



Environment and Local Government

ANNUAL REPORT
2024-2025

Environment and Local Government

ANNUAL REPORT 2024-2025

Province of New Brunswick
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TRANSMITTAL LETTERS

From the Minister to the Lieutenant Governor

The Honourable Louise Imbeault
Lieutenant Governor of New Brunswick

May it please your Honour:

It is my privilege to submit the annual report of the Department of Environment and Local Government, Province of New Brunswick, for the fiscal year April 1, 2024, to March 31, 2025.

Respectfully submitted,



Honourable Gilles LePage
Minister of Environment and Climate Change

From the Minister to the Lieutenant Governor

The Honourable Louise Imbeault
Lieutenant Governor of New Brunswick

May it please your Honour:

It is my privilege to submit the annual report of the Department of Environment and Local Government, Province of New Brunswick, for the fiscal year April 1, 2024, to March 31, 2025.

Respectfully submitted,



Honourable Aaron Kennedy
Minister of Local Government

From the Deputy Minister to the Minister

Honourable Gilles LePage
Minister of Environment and Climate Change

Honourable Aaron Kennedy
Minister of Local Government

Sirs:

I am pleased to be able to present the annual report describing operations of the Department of Environment and Local Government for the fiscal year April 1, 2024, to March 31, 2025.

Respectfully submitted,



Charbel Awad
Deputy Minister
Environment and Local Government

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MINISTER'S MESSAGE

In 2024–25, the Department of Environment and Local Government took decisive action to protect, preserve, and enhance New Brunswick's environment—ensuring it remains safeguarded for both current and future generations.

The Environmental Trust Fund championed 204 environmental projects from across the province, delivering more than \$9 million in funding. Stakeholders, organizations, and past recipients all play a crucial role in sustaining this program. What that will look like in the future, it's too early to tell. However, we understand the importance of keeping support for grassroots community projects. We are starting an engagement process this fall. The information we gather will guide our next steps.

Our government is unwavering in our commitment to clean air, clean water, pesticide use and climate change mitigation—priorities that have shaped my mandate. Guided by innovation and environmental expertise, the department led and supported impactful education and engagement initiatives on flooding, waste reduction, water quality, air quality, and climate change. This includes leading engagement sessions with residents, industry and First Nations groups to modernize the Clean Air Act.

Our collective efforts have driven a 42 percent reduction in greenhouse gas emissions since 2005, making New Brunswick a national leader in emission reductions. I'm pleased to say we updated greenhouse gas management guidelines for the province's largest emitters and integrated new energy management requirements.

We updated regulations to support the development and implementation of two new provincial programs for batteries and lamp products and introduced a new Contaminated Sites Regulation with clear timelines for site remediation and closure, ensuring timely clean-up and a healthier environment. We launched a GIS-based water quality portal, giving New Brunswickers direct access to data from lakes and rivers—information collected by our department and partners since 2003.

These achievements only scratch the surface of what the department has done and continues to do, but they are a testament to collaboration, stakeholder engagement and the dedication of our team. I am proud of everyone's determination to make our province a greener, healthier place.



Honourable Gilles LePage
Minister of Environment and Climate Change

MINISTER'S MESSAGE

I am pleased to present the 2024-25 annual report alongside Minister LePage. It is my honour to serve as Minister of Local Government and to play a role in supporting communities and the people of New Brunswick.

During the 2024-25 fiscal year, the Department of Environment and Local Government shifted its focus from leading local governance reform to initiating fiscal reform. This year was marked by collaboration and engagement with our local, rural, and regional partners to develop a new funding model designed to support communities across New Brunswick.

Steady progress is being made as communities continue to adapt to the new local governance model introduced in 2023. To support the ongoing transition, the department has provided approximately \$5 million to local governments, regional service commissions and municipal associations to help offset incremental costs. We have also delivered \$75.6 million in community funding grants to local governments, rural districts and regional service commissions to support community initiatives.

