

Agriculture, Aquaculture and Fisheries

Annual Report
2015–2016

**Agriculture, Aquaculture and Fisheries
Annual Report 2015–2016**

Province of New Brunswick
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Transmittal letters

From the Minister to the Lieutenant-Governor

The Honourable Jocelyne Roy Vienneau
Lieutenant-Governor of New Brunswick

May it please your Honour:

It is my privilege to submit the Annual Report of the Department of Agriculture, Aquaculture and Fisheries, Province of New Brunswick, for the fiscal year April 1, 2015, to March 31, 2016.

Respectfully submitted,



Honourable Rick Doucet
Minister

From the Deputy Minister to the Minister

Honourable Rick Doucet
Minister of Agriculture, Aquaculture and Fisheries

Sir:

I am pleased to be able to present the Annual Report describing operations of the Department of Agriculture, Aquaculture and Fisheries for the fiscal year April 1, 2015, to March 31, 2016.

Respectfully submitted,



Jean Finn
Deputy Minister

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Minister's message

Our agriculture, aquaculture and fisheries sectors are vital components of the New Brunswick economy, creating thousands of jobs for New Brunswickers. These traditional, resource-based industries contribute to our economy and our inherent way of life.

New Brunswick is home to some of the best seafood products in the world. Our aquaculture sector is the third-largest in Canada, and we are particularly proud of our leadership in sustainable management practices and having been recognized internationally for our fish health management programs.

We have committed to working with fish harvesters, processors and other industry stakeholders to add value by expanding markets for our fish and seafood products, particularly in Europe and Asia. In 2015 the value of New Brunswick's fish and seafood exports rose to \$1.4 billion.

Our commercial fishery continues to be a fundamental part of the social and economic fabric of the province, generating jobs and incomes earned in both primary and processing activities, particularly in and around rural coastal communities.

Agriculture, the province's second-largest goods producing sector, creates more than 10,000 full-time equivalent jobs and generates close to \$600 million in gross farm cash receipts, with a yearly yield of almost \$1.5 billion in value-added revenues.

Creating the conditions for continued and sustainable job growth, improving our fiscal situation and supporting our families are government's top priorities. To achieve those goals, we are looking at new and innovative methods of export development and market promotion.

Through our continuing work with our sector partners and stakeholders, we are committed to upholding a sustainable and healthy future for agriculture, aquaculture and fisheries in this province.



Honourable Rick Doucet
Minister of Agriculture, Aquaculture and Fisheries

Deputy Minister's message

In keeping with government's commitment to create jobs, grow the economy and improve the province's fiscal health, the Department of Agriculture, Aquaculture and Fisheries continues to seek opportunities for strategic investments, efficiencies and improved service to our clients.

Our priorities are to increase export and domestic sales of New Brunswick's agri-food, fish and seafood products while achieving a sustainable budget and promoting access to local food and beverage products. By focusing on these priorities, we continue to ensure the best value for taxpayers.

Our goal is to help these industries expand, innovate and capitalize on emerging market opportunities around the world by investing in projects that will add value and identifying new markets.

The Department of Agriculture, Aquaculture and Fisheries is on track in its mission to cultivate economic growth through leadership, focused programs and services to the sectors.

We continue to evolve as a performance-based organization, energized by a commitment to growth and prosperity for our agriculture, aquaculture and fisheries sectors.

A handwritten signature in black ink, appearing to be 'JF', with a long horizontal stroke extending to the right.

Jean Finn
Deputy Minister

Strategic priorities

Strategy management

The Government of New Brunswick (GNB) uses a formal management system built on leading business practices with the purpose to develop, communicate and review strategy. This process provides the public service with a proven methodology to execute strategy and continuously drive improvement.

The development of the strategy, using the formal management system, starts with a strategic vision of *Moving New Brunswick Forward*. This vision is anchored in four strategic themes which include:

1. **More jobs** — Creating the best environment for jobs to be generated by New Brunswickers, by businesses, by their ideas, by their entrepreneurial spirit, and by their hard work. This includes providing seamless support to businesses, leveraging new technologies and innovation by supporting research and development, and developing a skilled workforce by improving literacy and education.
2. **Fiscal responsibility** — Getting New Brunswick's fiscal house in order through a balanced approach to decrease costs and increase revenues.
3. **Best place to raise a family** — Designing social programs to make life more affordable and make New Brunswick the best place to raise a family.
4. **Smarter government** — Providing taxpayers with better value for their money by transforming the culture of government by eliminating waste and duplication, adopting new innovations in technology to improve services and savings, and improving accountability measures.

