

Natural Resources

Annual Report
2014–2015

**Natural Resources
Annual Report 2014–2015**

Province of New Brunswick
PO 6000, Fredericton NB E3B 5H1 CANADA

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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 Natural Resources, Province of New Brunswick, for the fiscal year April 1, 2014, to March 31, 2015.

Respectfully submitted,



Honourable Denis Landry
Minister

From the Deputy Minister to the Minister

Honourable Denis Landry
Minister of Natural Resources

Sir:

I am pleased to be able to present the Annual Report describing operations of the Department of Natural Resources for the fiscal year 2014-2015.

Respectfully submitted,



Bill Levesque
Deputy Minister

Table of contents

Minister's message	1
Deputy Minister's message	2
Strategic priorities	3
Highlights	4
Performance measures	5
Overview of departmental operations	13
Division overview and highlights	14
Financial information	17
Summary of staffing activity	18
Summary of legislation and legislative activity	19
Summary of Official Languages activities	20
Summary of recommendations from the Office of the Auditor General	21
Report on the <i>Public Interest Disclosure Act</i>	21
Appendix A - Silviculture	22
Appendix B - Harvesting volume	23
Appendix C - Wildland fire	24
Appendix D - Fish and Wildlife	25
Appendix E - Conservation/Enforcement	26

Minister's message

The Department of Natural Resources has a key role in contributing to New Brunswick's economy, thereby creating and maintaining jobs through our management initiatives. Our programs contribute to our ecological well-being and provide New Brunswickers and their families' great recreational fishing and hunting experiences within the province. The department has also acted responsibly by finding opportunities and efficiencies to do our part in putting the province back on the right fiscal track.

Deriving greater and diverse economic benefits from our Crown lands has been an important focus this year. The department executed a Request for Proposals to increase the area available for maple sugar leases to provide an opportunity for the growth of maple sugar production in the province. We worked with our colleagues at the Department of Agriculture, Fisheries and Aquaculture to transfer amenable Crown lands to support blueberry production. These efforts were done in association with the ongoing work around the forestry strategy while continuing to support a provincial economic cornerstone: our forest sector.

Dialogue with stakeholders and First Nations was an important focus during the year. We held more than 50 meetings to discuss the province's *Strategy for Crown Lands Forest Management*.

Work continued on a number of important new services, including development of a new e-licensing system to provide easier access to fishing and hunting permits, for New Brunswickers who buy 150,000 hunting and fishing licences annually.

Departmental staff collaborated with other departments and agencies to lead work on the Exotic Animal Task Force and participated in the development of a rabies prevention strategy, particularly in Charlotte County.

It was a busy year for Department of Natural Resources. I look forward to additional successes in the coming year.

A handwritten signature in blue ink that reads "Denis Landry". The signature is fluid and cursive, with a long horizontal line extending from the start of the name.

Honourable Denis Landry
Minister of Natural Resources

Deputy Minister's message

The Department of Natural Resources continues to focus on providing better services to its many clients while seeking efficiencies and improving the quality of services. For example, the department, the Department of Public Safety and other departments collaborated to examine options for amalgamating enforcement officers under one organization.

The department has also been a leader on many initiatives in finding ways to deliver services better through the use of Lean Six Sigma principles and tools. The dedication and effort from our employees have found opportunities to become more efficient in our operations, and those efforts continue to reap dividends.

We will continue in 2015-2016, anticipating the fiscal challenges ahead of us, focus on performance-based operations as we look at our programs and continue to explore ways of maximizing our natural resources from a development and recreational perspective and their diverse contributions across our province.

A handwritten signature in blue ink, appearing to read "Bill Levesque". The signature is stylized and cursive, with a large initial "B" and "L".

Bill Levesque
Deputy Minister

Strategic priorities

Strategy management

The Government of New Brunswick (GNB) uses a formal management system built on leading business practices 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 2014-2015 fiscal year, the Department of Natural Resources focused on strategic priorities through:



Continuing to meet the challenge to get its fiscal house in order by under-spending budgeted expenditures by \$664,100.



Completing the department's fourth year under the GNB formal management system and leading all other departments on the measure for dollars saved per continuous improvement (\$2.9 million).



Partnering with Service New Brunswick to develop an application to enable the launch of the e-Licensing system in 2015-2016. Proclaiming related changes to the *Fish and Wildlife Act*, creating a new Registration Procedure Regulation and amending the General Angling Regulation to enable the registration for outdoor cards and for the issuance of angling licences.



Issuing a Request for Proposals (RFP) for 4,000 ha of Crown lands to be leased for maple sugar production.



Continuing work on the forest management plans and implementation of its results-based approach.



Continuing the department's commitment to protect New Brunswick's forests from spruce budworm infestation through the Healthy Forest Partnership research initiative.



Protecting our forest and supporting efforts throughout Canada and the United States for successful fire suppression, training and mobilization activities.



Amending the *Protected Natural Areas Act* regulations to complete the addition of 142 new protected areas on Crown lands and five on land owned by conservation organizations for the purpose of biodiversity conservation. These additions bring the total area of land and water protected under the Act to approximately 273,000 ha.