The department also secured more than \$254 million through the renewed Canada Community-Building Fund. In 2024-25, \$34.8 million was transferred to local governments and more than \$11 million was spent on projects in unincorporated areas, communities outside of municipal limits. The federal government disburses this fund to provinces annually, and unused funds can be carried forward over multiple years.

An Act Respecting Local Governance and Regional Service Delivery was enacted to support the facilitation of regional transportation services and make certain sections of the Local Governance Act and Municipal Capital Borrowing Act clearer.

These initiatives were substantial, and I am proud of the dedication and professionalism our team demonstrated in providing expertise to all stakeholders, including local governments, regional service commissions, rural districts and municipal associations.

I want to express my gratitude to everyone for their outstanding dedication and hard work. These efforts have not gone unnoticed. Through perseverance and teamwork, we are collectively improving the lives of New Brunswickers in communities across the province.



Honourable Aaron Kennedy
Minister of Local Government

DEPUTY MINISTER'S MESSAGE

Over the past year, the Department of Environment and Local Government has delivered results by engaging and collaborating with stakeholders, driving innovation, and sharing expertise through education and support.

We have confidently navigated the complexities of fiscal reform, turning challenges into opportunities. Our team has approached every obstacle with unwavering professionalism and determination.

The fiscal reform working group has fostered strong partnerships with local, rural, and regional leaders, enabling us to explore sustainable financing for the new local governance structure. This has been a great undertaking, and the team has risen to the occasion.

A new Local Governance Commission Act was established to designate an independent body responsible for investigating and adjudicating local governments.

We have also made excellent strides in cutting red tape and streamlining processes, including strengthening the First Nations Environmental Impact Assessment registration notification process. Furthermore, strategic allocation of provincial compliance revenue from the New Brunswick Output-Based Pricing System has helped us support bold climate change initiatives province-wide.

I am pleased to report that we completed an assessment of historic groundwater monitoring wells, paving the way for a drought index and public advisory reporting system by 2026. This year's heat waves, and low water levels underscore the critical importance of this work.

The department's collective efforts have empowered 62 percent of local governments to complete adaptation plans and 70 percent to finish greenhouse gas mitigation plans, helping communities adapt to climate change and lower emissions.

I want to thank everyone for their commitment and dedication to protecting and preserving New Brunswick's environment for years to come and supporting local governments and their priorities. It is an honor to be part of this exceptional team.



Charbel Awad
Deputy Minister
Department of Environment and Local Government

GOVERNMENT PRIORITIES

Delivering for New Brunswickers

The priorities the Government of New Brunswick (GNB) has focused on represent the stories and solutions we hear from residents across the province. Our goal is to make a difference and enhance the quality of life for everyone in the province we proudly call home. Together, we are learning, growing, adapting, and discovering new and transformative ways of doing business. GNB is focused on taking the necessary steps to move our priorities forward, and work is being done more efficiently and effectively every day. New Brunswickers are resilient, creative and compassionate people, and by working collaboratively, we can create the brighter future we all deserve. GNB is prioritizing partnerships and trusting and empowering the people and organizations on the ground working most closely with New Brunswickers to achieve results.

Priorities

GNB is focused on creating a brighter future for all New Brunswickers. To make progress towards this vision, several priorities have been identified within the following areas:

- Health care
- Affordability and housing
- Education
- The economy
- Environment
- Trusted leadership

We invite you to explore the commitments we have made within each priority area, as well as updates on our achievements and the metrics we use to measure success. For more information, visit: gnb.ca/accountability.