Highlights

During the 2015–2016 fiscal year, the Department of Agriculture, Aquaculture and Fisheries focused on these strategic priorities through the following initiatives:

- ♦ *Provided \$9,328,368 in support to the agriculture, aquaculture and fisheries sectors through various programs.*
- ♦ *Provided assistance to agri-food businesses to increase the sale and consumption of New Brunswick-produced agri-food products within the province.*
- ♦ *Led the implementation of the New Brunswick Wild Blueberry Sector Strategy to support producers in keeping pace with worldwide demand; developed a new pollination strategy to plan for future pollination needs; completed a training needs survey for blueberry producers; improved road and other associated infrastructure within blueberry-producing areas; and focused on productivity improvements to help New Brunswick be the 2015 top producer of wild blueberries in Canada.*
- ♦ *Supported industry participation in fish and seafood commercial trade initiatives for the promotion of New Brunswick products both at the national and international levels to increase exports in traditional and emerging markets (North America, Europe and Asia).*
- ♦ *Supported industry in multiple incoming missions to welcome international buyers looking to buy New Brunswick fish and seafood, the value of which rose by \$318 million (28 per cent) to reach \$1.4 billion in 2015.*
- ♦ *Supported the Minister in attending the final round of Trans Pacific Partnership (TPP) negotiations in Atlanta, Georgia, which led to an agreement that should benefit many sectors once implemented; and hosted an information session on trade topics with the agriculture sector and the chief Canadian agriculture negotiator.*
- ♦ *Led the effort in the surveillance and control of rabies along with the departments of Health and Natural Resources, including enhanced surveillance for the detection and diagnosis of the raccoon variant rabies virus.*
- ♦ *Helped facilitate the transfer of the department's Marshland Maintenance Section, including technical staff, to the Department of Transportation and Infrastructure, effective April 1, 2016.*
- ♦ *Supported industry in a food safety certification initiative to expand international market access; 23 New Brunswick seafood processing plants are now certified under the Global Food Safety Initiative (GFSI).*
- ♦ *Developed an action plan to improve the productivity of the six community pastures in central and southern New Brunswick through repairs, brush clearing and improvements to existing cattle-handling infrastructure.*
- ♦ *Was under-budget by 4.9 per cent or \$1,862,900 as a result of less-than-anticipated program expenditures and a close monitoring of spending.*
- ♦ *Undertook public consultations between November 2015 and February 2016, to engage and seek input from stakeholders on the development of an agricultural land policy, and held seven public open houses around the province attended by close to 200 farmers, the public, other stakeholders, and land use planners.*
- ♦ *Supported BioNB and its programs by extending the shared GNB/Atlantic Canada Opportunities Agency (ACOA) funding commitment for five years (2015–2020), with a total contribution of \$644,719 from GNB, and the same amount from ACOA, for a total investment of \$1,289,438. As part of the agreement, BioNB committed to targets for job creation and economic development in the bioscience sector by supporting local entrepreneurship and by attracting foreign investment and partnerships with New Brunswick entrepreneurs and research institutions.*

Performance measures

The following table summarizes some of the performance measures for the Department of Agriculture, Aquaculture and Fisheries for 2015–2016.

More jobs	Measures
Ensure responsible resource development.	Number of Crown land acres allocated for blueberry production.
	Overall seafood export value.
Fiscal responsibility	Measure
Reduce expenditures.	Ratio of actual to budgeted expenditures.
Smarter government	Measure
Enhance employee involvement, commitment and productivity.	Percentage of employee performance reviews completed.

More jobs

Objective of the measure

Ensure responsible resource development.

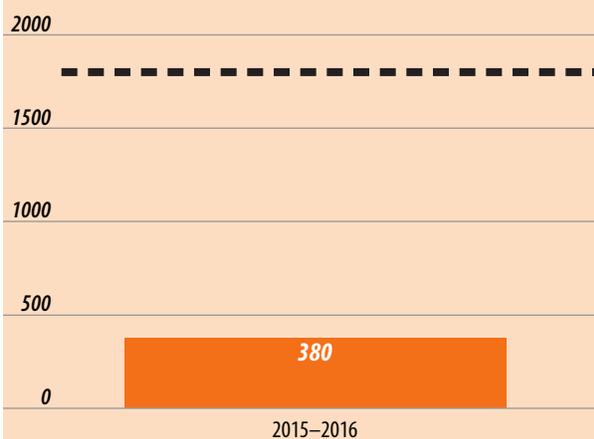
Measure

Number of Crown land hectares (ha) allocated for blueberry production.

Description of measure

This measure captures the number of crown land hectares which have been specifically allocated for blueberry production in the form of a lease to private industry.

Hectares allocated for blueberry production



Overall performance

The department completed the process to allocate 1,920 ha (4,750 acres) of Crown lands in the budget year 2015–2016. However, only 380 ha (940 acres) were allocated, while the remaining 1,540 ha (3,805 acres) of Crown lands were offered through a Request for Proposal (RFP) in 2015–2016. Of the 1,540 ha (3,805 acres) offered through RFP, 806 ha (1,990 acres) were accepted by applicants and allocated in the next budget year (April 2016) and will be accounted for in next fiscal.