Performance measures

More jobs	Measures
More jobs	Forest sector contribution to GDP
Create conditions for growth	Crown Annual Allowable Cut (AAC) fully utilized
	Number of hectares identified for land transfer associated with blueberry production
Fiscal responsibility	Measures
Reduce expenditures	Ratio of actual to budgeted expenditures
Grow revenue	Ratio of actual to budgeted revenue
Best place to raise a family	Measures
Maintain healthy ecosystems	Hectares protected under <i>Protected Natural Areas Act</i>
Smarter government	Measures
Eliminate waste and duplication	Dollars saved per continuous improvement

More jobs

Objective of the measure

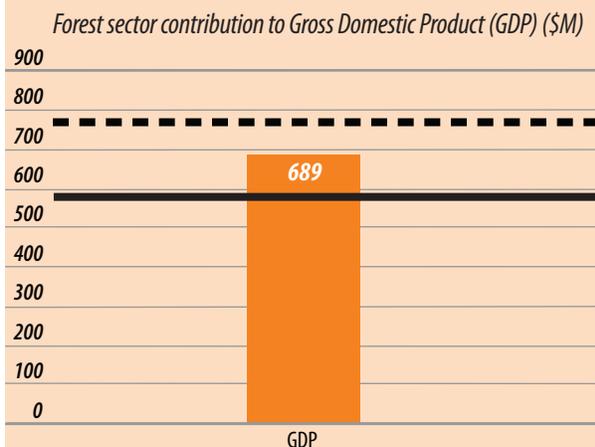
More jobs.

Measure

Forest sector contribution to Gross Domestic Product (GDP).

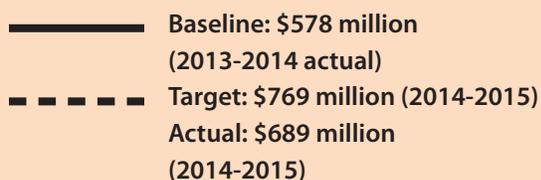
Description of the measure

The forest sector is a major contributor (about five per cent) to New Brunswick GDP and, therefore, employment in the province. Wood consumption on Crown lands provides a key supply to the forest sector, in addition to private wood supplies and imports. The forest sector's impact on GDP is largely influenced by commodity prices, but it is also influenced by total volume consumed.



Overall performance

The department improved its performance by reporting \$689 million (between baseline and target).



Why do we measure this?

This measure attempts to remove variation in commodity prices to allow the department to understand its influence on the GDP. The department's role is primarily to facilitate the consumption of volume to ultimately increase the forest sector contribution to GDP. Multipliers have been developed to associate roundwood production, manufactured wood product, and pulp and paper product sales on direct and indirect GDP. The government cannot control commodity prices, but it can influence consumption of Crown roundwood.

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

The initiative undertaken to achieve the outcome was to use tactics to maximize the consumption of the sustainable Crown wood supply. The result was about 10 per cent short of the target, largely based on lower roundwood consumption forecast at a few key mills due to facility upgrades. As these mill upgrades are completed, roundwood consumption will become an increasingly important factor to the sector GDP.

More jobs

Objective of the measure

Create conditions for growth.

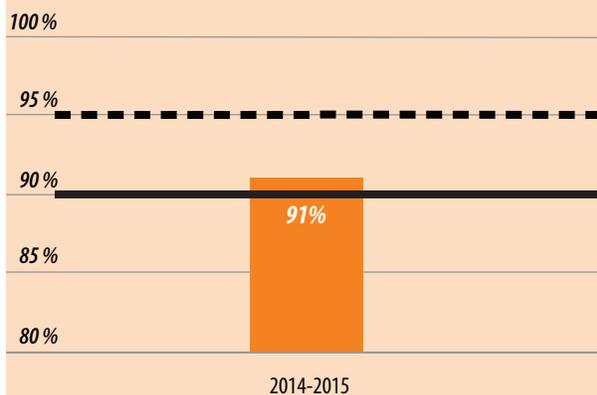
Measure

Crown Annual Allowable Cut (AAC) fully utilized.

Description of the measure

To judge progress in achieving the department's goal of full consumption of the roundwood volume referred to as the Annual Allowable Cut.

Crown Annual Allowable Cut (AAC) fully utilized



Overall performance

The department has improved its performance by increasing the annual volume harvested to 91 per cent (between baseline and target).

————— Baseline: 90% (2013-2014 actual)
- - - - - Target: 95% (2014-2015)
Actual: 91% (2014-2015)

Why do we measure this?

Monitoring the volume of wood consumed by quarter provides insight on wood flows through the year, and can be compared to past consumption trends throughout the year. Significant divergence from past trends may indicate required interventions (approved export permits, transfers, temporary assignments) to keep wood flowing to New Brunswick facilities.

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

The department's initiative was to develop a process to better monitor trend analysis and to improve the facilitation of wood flow tactics in the province. The department would have been at 85 per cent had it not undertaken actions via temporary assignments (330,000 m³ or 5.2 per cent) and export of biomass and pulp (50,000 m³ or 0.8 per cent) to move another six per cent to surpass the baseline measure of 90 per cent.

More jobs

Objective of the measure

Create conditions for growth.

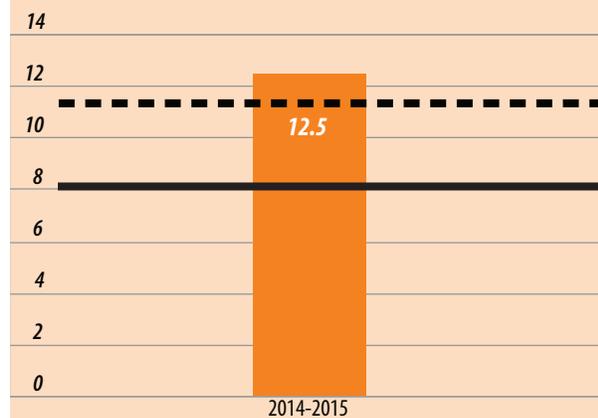
Measure

Number of hectares identified for land transfer associated with blueberry production.

