

Nova Scotia

LAWS & ANNOUNCEMENTS

Work Injuries

Feb 17: There were 22 work fatalities in Nova Scotia last year, two more than in 2024. Deaths related to occupational diseases increased from six to 13. Deaths due to heart attack, stroke, and other health-related events at work fell from seven to two, while acute traumatic incident deaths remained at seven.

Fall Hazards

Feb 24: WCB Nova Scotia reports that snow and ice-related work injuries are running roughly 40% above last winter's pace. Through January 30, WCB received 278 claims for such injuries, as opposed to 197 in the winter of 2024-2025, and 217 the winter before. Snow and ice-related injuries usually spike one to three days after major winter weather events, especially slips, trips, and falls on outdoor surfaces.

Action Point: Find out how to implement a legally sound [Fall Protection Compliance Game Plan](#) at your site.

Machine Safety

Feb 27: The Department of Labour's safety branch concluded its OHS investigation into the October 2024 death of a Halifax Walmart worker. Investigators determined that the oven involved in the incident was in proper working order and that the store didn't commit any OHS violations that contributed to the worker's death.

Fire Safety

Mar 2: Under new fire safety legislation ([Bill 186](#)) working its way through the Nova Scotia Assembly, the Minister of Emergency Management will oversee municipal fire services and set provincewide standards for fire services, firefighter training and certification, personal protective equipment, transition support for fire services that want to transition to a municipal model, and resources for fire protection service planning, delivery and reporting. Fire departments and service commissions that aren't currently part of a municipal fire service will remain as is.

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.

New Laws

Feb 19: The Government of Canada is investing over \$4 million of Regional Defence Investment Initiative (RDII) funding, most of it repayable, to nine businesses in Nova Scotia (in order of amount): Sensor Technology Ltd., Mathers Logistics Ltd., Salient Energy Inc., AML Oceanographic Ltd., GALAXIA Mission Systems, Marine Thinking Inc., Atlantic Hardchrome Limited, L & M Highland Outfitters Limited, and Leeway Marine.

Industry Challenges

Mar 2: [Bill 193](#), the *Powering the Economy Act*, creating new laws and systems to tax, finance, and regulate offshore wind, geothermal, natural hydrogen, helium, and carbon storage projects in Nova Scotia, is already through Second Reading on its way to almost certain passage.

Training

Feb 24: Newly tabled amendments to the *Community Colleges Act* ([Bill 196](#)) would establish a new Institute of Skilled Trades (IST) at Nova Scotia Community College (NSCC), to be led by an industry-led council and funded by a five-year, \$25-million investment for new innovative equipment and tools to enhance classrooms, training, and workshops across the province.

Workplace Harassment

Mar 3: The Nova Scotia Assembly tabled but will unlikely pass [Private Member Bill 217](#) imposing new restrictions on the use of non-disclosure agreements to resolve harassment, violence, discrimination, and coercion claims in workplaces and other settings where power imbalances may exist.

Action Point: Use the OHS Insider [Assessment Questionnaire template](#) to uncover hidden harassment, bullying, and stalking problems at your workplace.

Drugs & Alcohol

Feb 25: Newly tabled [Bill 200](#) amends the *Cannabis Control Act* to improve public safety. Highlights: Higher fines for violations, new offence for landlords that allow their property to be used for illegal cannabis sale or distribution, use of peace officers to enforce the law in addition to the police, and loosening of courtroom evidence rules making it easier to prove presence of cannabis.

Find out how to implement a [Drugs and Alcohol Testing Policy](#) at your workplace.

Drugs & Alcohol

Mar 2: Nova Scotia signed a direct-to-consumer agreement with Ontario that will allow Nova Scotia producers to sell their wine, beer and spirits directly to Ontarians and Nova Scotians to order alcoholic beverages directly from Ontario producers. Of course, consumers must be 19 or older to order alcohol, and the beverages must be for personal use.

Workers' Compensation

March 31 is the deadline for Nova Scotia employers to submit their workers' compensation payroll reports to the WCB listing their actual numbers from 2025 and projected numbers for 2026 to avoid potential late fees, interest, and penalties.

Action Point: Find out how much each province and territory is charging for [workers' compensation premiums in 2026](#).

Workers' Compensation

Feb 12: Last fall, Nova Scotia passed legislation amending the *Workers' Compensation Act* to allow the WCB to review an extended earnings-replacement benefit (EERB) at any time instead of only at fixed intervals of 36 and 60 months. Now the WCB is holding public consultations on a [proposed policy](#) for implementing its new EERB review powers. Deadline to comment: March 16.