- Baseline: Not applicable
- - - - - Target: 1,820 ha (4,500 acres)
- Actual: 380 ha (940 acres)

Why do we measure this?

Promoting growth of the wild blueberry sector is a priority area of activity given its potential for creation of new companies and new jobs throughout the province. Allocation of Crown land specifically for blueberry production is a means of enabling continued development of the sector and a lead measure for growth.

What initiatives or projects were undertaken in the reporting year to achieve the outcome?

Department efforts focused on the issuance of a Request for Proposals for the development of 1,540 ha (3,800 acres) of Crown land for wild blueberry development. Proposals were received and reviewed within the 2015–2016 budget year. However, the decision was taken in April 2016 that resulted in the allocation of 786 ha (1,940 acres).

More jobs

Objective of the measure

Ensure responsible resource development.

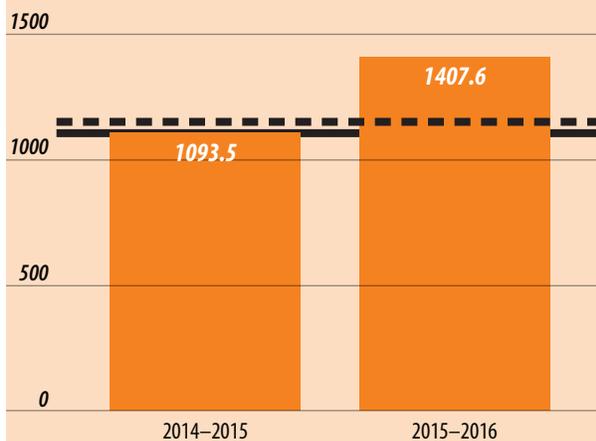
Measure

Overall seafood export value.

Description of measure

This measure captures the value of all primary and processed fish and seafood delivered to customers outside of Canada.

Overall seafood export value (\$M)



Overall performance

The target for seafood export sales was exceeded in 2015-2016. The target for increase over the baseline was five per cent whereas the actual increase was 28.7 per cent.

————— Baseline: \$1,093.5 million
- - - - - Target: \$1,148.2 million
Actual: \$1,407.6 million

Why do we measure this?

Seafood is one of New Brunswick's key exports and contributes significantly to the New Brunswick economy. Investments in promoting New Brunswick seafood products and assisting New Brunswick companies to penetrate strategic markets should impact the overall value of exports in future years.

What initiatives or projects were undertaken in the reporting year to achieve the outcome?

Focus was given to attendance at priority tradeshows within key markets (Hong Kong, Brussels, China, Barcelona and Boston) as well as identification of opportunities and challenges presented by the pending Comprehensive Economic and Trade Agreement between Canada and the European Union (CETA).

Fiscal responsibility

Objective of the measure

Achieve sustainable budget.

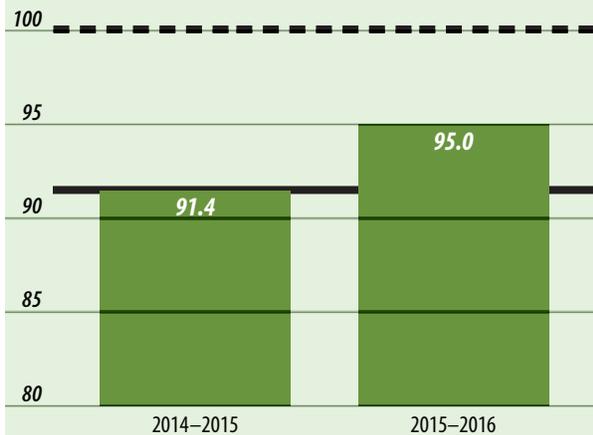
Measure

Ratio of actual to budgeted expenditures.

Description of measure

The ratio measures whether the department is over-budget or under-budget. The ratio will exceed 100 per cent when spending is over-budget and will be less than 100 per cent when spending is under-budget.

Actual to budgeted expenditures (%)



Overall performance

The department's 2015-2016 budget was set at \$37,748,690. As a result of less-than-anticipated expenditures and a close monitoring of spending, the department closed out the fiscal year at five per cent, or \$1,863,000, under-budget.

— Baseline: 91.4%
- - - Target: 100%
Actual: 95.0%

Why do we measure this?

This indicator measures the ability of GNB to manage its overall expenses as compared to its budget. GNB must ensure that expenses are managed in accordance with the budget and be prepared to take corrective action if expenses are projected to be over-budget during the year.

What initiatives or projects were undertaken in the reporting year to achieve the outcome?

To achieve this target, the department managed staffing in 2015-2016 by delaying the filling of vacant positions. The department also realized savings in the federal/provincial Growing Forward 2 AgriStability Program due to less-than-anticipated demand from producers.