Description of the measure

The department identified appropriate hectares of Crown lands to support blueberry sector expansion under the *New Brunswick Wild Blueberry Sector Strategy (2013-2018)*.

Number of hectares identified for land transfer associated with blueberry production (thousands)



Overall performance

The department exceeded its stretch by identifying 12,527 ha of Crown lands.

— Baseline: 8,100 ha
- - - Target: 11,310 ha
Actual: 12,527 ha

Why do we measure this?

The purpose of this measure is to focus on the significant role the department plays in support of the *New Brunswick Wild Blueberry Strategy (2013-2018)*. The department worked with the Department of Agriculture, Aquaculture and Fisheries to identify and transfer suitable Crown lands. Agriculture, Aquaculture and Fisheries can then work with its industry partners to grow the blueberry sector.

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

The department developed criteria with the Department of Agriculture, Aquaculture and Fisheries to identify Crown lands that are arable for blueberry production.

Fiscal responsibility

Objective of the measure

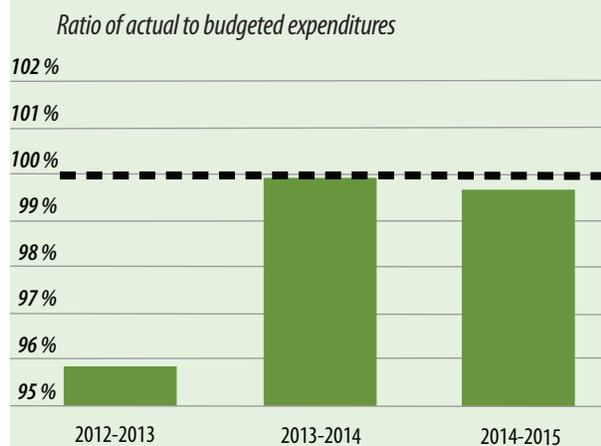
Reduce expenditures.

Measure

Ratio of actual to budgeted expenditures.

Description of measure

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



Overall performance

The department was successful in managing expenditures to be under-budget.

--- Target: 100%
Actual: 99.68%

Why do we measure this?

This measure shows whether the department is adhering to the expense budget that it tabled at the beginning of the fiscal year. It shows whether the department is able to implement and manage the various budget decisions incorporated into its expense budget plan, although there will be some variables that are not within government's control (floods, etc.).

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

The department was diligent in monitoring discretionary spending; used best practices on procurement of goods and services to ensure best price and quality; and continued Process Improvement initiatives to find efficiencies and savings. Initiatives undertaken included providing training on budget management to all directors and enhanced by the monitoring and reporting of departmental expenditures.

Fiscal responsibility

Objective of the measure

Grow revenue.

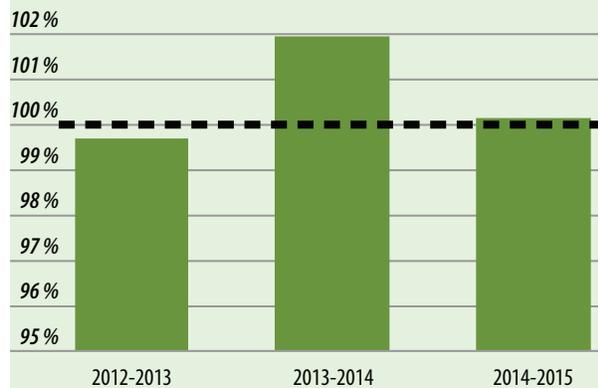
Measure

Ratio of actual to budgeted revenue.

Description of measure

The ratio measures whether the department is over-budget or under-budget on revenue. The ratio will exceed 100 per cent when revenue has exceeded budget and be less than 100 per cent when revenue has not achieved budget.

Ratio of actual to budgeted revenue



Overall performance

The department's revenue exceeded the target of 100 per cent.

--- Target: 100%
Actual: 100.15%

Why do we measure this?

This measure shows whether the department is accomplishing the projected revenue that it tabled at the beginning of the fiscal year.

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

The department was diligent in monitoring revenue. Initiatives undertaken included standardizing departmental processes to ensure accurate and timely revenue processing.

Best place to raise a family

Objective of the measure

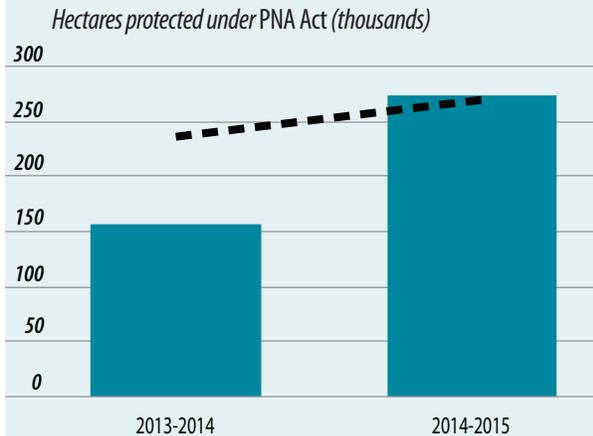
Maintain healthy ecosystems.

Measure

Hectares protected under Protected Natural Areas (PNA) Act.

Description of measure

To double the amount of land and water permanently protected under legislation.



Overall performance

The number of ha protected under the PNA Act exceeded the stretch of 272,614 ha.