HIGHLIGHTS

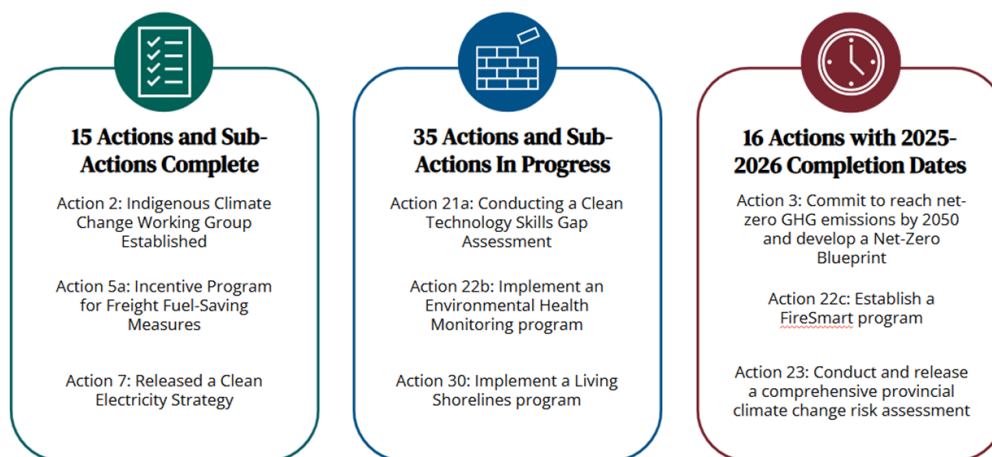
During the 2024-2025 fiscal year, Department of Environment and Local Government focused on these government priorities through:

Community Funding

- Distributed \$75.6 million in community funding grants to local governments, rural districts and regional service commissions.
- Communities supported through the renewed 10-year Canada Community-Building Fund Agreement. The first 5 years total \$254 million while \$34.8 million was transferred to local governments and over \$11 million allocated to unincorporated areas in 2024-25.
- Provided approximately \$5 million of local government implementation funding to local governments, regional service commissions and municipal associations to help offset incremental costs incurred as a result of local governance reform.
- Additional funding included \$9 million for 204 environmental projects through the Environmental Trust Fund.

Climate Change Action Plan

- 30 actions in New Brunswick's Climate Change Action Plan [Our Pathway Towards Decarbonization and Climate Resilience](#) were advanced through the efforts of 10 government departments.



- **Action 14**, In partnership with ResearchNB, the Province launched an Anaerobic Digester Concierge Service that provided support to agricultural producers to evaluate the feasibility of successful anaerobic digester projects. This project aims to help farmers abate greenhouse gas emissions.
- **Action 16**: Continued to move the **Understanding our Natural Carbon Sinks** project forward.
 - Assessed 156 wetlands across the province with help from partners.
 - Preliminary results show an average of 393 tonnes of carbon per hectare of wetland, highlighting wetlands' vital role in carbon storage and their potential to help New Brunswick reach net-zero emissions.

- Completed Phase One of a project assessing carbon storage in New Brunswick's peatlands. With support from subject matter experts, this phase involved revisiting peatlands originally surveyed in the 1970s and 1980s. The findings will inform the estimation, monitoring, and reporting of the province's wetland carbon stocks.
- **Action 19:** Communities were supported in their efforts to adapt to climate change and reduce GHG emissions. So far, 62 percent of local governments have completed adaptation plans and 70 percent have completed GHG mitigation plans for all or part of their territory.
- **Action 22a:** Released a new Homeowners Flood Proofing Guideline to help homeowners protect their homes and contents against riverine, coastal and pluvial flooding, as part of the work to develop a flood education and awareness program.
- **Action 22d:** Completed an assessment of historic groundwater monitoring which has the objective of establishing a drought index and public advisory reporting system by 2026.
- **Action 23:** Engaged more than 275 experts, stakeholders and rightsholders and examined 242 climate hazards for the New Brunswick Climate Change Risk Assessment, set to be released in Fall 2025.

Policy and Climate Change

- Committed \$47 million through the Climate Change Fund to support climate change initiatives including: \$16.5 million to help increase the number of electric vehicles and charging infrastructure, \$7.9 million for clean energy and energy efficiency initiatives, \$16.2 million for resilient infrastructure, and \$1.7 million to increase climate change education through training and programming.
- Collected \$18.3 million in compliance revenue through the New Brunswick Output-Based Pricing System and allocated the revenue to support climate change initiatives.
- Greenhouse gas (GHG) emissions have been reduced by 42 percent since 2005, making New Brunswick a leader in percent of emission reductions across Canada. The province is well positioned to achieve its 2030 target of 10.7 Megatonnes (46 percent below 2005 levels).
- In partnership with CLIMAtlantic, provided advice and information on climate impacts and adaptation best practices to more than 550 people and organizations through presentations, workshops, and training sessions.
- Supported the Department in efforts to create governance and regulatory frameworks which resulted in 1 bill being passed in the legislative assembly, as well as the creation of 6 new regulations, the repeal of 3 regulations and amendments to 7 regulations.

