Let Not Guilty Verdict Stand

A trial court found a first-class blaster with 40 years' experience accused of OHS violations not guilty on all charges. The appeals court set aside the acquittals and ordered a new trial on 6 of those charges. The case then went to the province's top court, the Nova Scotia Court of Appeal which reversed the appeals court's ruling. The trial court's acquittals were well reasoned and supported by evidence and the appeals court was wrong to set them aside and reweigh the evidence [[R. v. Atlantic Road Construction and Paving Limited](#), 2025 NSCA 31 (CanLII), May 7, 2025].

Action Point: One of the key requirements of OHS regulations on blasting and demolition is to keep proper logs. Find out how to implement a legally sound [blasting logs compliance game plan](#) at your workplace.

Material Handling: Transferring Mechanic to New Location Is Not Failure to Accommodate

A car dealer made accommodations for a veteran mechanic battling health issues, including limiting the amount of weight he'd have to lift to no more than 60 lbs. About 6 months later, the dealer asked the mechanic to transfer to another dealership it owned across the street. The mechanic expressed reservations and concerns about lifting heavy objects. Less than a week after that, he came to work only to find another mechanic in his bay. Exactly what happened when he went to the HR office to ask about his situation was a matter of dispute; but the one thing that was clear is that the mechanic found himself out of work. The Nova Scotia Labour Board dismissed his wrongful dismissal claim. An employer has a right to transfer an employee without his consent. Although the compensation at the new location would be less, the difference was based on the different kind of work he'd be doing there. The dealer also assured the mechanic that the new location would continue to honour the heavy lifting accommodation [[Wheaton v 3231040 Nova Scotia Limited c.o.b. as Atlantic Kia](#), 2025 NSLB 53 (CanLII), April 10, 2025].