--- Target: 267,912 ha
Actual: 271,838 ha – Crown and 1,050 ha – Private

Why do we measure this?

An important component of the re-design of the provincial conservation forest is to increase the amount of land and water permanently protected under legislation for future generations. This was measured to ensure that the department fulfilled that commitment.

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

The department completed the amendments to the Establishment of Protected Natural Areas Regulation – Protected Natural Areas Act to increase the number of PNAs on Crown lands.

Smarter government

Objective of the measure

Eliminate waste and duplication.

Measure

Dollars saved per continuous improvement.

Description of measure

This measure focuses on the dollars achieved via Lean Six Sigma continuous improvement initiatives.

Dollars saved per continuous improvement (millions)



Overall performance

The dollars saved per continuous improvement exceeded the stretch of \$1,218,750.

--- Target: \$975,000
Actual: \$2,925,113

Why do we measure this?

An important aspect to the formal management system is for each department to undertake Process Improvement projects to reduce cost and increase efficiency of processes and services. This measure tracks the value of savings for these improvement projects. Some projects resulting in hard savings associated with this target include:

- optimizing delivery of the Crown Reserve Angling System;
- reducing postage and courier costs to the department;
- reducing defects in the tree production process;
- reducing fire standby overtime (2014-2015);
- standardizing Working Near Water;
- improving forest fire hose cleaning, testing and drying process;
- improving the Memorandum to Executive Council (MEC) review and approval process;
- undertaking HQ general supplies 5S;
- reducing overhead costs; and
- undertaking the department's Telecomm project.

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

Ten Process Improvement projects were undertaken to eliminate and control costs. The department also achieved \$136,996 in staff time efficiency through Process Improvement projects and in Waste Walk activities, for a total savings of \$3,062,109.

Overview of departmental operations

The Department of Natural Resources is responsible for the protection, development, operation and management of provincial natural resource activities to ensure that timber, fish, wildlife and Crown lands are managed in the best interests of New Brunswickers by fostering economic growth and balancing social and environmental values.

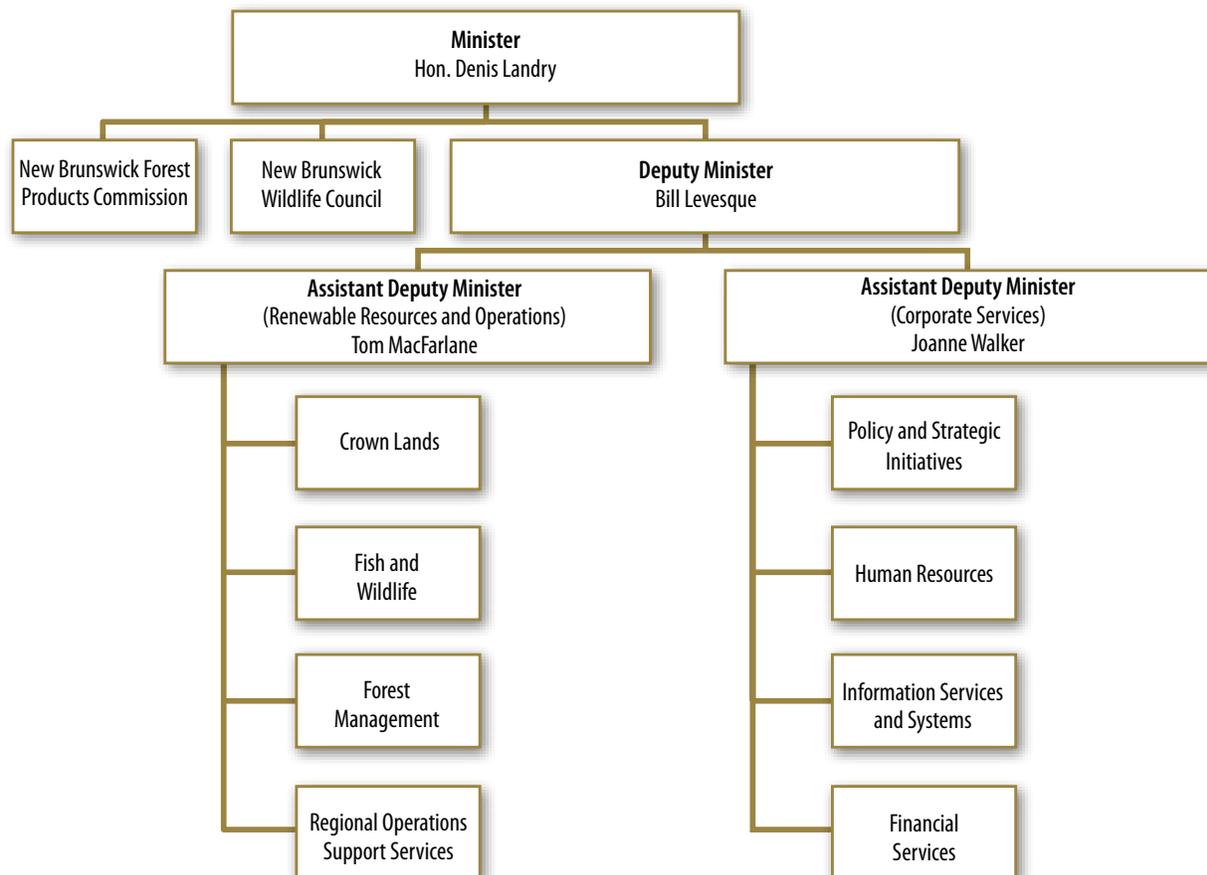
The Minister is responsible for the Department of Natural Resources, the New Brunswick Wildlife Council and the New Brunswick Forest Products Commission. He is also the chair of the board of directors of Forest Protection Ltd. (fire suppression and other services).

