

BACKGROUND

Construction Safety Nova Scotia (CSNS) and the Workers' Compensation Board (WCB) of Nova Scotia are working collectively with the construction sector to improve return to work (RTW) outcomes by helping injured workers get back to work faster.

Over the past several months, we have been engaging with workers, employers, health care providers and other stakeholders to identify the current state of RTW experiences and discuss potential solutions to making the RTW process faster.

Through that process we identified the need for two different services to support our members: job matching and a RTW employer support hotline.



Want more information about our RTW programs?

Contact Lori Ross at
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RETURN TO WORK

TWO NEW PILOT PROGRAMS TO SERVE OUR MEMBERS

- 1 Job matching program
- 2 RTW employer support hotline

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JOB MATCHING

CSNS and the WCB are piloting a service to match injured workers with meaningful and productive transitional work with other employers across the construction industry.

BENEFITS

- Support employers in meeting their labour demands.
- Support workers in staying connected to the workplace.
- Address the labour shortage.
- Improve productivity.
- Decreased WCB premium rates because workers are doing transitional work rather than drawing on WCB benefits.

Interested in being a host employer?

Contact Lori Ross at
lross@constructionssafetyns.ca or
902-223-4499.

FAQS

Q. Who pays the worker for this transitional work?

A. The host employer is responsible for paying wages as it would for any employee. However, if the transitional wage is lower than the amount of the worker's earnings replacement benefits, as always, the WCB would ensure the worker received benefits to bring their total compensation in line with the full earnings loss benefits to which they would be entitled.

Q. What if the worker gets injured during the transitional job?

A. If the worker is re-injured while in their transitional job (recurrence), the liability will be with the pre-injury employer. If it is a new injury, the liability will be with the host employer. (Aligned with WCB Policy 4.3.1 and Procedure 3.1.7)

Q. Ultimately, what responsibilities am I assuming as the host employer?

A. The same responsibilities that you would have for any employee you hire, including safety training and pay.

Q. How will CSNS support me once the worker is placed at my company?

A. Our RTW Coordinator will remain your point of contact as long as the worker stays in the transitional role and will be available to answer and assist with any questions you may have.

RTW EMPLOYER SUPPORT HOTLINE

We know that navigating the return to work (RTW) process can be confusing. That's why we are piloting a RTW Employer Hotline that you can call to get answers to all your RTW questions.

HOW THE HOTLINE CAN HELP

- Answering your frequently asked questions about the RTW process.
- Help you answer questions that your workers may have.
- Walk you through the process flow for RTW and what to expect.
- Directing you to relevant resources on the WCB website and helping you to understand them.
- Directing you to healthcare service providers in your area, such as physiotherapists.

Call Lori at 902-223-4499.

Visit our website for more FAQs, helpful resources, and more information:
constructionssafetyns.ca/return-to-work-pilot-project