Smarter government

Objective of the measure

Align departmental and individual employee performance to the GNB strategy.

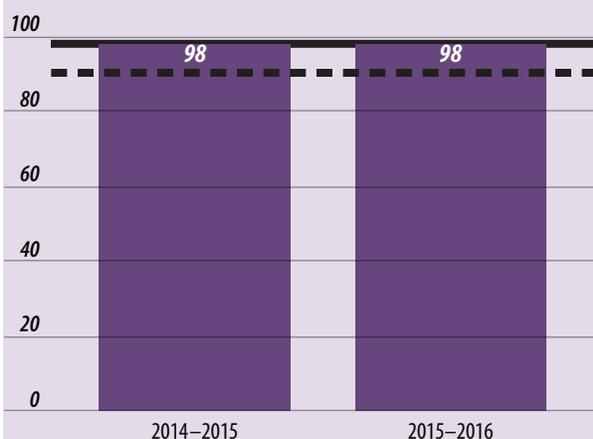
Measure

Percentage of employee performance reviews completed.

Description of measure

The completion of performance reviews provides an opportunity to align and cascade goals throughout the department. Performance reviews also drive business results by linking individual performance to the overall departmental strategy.

Employee performance reviews completed (%)



Overall performance

The department exceeded the target set for 2015-2016 and reported a 98 per cent completion rate for all performance reviews, an increase of 3 percentage points from the 2013-2014 fiscal year.

— Baseline: 98%
- - - Target: 90%
Actual: 98%

Why do we measure this?

It is important for staff to be provided with an annual review of their performance. Comprehensive performance reviews provide employees with feedback on aspects of their jobs that were done well and areas that require improvement.

What initiatives or projects were undertaken in the reporting year to achieve the outcome?

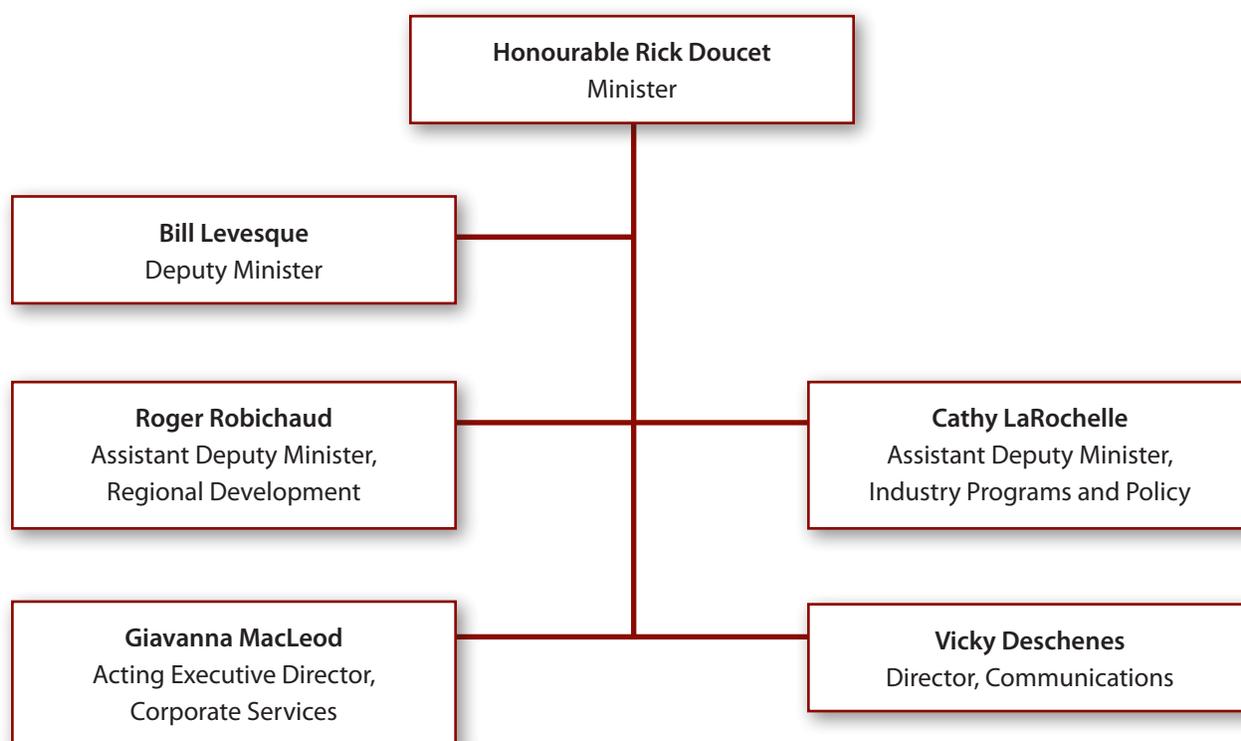
Early communications regarding target setting and time-lines for completion of performance reviews ensured that a high percentage was completed in a timely manner.