The Deputy Minister is the president of board of directors of the Forest Protection Ltd., serves on the board of directors of the Maritime Forestry Complex Corp. (main office facilities) and is the senior official of the department.

The department is structured as follows:

- Minister and Deputy Minister Offices;
- Renewable Resources and Operations Division – includes the Fish and Wildlife Branch, the Forest Management Branch, the Crown Lands Branch and Regional Operations and Support Services; and
- Corporate Services Division – includes the Human Resources Services Branch, the Information Services and Systems Branch, the Financial Services Branch and the Policy and Strategic Initiatives Branch.

High-level organizational chart



Division overview and highlights

Corporate Services Division

Overview (mission, objective, staffing)

The **Corporate Services Division** provides management and administrative support for programs and activities of the department. The division includes the Human Resources Branch, the Financial Services Branch, the Information Services and Systems Branch and the Policy and Strategic Initiatives Branch. The division continues to support the Department of Energy and Mines in financial, human resources and information services and systems.

The **Human Resource Services Branch** provides strategic and operational advice and assistance on all human resource management matters in support of the department's objectives. Services include the recruitment, training and development of quality staff; human resources planning; succession planning; engagement; Official Languages; performance management; classification and compensation; employee and labour relations; and health, wellness and safety.

The **Information Services and Systems Branch** is responsible to develop, manage and support the department's information technology and information management services and systems. The branch is responsible for coordinating the strategic data and application development of Geographic Information Systems (GIS); development and maintenance of software applications; departmental records management and internal and external sales and services. In addition, the branch is responsible for Information Assurance and Risk Management, ensuring compliance with the Government Information Systems Security Policy.

The **Financial Services Branch** is responsible for financial resources management. It includes the management of expenditures and revenues in accordance to acts, regulations, policies and accounting standards. It provides financial advice, budgeting, financial reporting and accounting services.

The **Policy and Strategic Initiatives Branch** is responsible for executing the GNB formal management system within the department, including strategy development, and leading Process Improvement activities; supporting the development of policies and legislative proposals across

the department and ensuring that these consider the Crown's Duty to Consult with First Nations; developing relationships with New Brunswick's First Nations; representing the department at inter-departmental and inter-governmental committees; co-ordinating the Minister's legislative business; and co-ordinating responses to requests under the *Right to Information and Protection of Privacy Act*.

Highlights

Human Resource Services Branch

- Developed a manager orientation program to enhance leadership capacity and to ensure that all managers have the necessary information and tools.
- Implemented the Employee Orientation Program, which includes a large safety element complying with the legislative requirements of the *Occupational Health and Safety Act*.
- Implemented the new corporate Attendance Support Program and reduced the overall level of departmental absenteeism.
- Conducted 51 permanent hires and 226 non-permanent hires.
- Introduced a process to improve the flow of essential information from senior leadership to staff.

Information Services and Systems Branch

- Implemented a new governance process through continuous improvement.
- Continued to implement the Electronic Information Management Systems (EIMS) and continued to train department staff.
- Developed several applications in support of departmental initiatives.

Financial Services Branch

- Standardized the processing of revenue.
- Reviewed telephone requirements within department and eliminated lines where appropriate, resulting in savings to the department.
- Provided cross training opportunities for employees.
- Supported management in ensuring the department delivered services and initiatives while managing budgets.

Policy and Strategic Initiatives Branch

- Responded to 45 requests under the *Right to Information and Protection of Privacy Act*.
- Filed 39 Memorandums to Executive Council (MECs) and one Notice of Intent.
- Implemented 10 Black Belt/Green Belt projects.
- Conducted three Waste Walk training sessions for 39 employees.
- Engaged First Nations communities in consultations regarding departmental initiatives and in bilateral discussions.
- Successfully piloted GNB's Daily Management process at 19 installations in various work areas.

Key Performance Indicators (KPIs)

Key Performance Indicators for the Corporate Services Division at the departmental level are found in the department's Balanced Scorecard.

Renewable Resources and Operations Division

Overview (mission, objective, staffing)

The **Renewable Resources and Operations Division** is responsible for the administration and management of programs and activities within the Fish and Wildlife, Forest Management and Crown Lands branches as well as Regional Operations and Support Services program areas that include resource protection and enforcement activities.

The **Fish and Wildlife Branch** is responsible for the management of programs related to the fish and wildlife species of the province and for the management of conservation and protected areas within the province, including Protected Natural Areas (PNAs). The management activities include monitoring the status of the fish and wildlife populations and, where necessary, developing actions to preserve or promote specific populations or habitats. This includes the management of harvest quotas associated with all game species and 19 fish species. The branch also administers all fish and game related licensing and hunter education activities.

The **Forest Management Branch** is responsible for the management and administration of the Crown timber resources. Its primary role involves the administration and oversight of all related aspects of forest management on Crown lands including: inventory, planning, insect and disease, forest operations, silviculture, wood products and timber royalty rates. The branch is responsible for

the development and administration of agreements with Crown Timber Licensees and Sub-Licensees as described under the *Crown Lands and Forests Act*. The branch also administers provincial silviculture programs for Crown lands, private woodlots and maple producers.