Environmental Science and Protection

- Published an air quality evaluation report for St. Stephen and began a one-year air quality monitoring study in Upper Mills.
- Launched a new online GIS based water quality portal providing access to water quality data collected for the province's lakes and rivers by the department and its partners.
- Strengthened the Cooling Tower Program to prevent Legionella risks through updated oversight, satellite imagery analysis to identify unregistered systems, and public health inspector training.

- Conducted Phase 2 of the heat study Health Effects During Extreme Heat Events in New Brunswick: Developing an Evidence-Base to Enhance Adaptation Planning with Data NB, analyzing heat-related health risks to improve the Heat Alert and Response System (HARS).
- Protected provincial drinking water sources through amendments to the *Wellfield Protected Area Designation Order* to prohibit new agricultural activities in wellfield protected areas and update wellfield maps reflecting local governance changes.
- Completed the transfer of environmental datasets to Data NB to enable research and assist the Department in making evidence-based decisions.

Authorizations and Compliance

- Introduced a new *Contaminated Sites Regulation* with clear timelines for site remediation and closure, ensuring timely clean-up and a healthier environment. A dedicated unit was established to oversee these files.
- Completed amendments to the *Designated Materials Regulation* to modernize the language in the Regulation, added language to support the development and implementation of two new provincial programs for batteries and lamp products and expand the list of materials included in the existing electronics and oil and glycol provincial programs. Provided guidance as required with the new and expanded provincial waste diversion programs that include batteries, lamp products, electronics and oil and glycol.
- Completed the 2024 Progress Report for the Strategic Action Plan for Solid Waste Management in New Brunswick, 2023-30. Highlighting the progress made in the calendar year of 2024 with the 10 actions contained within the plan.
- Initiated improvements to the emergency management and response protocols, including streamlining communications channels within the department, and implemented efficiencies to the on-call and audit programs.
- Completed a pilot project to enhance publicly available wetland mapping, with a particular emphasis on areas experiencing development or urban expansion. This initiative involved developing a wetland model using machine learning techniques, complemented by field validation to assess model accuracy. Environment and Local Government is leading this work in collaboration with the Department of Natural Resources.
- Launched an updated nuisance odour complaint response process associated with facilities and operations holding an environmental approval to operate.

Local Government

- Partnered with local, rural, and regional partners as part of a fiscal reform working group to explore ways of financing the new local governance structure.
- A new *Local Governance Commission Act* was operationalized to establish an independent body responsible for overseeing both the investigative and adjudicative aspects of local governance.
- The Provincial and Community Planning Unit continued to partner with Housing NB to support their goals of creating the conditions for safe, affordable and accessible housing for all New Brunswickers. The unit also helped facilitate an agreement between the New Brunswick Association of Planners and the Ordre National des Urbanistes Cote d'Ivoire to address the shortage of land use planners and improve information sharing and professional development.

- Supported the trustee appointed for the Kings Regional Service Commission.

Corporate Services and Community Funding

- Key corporate accomplishments include enhancements to financial processes for collaboration around budget and forecasting, supported ERP system improvements for receivables and budget modules, provided leadership and oversight for the GNB priority projects, supported LG Fiscal Reform and other initiatives, updating and developing applications (i.e. Carbon Footprint Calculator and modernized online well log system) as well as the launch of a Leadership Development Framework and employee-focused HR Echo newsletter to support workforce communication and engagement.

PERFORMANCE OUTCOMES

Outcome #1 – Water Quality Data Portal ([Water Quality Data Portal - Lakes and Rivers](#))

The Department of Environment and Local Government (DELG) launched an updated Water Quality Data Portal. New Brunswickers can now access water quality data for the province's lakes and rivers more easily.