Overview of departmental operations

The mandate of the Department of Agriculture, Aquaculture and Fisheries is to develop and implement a total development approach for the agriculture, aquaculture, fisheries and value-added sectors. This approach aims at improving the economic competitiveness and sustainable development of these sectors and related industries. In 2015–2016 the department employed up to 253 individuals on a full-time, casual or contract basis. This was up from 240 in 2014–2015.

High-level organizational chart

As of March 31, 2016



Division overview and highlights

Industry Programs and Policy Division

The **Industry Programs and Policy Division** has two primary objectives:

- to coordinate industry financial programs and regulatory functions; and
- to develop and implement policies and strategies to support competitive agriculture, aquaculture and fisheries sectors.

The division consists of the Industry Financial Programs Branch, the Leasing and Licensing Branch, the Innovation and Market Development Branch, the Sector Specialist Services Branch, the Strategic Planning and Program Development Branch and the Farm Products Commission.

The **Industry Financial Programs Branch** provides financial assistance to the agriculture, aquaculture and fisheries industries under various programs.

The **Leasing and Licensing Branch** fosters responsible leasing and/or licensing-related activities under various departmental acts. It also provides GIS services to the department.

The **Innovation and Market Development Branch** provides strategic direction, services and programs in support of value-added food, local food, biosciences and market development.

The **Sector Specialist Services Branch** provides specialist advice and services to industry.

The **Strategic Planning and Program Development Branch** provides expertise in the areas of inter-jurisdictional coordination, strategic planning, legislation, and policy and program development.

The **Farm Products Commission** provides management and administrative support in the monitoring of commodity boards under the *Natural Products Act*.

HIGHLIGHTS

- ♦ *Amended the Milk Quality Regulation under the Natural Products Act to include quality standards for goat and sheep milk in the province.*
- ♦ *Issued a Request for Proposals for Crown land allocation for wild blueberry cultivation.*
- ♦ *Repealed three obsolete pieces of legislation and their associated regulations – the Farm Machinery Loans Act, the Farm Improvement Assistance Loans Act and the Farm Credit Corporation Assistance Act.*
- ♦ *Supported the New Brunswick Buy Local Initiative by having summer students visit 16 communities and participate in 18 events around the province. The students organized seven roadside stops that profiled local businesses.*
- ♦ *Provided \$9,328,368 in support to the agriculture, aquaculture and fisheries sectors through various programs, including the Total Development Fund, the Miramichi Regional Economic Development and Innovation Fund, the Northern New Brunswick Economic Development and Innovation Fund and federal/provincial non-business risk management programs under Growing Forward 2.*
- ♦ *Led the implementation of the New Brunswick Wild Blueberry Sector Strategy to support producers; developed a new pollination strategy to plan for future pollination needs; completed a training needs survey for blueberry producers; made road and other associated infrastructure improvements within Crown land blueberry producing areas; and focused on productivity improvements to help New Brunswick become the top producer of wild blueberries in Canada in 2015.*
- ♦ *Delivered sector-based programming to support and capture targeted economic development opportunities. This included the Season Extension and On-Farm Storage Technologies Program to allow farmers to extend their production and marketing season; the Apple Industry Development Program to permit apple growers to expand and transition to more productive and high-value*

varieties; the Grape Industry Development Program to provide assistance for grape growers to expand and support a wine industry; and the Honey Bee Expansion Program to help address the current shortfall of required pollinators for the New Brunswick wild blueberry crop.

- ◆ Provided assistance to agri-food businesses to increase the sale and consumption of New Brunswick-produced agri-food products within the province. Fifty-seven projects were completed. These included road signage, promotional material, agri-tourism and new product and market development.
- ◆ Continued to support BioNB and its programs by extending the shared GNB/Atlantic Canada Opportunities Agency (ACOA) funding commitment for five years (2015–2020), with a total contribution of \$644,719 from GNB and the same amount from ACOA for a total investment of \$1,289,438. As part of the funding agreement, BioNB has committed to targets for job creation and economic development in the bioscience sector by supporting local entrepreneurship and by attracting foreign investment and partnerships with New Brunswick entrepreneurs and research institutions.
- ◆ Supported the Minister in attending the final round of Trans Pacific Partnership (TPP) negotiations in Atlanta, Georgia, which led to a tentative agreement that, once ratified and implemented, should benefit many sectors. Also hosted an information session on trade topics with the agriculture sector and the chief Canadian agriculture negotiator.
- ◆ Developed a small hive beetle mitigation plan to reduce the chances of introducing this new pest into New Brunswick honey bee colonies from importing honey bee colonies for pollination from out of province.

