

Duty to Cooperate – WCB Nova Scotia

Doing our part to support a healthy, safe return to work.

In the fall of 2024, the provincial government amended the *Workers' Compensation Act* to include the [Stronger Workplaces for Nova Scotia Act](#). This legislation empowers WCB Nova Scotia to hold both workers and employers accountable for their collective responsibilities and underscores the importance of cooperation in the return-to-work process. [Read about the Stronger Workplaces for Nova Scotia Act here.](#)

The WCB is committed to fostering a collaborative environment where employers and workers actively participate in the return-to-work process. "Duty to Cooperate" is a crucial aspect of this commitment, ensuring that all parties work together to support and benefit workers injured on the job.

What is Duty to Cooperate?

Duty to Cooperate requires employers and workers to engage in the return-to-work process.

People who can stay at work or are connected to work while recovering from an injury have better outcomes.

Employers with an accommodation plan can reduce time loss, benefit their bottom line, and improve employee outcomes—everyone wins.

Cooperation is essential for achieving better recovery outcomes and reducing time loss due to injuries.

Why is this happening?

We are changing how we work, because return to work is the problem in Nova Scotia. Too many people are off for too long, and too many go on to receive long-term benefits. We all want the same thing—we want Nova Scotians working.

We're holding employers accountable. Most time-loss injuries come from just a few employers in this province. We're focused on them. And we'll ensure all employers understand the new Duty to Cooperate legislation before it comes into effect.

When is this happening?

Duty to Cooperate legislation will come into effect on July 15, 2025.