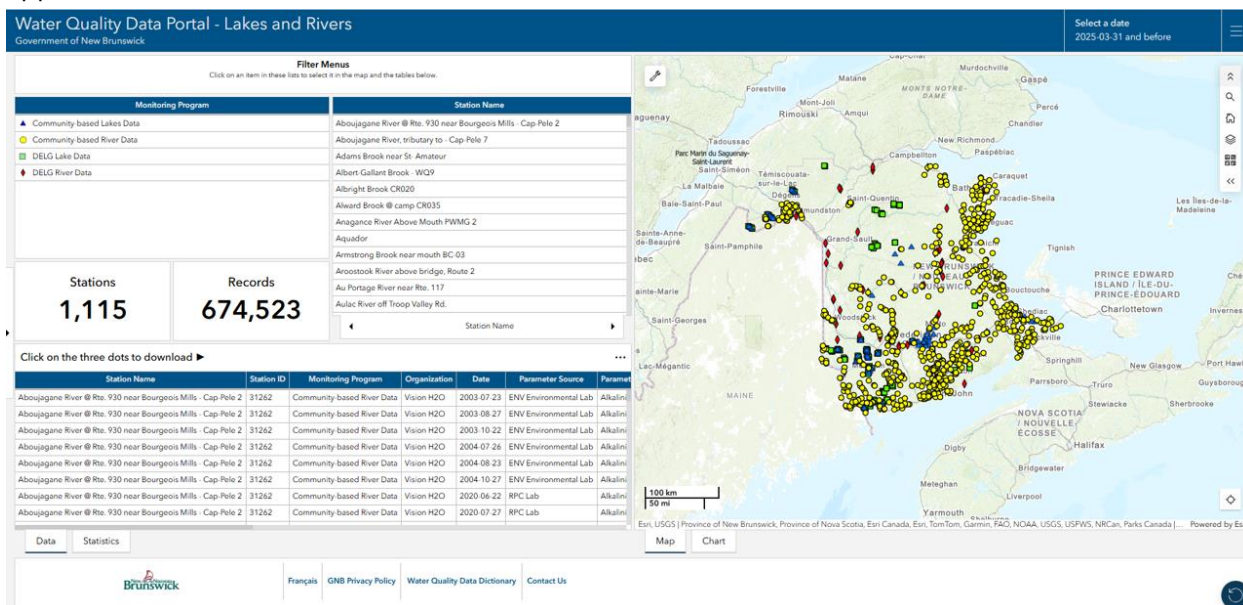
Why is it important?

Many of the province's rivers and lakes are monitored to assess ambient water quality, which includes natural waters, outside of the influence of point sources of pollutants. This monitoring is led by DELG, in partnership with Environment and Climate Change Canada, First Nation organizations and non-governmental organizations, including provincial watershed and volunteer lake associations. The data on the platform is used to support monitoring and reporting on the water quality of major rivers and lakes and provide reliable data to help with government assessments, planning and approvals.

Currently there are over 1,000 water quality sampling stations and over 674,000 records contained within the Portal.

Initiatives or projects undertaken to achieve the outcome

- Developed a new dashboard to facilitate improved user access to search and download data.
- Creation of new data profiles with a wider range of attributes, including the names of partner organizations, and watersheds.
- Review and validation of ambient water quality data from 2003 to 2024.
- Updated guidance for DELG staff and partners to support validation of data on the portal.
- Inclusion of a Data Dictionary to provide users with improved access to metadata on water quality data.



Outcome # 2 - Fiscal Reform

The intended outcome of fiscal reform is to create a new funding model that supports local governments, rural districts and regional service commissions within the structure created through local governance reform (LGR). Fiscal reform is central to addressing the financial sustainability of local governments through the creation of a new funding framework.

Fiscal reform began in May 2024 with the creation of a fiscal reform working group. This working group, comprised of local, rural and regional representatives, brought diverse perspectives from across the province and shared valuable insights, ensuring local priorities and challenges were brought forward and considered.

The 2024-25 fiscal year was a time of engagement, collaboration among partners, information sharing, data collection, analysis, and research.