The **Crown Lands Branch** is responsible for the management of the province's Crown lands, including coastal and submerged lands. The branch administers the legal responsibilities associated with all Crown lands of New Brunswick associated with all recreational and commercial land transactions pertaining to Crown lands, including purchases, sales and exchanges or leasing activities such as camp lot leases, commercial leases and easements, recreational ATV and snowmobile trail leases and recreational trail maintenance programs.

Regional Operations and Support Services is responsible for field operations related to departmental activities as well as protection, enforcement, assessments and fire suppression. Regional Operations includes four regional offices and 18 district offices as well as a support services group that provides logistic and administrative support to operations and equipment throughout the department.

Highlights

Fish and Wildlife Branch

- Amended legislation to allow the purchase of a second bear hunting licence and to lengthen the bear hunting season as measures to encourage the harvest of bears and to reduce human-bear conflicts.
- Amended legislation to lengthen the moose hunting season to five days while maintaining conservation targets for moose.
- Implemented special hunting permits for antlerless deer on private lands in three communities in the Kennebecasis Valley area to help reduce deer-human conflicts.
- Amended the conservation forest (watercourse and wetland buffer zones, deer wintering areas, old forest habitats and protected natural areas) in support of the 2014 *Strategy for Crown Lands Forest Management*.
- Worked with government and non-government partners on the National General Status Working Group to improve the processes and methodology for ranking the conservation status of wild flora and fauna in Canada and provided expert input to the assessment of 24 groups of wild species in Canada and New Brunswick.

Forest Management Branch

- Produced 21 million seedlings from the Kingsclear Forest Tree Nursery.
- Acquired digital imagery and remote sensing technology (LiDAR) derived forestry statistics for 718,000 ha in southern New Brunswick.
- Established 285 LiDAR calibration plots.
- Re-measured 232 Permanent Sample Plots (PSPs) on Crown lands and re-measured or established 76 PSPs on private woodlots to track forest growth.
- Completed the first year test of the *Spruce Budworm Early Intervention Strategy* and significantly reduced the budworm survival rates in the test blocks.
- Led laboratory analysis of branch samples collected by the department, Crown Timber Licensees and Forestry Canada to aid in the forecast of Spruce Budworm population levels.
- Harvested 5.681 million cubic metres on Crown lands, and funded silviculture on Crown and silviculture activities on Crown and private lands (see appendices A and B).

Crown Lands Branch

- 294 Crown land applications received and processed.
- 4,433 ha were transferred to the Department of Agriculture, Aquaculture and Fisheries in support of blueberry development.
- Initialized a process to identify additional upland and waterfront camp lots.
- Issued a total of 429 leases (i.e., renewals and new) and 65 licences of occupation on Crown lands.

Regional Operations and Support Services

- Continued to provide support for a number of department programs including; auditing Crown land forestry operations; performing fish and wildlife management activities; responding to dead/injured wildlife; responding to environmental issues, performing Crown land tenure inspections; responding to public issues/complaints, and providing hunter/trapper education and firearm safety programs to the public.

- Investigated 2,399 violations including 267 tickets, 323 major violations and 880 minor violations - a 31 per cent increase in overall violations from the previous year.
- Worked with the Department of Public Safety and other departments to examine options for amalgamating enforcement officers under one organization.
- Suppressed 180 fires that consumed 113 ha in 2014, making this one of the quietest fire seasons in recent history.
- Mobilized 41 seasonal and full-time staff outside the province to assist with combating fires. This included fire crews, single resources, technical specialists and incident management teams.
- Supported emergency measures operations (Wapske Train Derailment, Spring Flooding and Tropical Storm Arthur) by providing Incident Management teams and Incident Support Staff.

KPIs

Key Performance Indicators for the Renewable Resources and Operations Division at the departmental level are found in the department's Balanced Scorecard.

Financial information

Expenditures 2014-2015 (\$)					
Ordinary program	Main estimates	Appropriation transfers	Final budget	Actual	Difference
Forest Management	72,459,000	181,000	7,640,000	72,543,200	(96,800)
Fish and Wildlife Management	11,393,000	135,000	11,528,000	11,394,200	(133,800)
Administration	7,023,000	14,000	7,037,000	7,163,800	126,800
Land Management	4,100,000	20,300	4,120,300	3,691,400	(428,900)
Regional Management	6,121,000	93,800	6,214,800	6,083,400	(131,400)
Total 2014-2015	101,096,000	444,100	101,540,100	100,876,000	(664,100)

Capital and Special Purpose Accounts	Main estimates	Appropriation transfers	Final budget	Actual	Difference
Property and capital improvements (Sentier NB Trail)	200,000	-	200,000	187,100	(12,900)
Property and capital improvements (Musquash watershed)	765,000	-	765,000	345,200	(419,800)
NB Wildlife Trust Fund	1,600,000	-	1,600,000	1,496,500	(103,500)
Trail Management Trust Fund	1,400,000	-	1,400,000	1,475,200	
Grand Lake Meadows	2,000	-	2,000	0	(2,000)
Recoverable projects	200,000	-	200,000	107,500	(92,500)

Revenue 2014-2015 (\$)					
Ordinary program	Main estimates	Appropriation transfers	Final budget	Actual	Difference
Return on investment	121,000	-	121,000	62,800	(58,200)
Licences and permits	5,052,000	-	5,052,000	5,370,200	318,200
Sale of goods and services	3,855,000	-	3,855,000	3,917,900	62,900
Royalties	77,725,000	-	77,725,000	77,065,200	(659,800)
Fines and penalties	255,000	-	255,000	213,600	(41,400)
Miscellaneous	288,000	-	288,000	685,300	397,300
Capital recoveries - own source	40,000	-	40,000	156,300	116,300
Total 2014-2015	87,336,000	-	87,336,000	87,471,300	135,300

Capital and Special Purpose Accounts	Main estimates	Appropriation transfers	Final budget	Actual	Difference
Return on investment	39,000	-	39,000	16,400	(22,600)
Licences and permits	3,103,000	-	3,103,000	2,986,800	(116,200)
Sales of goods and services	5,000	-	5,000	0	(5,000)
Miscellaneous	0	-	0	6,700	6,700
Conditional grants	200,000	-	200,000	107,500	(92,500)
Total 2014-2015	3,347,000	-	3,347,000	3,117,400	(229,600)

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 2014-2015 for the Department of Natural Resources.