Regional Development Division

The **Regional Development Division** provides strategic direction, targeted programs and services in support of economic development opportunities related to the agriculture, aquaculture and fisheries sectors.

The delivery of programs and services is done through offices in the following regions:

- Northwest region through offices in Grand Falls and Wicklow.
- Northeast region through offices in Bathurst, Tracadie and Shippagan, including the New Brunswick Aquarium and Marine Centre.
- Southwest region through an office in St. George. This office also has responsibility for aquatic animal health services, including laboratory diagnostic services, for the province.
- Southeast region through an office in Bouctouche.
- Central region through offices in Fredericton, Sussex and Moncton. This region also has responsibility for the maintenance of marshland infrastructure.

The division consists of the Processing and Seafood Export Branch, the Fisheries Resource Management Branch and the Animal Health Services Branch.

The **Processing and Seafood Export Branch** fosters continued growth of the seafood industry by pursuing product and market development initiatives, strategic alliances, market intelligence, innovation and other related activities.

The **Fisheries Resource Management Branch**, through its office in Caraquet, provides management of programs and service delivery to the fishery and seafood processing sectors as well as strategic direction with respect to fisheries management approach throughout the province.

The **Animal Health Services Branch** provides services and programs focused on maintaining livestock, poultry and equine health, as well as food safety and quality awareness and implementation. The branch includes field veterinary services complimented by the in-clinic, provincial veterinary laboratory services and the provincial dairy laboratory. The field veterinary service provides emergency and clinical health care for a wide variety of farm animals on a 24-hour basis.

HIGHLIGHTS

- ◆ Following a survey of the six Community Pastures in central and southern New Brunswick and a review of their five-year objectives, an action plan was developed to improve the productivity of these pastures through renovation, brush clearing and improvements to existing cattle-handling infrastructure. The objectives include increasing the number of animals grazing on pasture each year, improving weight gain per animal with improved forage quality, improving livestock health and providing an opportunity for new entrants to become members of these organizations.
- ◆ As part of the Strategic Program Review, support was provided to facilitate the transfer of the job functions and responsibilities of the department's Marshland Maintenance Section, including technical staff, to the Department of Transportation and Infrastructure, effective April 1, 2016.
- ◆ The Fisheries Resource Management Branch collaborated with stakeholders to encourage the federal government to increase the lobster legal carapace size in the Lobster Fishing Area 25 to improve productivity of the stock in the Northumberland Strait area for the long-term sustainability of this fishery.
- ◆ In collaboration with the Grand Manan Fishermen Association, the Fisheries Resource Management Branch worked on a plan to upgrade the Fundy Marine Services Centre and to replace the existing boat lift to better serve the fisheries and aquaculture sectors in the Bay of Fundy.
- ◆ The Northeast and Southeast Regions further implemented the New Brunswick Health Policy for Shellfish Aquaculture and conducted sampling for Multinucleate Sphere X (MSX), Seaside Organism (SSO) and Bonamia, which are parasites and parasitic protozoans that can infect oysters and cause significant mortalities. These parasites have not been detected in New Brunswick and analyses have shown no signs of disease or infection.
- ◆ In the Northeast and Southeast Regions, an oyster spat-fall program was performed on Caraquet Bay, Bouctouche Bay and Cocagne Bay, which allowed producers to deploy more than 10,000 oyster collectors.
- ◆ The Southeast Region worked at identifying Crown land that would be suitable for blueberry development in northern Kent County.
- ◆ GNB continued its support to the maple industry through 19 economic development projects amounting to more than \$1.6 million from the Northern New Brunswick Economic Development and Innovation Fund including the evaluation of the projects (sector advices) for Opportunities New Brunswick and ACOA.
- ◆ The New Brunswick Potato Industry Transformation Initiative (NBPITI) continued in the Northwest region to increase the competitiveness of the province's potato sector through increased yields. The Initiative is a partnership between industry, Potatoes New Brunswick, Agriculture and Agri-Food Canada and the department. NBPITI is evaluating the most cost-effective ways to increase yields per acre by focusing on soil health, plant health and seed quality and by embracing new science and technology.
- ◆ The Southwest Region supported a number of projects for the fisheries and aquaculture sectors focused on production efficiencies, innovative product development, fish health management and new enterprise development (ex. aquaponics – the growing of seafood and produce in the same location).
- ◆ The Southwest Region continued to provide active surveillance programs and diagnostics services for our finfish sector for the early detection of Infectious Salmon Anemia (ISA). In cases of detection, the department initiated and undertook rapid response plans with industry to prevent further spread and minimize impacts to the industry.
- ◆ The Animal Health Services Branch made 8,565 on-farm visits by departmental veterinarians, which were supported by the provincial veterinary laboratory for diagnostic work.
- ◆ The Animal Health Services Branch performed 44,007 tests at the provincial dairy laboratory for a variety of parameters, including milk composition (fat, protein and lactose), somatic cell counts, bacterial counts of raw milk, freezing temperature of raw milk, antibiotic residues in milk and analysis of dairy solids (cheeses, butter, etc).

