

# Nova Scotia

## LAWS & ANNOUNCEMENTS

### Minimum Wage

Jul 25: Following the 50-cent increase in April, Nova Scotia will raise its minimum wage—from \$15.70 to \$16.50, effective Oct. 1. The minimum wage for non-time workers in the logging and forestry sector will also increase from \$3,086.60 to \$3,243.90 per month on that date.

**Action Point:** Find out [how to avoid common payroll errors](#) when adjusting to minimum wage increases.

### Termination

Jun 27: Nova Scotia updated the [General Civil Service Regulations](#). Effective today, the maximum severance for non-union and non-association civil servants terminated without cause will be 72 weeks' salary, based on 4 weeks' pay per year of service, plus 8 weeks' notice, for a total of up to 80 weeks' pay. Approximately 24% of provincial civil servants are non-union/non-association employees. Similar rules apply in Alberta, BC, Manitoba, and Ontario.

**Action Point:** Find out how to implement a legally sound [termination notice compliance game plan](#) at your company whether you're in the public or private sector.

### New Laws

Jul 22: Nova Scotia launched a new \$4.71 million Strategic Investment Fund to support companies in the seafood and agriculture that want to undertake “big, bold projects” to take their business “to the next level” such as by adopting new technology, moving into new markets or changing their business models. Funded projects must be completed by January 2027.

### New Laws

Jun 27: The Nova Scotia Fisheries and Aquaculture Energy Efficiency Innovation Fund is investing \$1.73 million for 22 projects to lower carbon emissions in the province's seafood sector. The projects range from electrifying vessels to installing solar systems.

### New Laws

Jul 17: Nova Scotia ordered all departments “to look for every opportunity” to use local wood products in new construction, renovations and conversions from oil heat. Specifically, the priority is to use mass timber, wood pellets, biomass, biofuels, and other products made with wood leftover from sustainable harvesting and sawmilling in government and publicly funded projects.

### New Laws

Jul 14: Northern Pulp Nova Scotia confirmed that it was unable to secure the necessary funding for its new mill project that would have created new forestry jobs.

The government says it did all it could to make the project happen and that it will continue to support the development of a new sustainable pulp mill to leverage the quality fibre from its Acadian forest.

### **Drugs & Alcohol**

Jun 27: New free trade regulations allow residents to buy alcohol products from producers in provinces that have signed direct-to-consumer agreements with Nova Scotia. The new regulations also mean that local alcohol producers will be able to sell directly to consumers in participating provinces.

**Action Point:** Find out how to implement an effective [fitness for duty policy to control substance abuse](#) at your workplace.

### **Health & Safety**

Jul 9: With the year halfway over, the WCB reported that the 2025 time-loss injury rate in Nova Scotia has dropped to an all-time low of 1.31 per 100 covered workers, as compared to 1.38 at the end of 2024. Work injuries caused workers to miss about 246 days of work for every 100 workers covered, as compared to 270 at year's end. Three quarters of workers hurt on the job are returning to work within 90 days.

**Action Point:** Find out [how to prevent workers' comp claims by creating a vibrant workplace health and safety culture](#) at your company.

### **Workers' Comp**

Jul 15: The Nova Scotia WCB [Return to Work and Duty to Cooperate Policy](#) implementing new *Workers' Compensation Act* requirements that employers stay in touch with injured workers throughout the return-to-work process and offer suitable work when the workers return or face risk of penalties officially took effect.

**Action Point:** Find out about your workers' comp [duties to re-employ](#) injured workers and what you must do to comply with them.