Number of permanent and temporary employees, as of Dec. 31 of each year		
Employee type	2014	2013
Permanent	435	452
Temporary	36	34
Total	471	486

The department advertised 21 competitions, including five open (public) competitions and 16 closed (internal) competitions.

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

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)	7
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)	12
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)	5
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 Natural Resources, and one complaint was submitted to the Ombudsman.

Summary of legislation and legislative activity

Bill #	Name of Legislation	Date of Royal Assent	Summary of changes
45	<i>An Act to Amend the Fish and Wildlife Act</i> http://www.gnb.ca/legis/bill/FILE/57/4/Bill-45-e.htm	May 21, 2014	<p>The amendment to the Act enables the implementation of the e-Licensing system. The legislation was proclaimed to:</p> <ul style="list-style-type: none"> • create a new Registration Procedure Regulation (Regulation 2015-4) that requires hunters, anglers and fur harvesters to be registered prior to applying for a licence or draw under e-Licensing, and identifies which licences are available in the e-Licensing system; • amend the General Angling Regulation (Regulation 82-103) to establish new requirements for fish and wildlife licensing and possession tags; and • amend the Moose Hunting Regulation (Regulation 94-47) to modify the resident moose draw application process and remove New Brunswick Medicare as a requirement for the resident moose draw applications and resident moose licence purchases. <p>The Act came into effect on March 30, 2015.</p>

Summary of Official Languages activities

Introduction	The department continued to work on the existing <i>Official Languages Action Plan</i> to address the four sectors of activity identified in GNB's <i>Plan on Official Languages</i> . The following outlines some actions taken in each of the areas of focus.
Focus 1	<p>Ensure access to service of equal quality in English and French throughout the province:</p> <p>The objective/challenge the department wanted to address in 2014-2015 was to make certain that all written and oral communication with clients was done in the Official Language of their choice.</p> <p>Random audits were conducted to verify that the active Offer of Service was provided in the client's Official Language of choice. Missed opportunities were addressed through case-by-case interventions. In addition, all linguistic profiles are updated biannually to ensure the department's ability to provide services in both Official Languages throughout the province.</p>
Focus 2	<p>An environment and climate that encourages, for all employees, the use of the Official Language of their choice in their workplace:</p> <p>The objective/challenge the department wanted to address in 2014-2015 was to confirm that personnel services and other administrative services provided to employees were offered and provided in the employees' official Language of choice.</p> <p>Human Resources advisors continue to ensure that personnel services and other administrative services are offered and provided in the employee's Official Language of choice and all issues are addressed as required in a timely fashion. Meetings are held in both Official Languages or in the language of the client's choice (e.g., presentations slides in both Official Languages). The use of both Official Languages is encouraged for small meetings. Larger meetings provide simultaneous interpretation or, in some cases, may be offered in English and French separately.</p>
Focus 3	The objective/challenge the department wanted to address in 2014-2015 was to make sure that employees take into account the Official Language of choice when meeting and consulting with the public. Correspondence and information are provided to the public in the Official Language of their choice.
Focus 4	<p>Ensure public service employees have a thorough knowledge and understanding of the <i>Official Languages Act</i>, relevant policies, regulations, and GNB's obligations with respect to Official Languages.</p> <p>The objective/challenge the department wanted to address in 2014-2015 was to make sure that the employee performance review process included a review of GNB's Official Languages obligations.</p> <p>Employees are expected to review and understand the Language of Service and Language of Work policies each year as noted in the annual employee performance appraisal.</p>
Conclusion	<p>The department recognizes its obligations under the <i>Official Languages Act</i> and related policies and makes a conscious effort to provide quality services to its clients in both Official Languages. The department supports the use of both Official Languages in the workplace and supports second-language training.</p> <p>Meeting the departmental linguistic profiles for bilingual job positions is an ongoing challenge in carrying out the <i>Official Languages Action Plan</i>.</p>

Summary of recommendations from the Office of the Auditor General

Name and year of audit area with link to online document	Recommendations	
	Total	Adopted
N/A – All recommendations took place prior to the 2010-2011 fiscal year.		

Report on the *Public Interest Disclosure Act*

As provided under section 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 Natural Resources did not receive any disclosures of wrongdoing in the 2014-2015 fiscal year.

Appendix A - Silviculture

Production at the Kingsclear Nursery and the Atlantic Forest Seed Centre			
Product	2014-2015	2013-2014	2012-2013
Seedling produced	21,230,000	24,418,000	23,052,000
DNR seed produced (kg)	44	73	50
DNR seed stored (kg)	1,368	1,608	1,767
Seed stored for clients (kg)	2,385	2,892	3,551

Note: The number for seed produced and stored in the above table were erroneously represented in thousands (000s) in the department's previous reports. This has been rectified in this 2014-2015 report.