- ◆ *The Animal Health Services Branch also led the coordination efforts in the distribution of 206,000 wildlife oral rabies vaccine (ORV) baits in August and September 2015 in southwestern New Brunswick (Charlotte County and the McAdam area). There were a total of 15 cases of raccoon variant rabies in New Brunswick between April 1, 2015, and March 31, 2016*
-

Corporate Services Division

The **Corporate Services Division** provides direction and administrative support in matters of human resources, accounting, budgeting, financial control and information technology and communication services to support the continued development of the agriculture, fisheries and aquaculture sectors.

The division consists of the Human Resources Branch, the Financial Services Branch, the Information and Technology Branch and the Continuous Improvement Unit.

The **Human Resources Branch** assists and supports senior management, directors and managers in the effective management of their human resources within the scope of departmental guidelines and policies.

The **Financial Services Branch** facilitates the efficient use of the financial resources available to deliver departmental programs.

The **Information and Technology Branch** facilitates the efficient use of information and technology and implements strategic information handling, systems support and systems development initiatives related to enhancing the business activities of the department.

The **Continuous Improvement Unit** helps review processes within the department and provides staff with a tool to increase efficiencies and remove roadblocks in their respective work areas.

HIGHLIGHTS

- ◆ *The department provided \$9,328,368 to support the agriculture, aquaculture and fisheries sectors through various programs, including the Total Development Fund, Miramichi Regional Economic Development and Innovation Fund, the Northern New Brunswick Economic Development and Innovation Fund and federal/provincial non-business risk management programs under Growing Forward 2.*
 - ◆ *The department was under-budget by 4.9 per cent or \$1,862,900 as a result of less-than-anticipated program expenditures and a close monitoring of spending.*
 - ◆ *The Continuous Improvement Unit facilitated the refresh of the departmental Strategy Map, Balanced Scorecard and SOMIA (Strategy, Objective, Measures, Initiatives, Actions) through a series of focus sessions to maximize staff input and engagement.*
 - ◆ *The Continuous Improvement Unit assisted branch and employee work plan development by identification of Key Result Areas (KRAs) and Key Performance Indicators (KPIs).*
-

Financial information

**Departmental Expenditures
Status Report by Primary
Fiscal Year Ending March 31, 2016**

	Budget (\$000)	Actual (\$000)
Personal Services	18,421.2	17,435.6
Other Services	3,809.6	3,761.9
Materials and Supplies	1,837.9	3,043.6
Property and Equipment	62.0	306.3
Contributions, Grants and Subsidies	13,582.0	11,323.9
Debt and Other Charges	36.0	14.5
TOTAL	37,748.7	35,885.8

Summary of staffing activity

Pursuant to section 4 of the *Civil Service Act*, the Deputy Minister of the Department of Human Resources delegates staffing to each Deputy Head for his or her respective departments. Please find below a summary of the staffing activity for 2015–2016 for the Department of Agriculture, Aquaculture and Fisheries.

Number of permanent and temporary employees, as of December 31 of each year		
Employee type	2015	2014
Permanent	230	221
Temporary	23	19
TOTAL	253	240

The department advertised 11 competitions, including six open (public) competitions and five closed (internal) competitions.

Pursuant to section 15 and 16 of the *Civil Service Act*, the department made the following appointments using other than the competitive process to establish merit:

Appointment type	Appointment description	Section of the <i>Civil Service Act</i>	Number
Specialized Professional, Scientific or Technical	An appointment may be made without competition when a position requires: <ul style="list-style-type: none"> – a high degree of expertise and training – a high degree of technical skill – recognized experts in their field 	15(1)	0
Equal Employment Opportunity Program	Provides Aboriginals, persons with disabilities and members of a visible minority group with equal access to employment, training and advancement opportunities.	16(1)(a)	0
Department Talent Management Program	Permanent employees identified in corporate and departmental talent pools, who meet the four-point criteria for assessing talent, namely performance, readiness, willingness and criticalness.	16(1)(b)	0
Lateral transfer	The GNB transfer process facilitates the transfer of employees from within Part 1, 2 (school boards) and 3 (hospital corporations) of the Public Service.	16(1) or 16(1)(c)	5
Regular appointment of casual/temporary	An individual hired on a casual or temporary basis under section 17 may be appointed without competition to a regular properly classified position within the Civil Service.	16(1)(d)(i)	4
Regular appointment of students/ apprentices	Summer students, university or community college co-op students or apprentices may be appointed without competition to an entry level position within the Civil Service.	16(1)(d)(ii)	0

Pursuant to section 33 of the *Civil Service Act*, no complaints alleging favouritism were made to the Deputy Head of the Department of Agriculture, Aquaculture and Fisheries and no complaints were submitted to the Ombudsman.