Crown silviculture by year (ha)			
Year	Planting-related activities		Pre-commercial thinning
	Tree planting	Herbicide	
2014-2015	10,073	15,475	13,991
2013-2014	12,140	14,214	14,219
2012-2013	13,420	14,592	14,700

Private land silviculture by year (ha)				
Year	Planting-related activities			Pre-commercial thinning
	Site preparation	Tree planting	Plantation tending	
2014-2015	1,678	1,757	1,512	3,008
2013-2014	793	1,120	1,643	4,016
2012-2013	908	1,151	1,353	4,544

Appendix B - Harvesting volume

Forest products harvested from Crown lands - Harvest by year (m3)					
Year	Species	Licensees and Sub-Licensees	First Nations	Special permit	Total
2014-2015	Softwood	3,512,860	207,001	4,988	5,681,138
	Hardwood	1,874,654	46,101	35,534	
2013-2014	Softwood	3,086,099	184,016	17,500	5,245,153
	Hardwood	1,890,301	46,537	20,700	
2012-2013	Softwood	3,033,802	167,317	6,324	5,070,106
	Hardwood	1,781,958	47,543	33,162	

Note: Includes all species and products.

Appendix C - Wildland fires

Area destroyed by fires (ha)						
Region		1	2	3	4	Total
2014	Fires/ha	30	21	101	28	180
		15	18	59	21	113
2013	Fires/ha	74	54	161	67	356
		206	73	343	264	886
2012	Fires/ha	60	67	167	50	344
		44	45	235	38	362

2014-2015 fires by cause		
Cause	Number	(ha)
Resident	60	60
Arson	66	27
Unknown	22	11
Recreation	8	1
Lightning	4	1
Forest Industry	8	8
Other Industries	3	1
Miscellaneous	8	3
Railroad	1	1
Total	180	113

2014-2015 Air Attack		
Contractor	Aircraft	Hours
Forest Protection Ltd.	AT802	8.4
Forest Protection Ltd.	AT802 amphibious	7.0
Forest Protection Ltd.	Cessna 337	3.6
Forest Protection Ltd.	Piper Aerostar	7.9
Total		27.8

2014-2015 Fire Detection		
Contractor	Aircraft	Hours
Forest Protection Ltd.	Cessna 337	0
Forest Protection Ltd.	Piper Aerostar	30.1
Total		30.1

Appendix D – Fish and Wildlife

Angling licences issued			
Species	2014-2015	2013-2014	2012-2013
Atlantic Salmon	20,108	22,687	23,221
Other species *	46,507	47,597	48,219
Total	66,615	71,401	71,440

* Includes ice fishing licence sales.

Details of licences issued 2014-2015		
Angling	Resident	Non-resident
Salmon	16,486	3,622
Trout, etc.	43,215	2,268
Ice Fishing	963	59
Crown Reserve*		Residents only
Miramichi		1,253
Restigouche		620
Patapedia		52

* Regular stretches only.

Licences issued						
Licence Type	Deer	Moose *	Bear	Small Game	Varmint	Minors **
Resident	49,102	4,576	4,068	11,775	9,261	1,662
Designated Hunter	-	3,382	-	-	-	-
Non-resident	374	100	1,948	365	11	-
Total 2014-2015	49,476	8,058	6,016	12,140	9,272	1,662
Resident	49,239	4,586	3,485	11,939	8,934	1,621
Designated Hunter	-	3,401	-	-	-	-
Non-resident	374	100	1,818	413	8	-
Total 2013-2014	49,613	8,087	5,303	12,352	8,942	1,621
Resident	47,110	4,528	3,245	11,531	8,259	1,326
Designated Hunter	-	3,402	-	-	-	-
Non-resident	424	103	1,844	419	13	-
Total 2012-2013	47,534	4,631	5,089	11,950	8,272	1,326

* Resident moose hunters may designate a hunter to accompany them. The bag limit for the party remains one moose.

** The equivalent of a small game licence for a person aged 12 to 15 years.

Appendix E - Conservation/Enforcement

Apprehensions for illegal activity			
	2014-2015	2013-2014	2012-2013
Fish and Wildlife	1,052	976	769
Watercourse and Fish Habitat	16	18	13
Illegal Timber Harvest	251	295	267
Other (Off-Road Vehicle Act, Forest Fire Act, etc.)	1,081	965	945
Total	2,400	2,254	1,992

Apprehensions by statute 2014-2015					
Act	Region				Province
	1	2	3	4	
<i>Canada Wildlife Act</i> (Federal)	0	0	0	0	0
<i>Clean Environment</i>	0	0	0	0	0
<i>Clean Water</i>	9	3	2	2	16
<i>Criminal Code</i> (Federal)	1	5	3	2	11
<i>Crown Lands and Forests</i>	113	32	70	36	251
<i>Species at Risk</i>	0	1	1	0	2
<i>Fish and Wildlife</i>	147	178	468	259	1 052
<i>Fisheries</i> (Federal)	37	45	38	31	151
<i>Forest Fires</i>	11	31	103	1	146
<i>Migratory Birds Convention</i> (Federal)	0	10	9	2	21
<i>Motor Vehicle</i>	1	1	1	1	4
<i>Off-Road Vehicle</i>	63	63	209	100	435
<i>Parks</i>	8	2	7	1	18
<i>Quarriable Substances</i>	3	0	0	0	3
<i>Transportation of Primary Forest Products</i>	33	17	102	37	189
<i>Trespass</i>	17	29	16	0	62
<i>Protected Natural Areas</i>	4	7	28	0	39
Total	447	424	1 057	472	2 400