Summary of legislation and legislative activity

Bill #	Name of legislation	Date of Royal Assent	Summary of changes
8	<i>An Act to Amend the Marshland Infrastructure Maintenance Act</i> http://www.gnb.ca/0062/acts/BBA-2016/Chap-6.pdf	Feb. 11, 2016	The amendment provided for the transfer authority for Marshland Infrastructure to the Department of Transportation and Infrastructure.
19	<i>An Act to Repeal the Farm Improvement Assistance Loans Act</i> http://www.gnb.ca/0062/acts/BBA-2015/Chap-10.pdf	June 5, 2015	The amendment repealed a piece of legislation.
20	<i>An Act to Repeal the Farm Improvement Assistance Loans Act</i> http://www.gnb.ca/0062/acts/BBA-2015/Chap-11.pdf	June 5, 2015	The amendment repealed a piece of legislation.
21	<i>An Act to Repeal the Farm Machinery Loans Act</i> http://www.gnb.ca/0062/acts/BBA-2015/Chap-12.pdf	June 5, 2015	The amendment repealed a piece of legislation.
Name of Regulation		Effective date	Summary of changes
Amendments to the Milk Quality Regulation (2010-19) under the <i>Natural Products Act</i>		March 7, 2016	The amendments broadened the definition of dairy animal (to include sheep and goat) and increase the milk quality testing standards.
Amendments to the General Regulation (2009-20) under the <i>Seafood Processing Act</i>		Oct. 23, 2015	The amendments changed appeal board procedures.
Amendments to Egg Plan and Levies Regulation (2003-54) and Egg Plan Administration Regulation (2003-71) under the <i>Natural Products Act</i>		Sept. 3, 2015	The amendment changed the name "New Brunswick Egg Producers" to "Egg Farmers of New Brunswick."

Legislation and regulations for which the Department of Agriculture, Aquaculture and Fisheries may be found at: <http://laws.gnb.ca/en/deplinks?subjectnumber=24>

Summary of Official Languages activities

Introduction

The Department of Agriculture, Aquaculture and Fisheries developed its 2015–2020 action plan, including strategic means for all sectors of activity in GNB's *Plan on Official Languages — Official Bilingualism: A Fundamental Value*. The vast majority of objectives had been achieved in previous fiscal years and the following items were primarily ongoing or reinforcement efforts.

Focus 1

Overall anticipated outcome: New Brunswickers will continue to have access to service of equal quality in English and French throughout the province.

- The linguistic profiles were kept updated and maintained on a regular basis to ensure the linguistic requirements set forth in each work unit were appropriate to meet the needs of clients as per the Language of Service Policy.
- An inventory of all valid language evaluation certificates has been completed.
- The department had representatives attend regular, ongoing meetings for second-language training coordinators and official languages coordinators

Focus 2

Overall anticipated outcome: All employees will work in an environment and climate that will encourage them to use the official language of their choice in their workplace.

- The department continues to offer the option to all employees to have performance reviews, day-to-day activities and small meetings in the language of choice.
- Human Resources services and other administrative services provided to employees are offered and provided in the employees' official language of choice.

Focus 3

Overall anticipated outcome: New and revised government programs and policies will take the realities of the province's official language communities into account.

- Briefs submitted to the Executive Council Office contain a section discussing the potential impact of the program or policy on anglophone and francophone communities.
- A section in the department's annual report deals with Official Languages and provides a status report.

Focus 4

Overall anticipated outcome: Public service employees will continue to have a thorough knowledge and understanding of the Act, policies and regulations, and GNB's obligations with respect to official languages. The knowledge gained will be maintained by employees when supported by specific strategies, both at the departmental and corporate level.

- The department continues to require that all new and current employees complete the Knowledge Centre iLearn modules on official languages.

Conclusion

The department ensured the ongoing promotion of Official Languages polices and continued to offer quality services to clients in their language of choice. During this last fiscal year, the department did not receive any Official Languages complaints.

Summary of recommendations from the Office of the Auditor General

Name and year of audit area with link to online document	Recommendations	
	Total	Adopted
	0	0

Report on the *Public Interest Disclosure Act*

As provided under subsection 18(1) of the *Public Interest Disclosure Act*, the chief executive shall prepare a report of any disclosures of wrongdoing that have been made to a supervisor or designated officer of the portion of the public service for which the chief executive officer is responsible. The Department of Agriculture, Aquaculture and Fisheries did not receive any disclosures of wrongdoings in the 2015–2016 fiscal year.

Pursuant to section 33 of the *Civil Service Act*, no complaints alleging favouritism were made to the Deputy Head of the department and no complaints were submitted to the Ombudsman.