The new funding model is expected to be introduced into legislation in Spring 2025.

Why is it important?

Fiscal reform builds on the broader vision of “vibrant and sustainable communities working together to enhance the quality of life of New Brunswickers”. Currently, local governments are, on average, 84% reliant on property taxes for their revenues. This initiative aims to create more diverse and sustainable funding options to reduce this dependence and better equip local governments to adapt to evolving needs and challenges.

Overall Performance

This initiative is on track and meeting its ambitious intended milestones. All of the planning, engagement, assessment of options, and drafting of legislation throughout 2024-25 was led by a team of internal GNB experts.

Together with the working group, it was determined that local governments are facing financial pressures in planning and delivering services due to inflation, population growth, aging infrastructure, and a growing infrastructure deficit. Proposed solutions will help pave the way for implementation in the 2026 budget cycle for local governments while enhancing the overall resilience of New Brunswick’s communities.

Initiatives or projects undertaken to achieve the outcome

The following initiatives were undertaken:

- Created a dedicated project team with members from across GNB.
- Held eight formal engagement sessions with the working group between May 2024 and March 2025.
- Validated analysis and approach with a smaller group of external partners comprised of representatives from the working group.
- Engagement with an ADM and Steering Committee comprised of other GNB departments to provide strategic advice, direction, and oversight.
- Bi-weekly meetings with municipal associations to discuss progress and obtain feedback on process and progress.

Outcome # 3 - Leadership Development Framework

Feedback collected through the most recent **GNB Employee Experience Survey** highlighted a need for ELG to provide more robust training and development opportunities for leaders, emphasizing the importance of equipping them with the skills necessary to effectively support their teams.

ELG's Leadership Development Framework is founded on four key initiatives:



This comprehensive framework ensures that current, new and future leaders at ELG are equipped with the knowledge and tools required to foster an engaged and high-performing workforce.

Why is it important?

Having high-performing leaders is critical for engagement and retention. Before the launch of this framework, there were no formal onboarding processes, training programs, or development opportunities available for new or current leaders at ELG. Ad hoc and external training sessions were recommended and supported upon request.

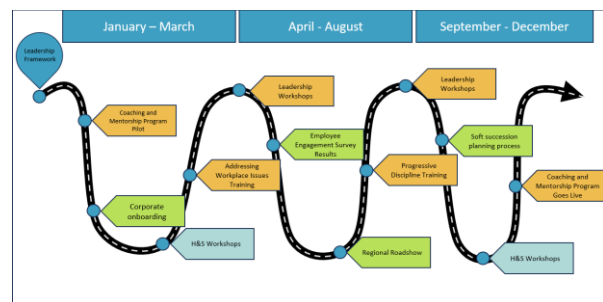
Overall performance

The introduction of targeted learning and development initiatives began in February 2025 and has been positively received, with engaging sessions and workshops earning constructive

feedback. A high level of participation in these learning opportunities reflects a growing commitment to leadership development across the department. We anticipate an increase in the learning and development area in the next **GNB Employee Experience Survey**. These results will help set our targets for next year's roadmap.

Initiatives or projects undertaken to achieve the outcome

The Human Resources team has established an annual roadmap to provide ELG employees with a clear, year-long overview of the HR strategy, training programs, activities, and workshops that will be offered throughout the year. This project was completed at no cost and used existing resources.



- ✓ Provided leaders with resources, collaboration tools (via Microsoft Teams), workshops, and customized orientations.
- ✓ Promoted engagement through a learning events calendar and introduced a mentoring pilot program for growth and knowledge sharing.
- ✓ Delivered tailored orientation sessions on corporate processes (HR, Finance, Strategic Performance, and Records Management).
- ✓ Supported leadership development through the Aspiring, Evolving, and Executive Leaders programs to foster continuous growth

OVERVIEW OF DEPARTMENTAL OPERATIONS

The Department of Environment and Local Government (ELG) is responsible for safeguarding New Brunswick’s environment and supporting effective local governance. The department administers and enforces key environmental legislation to ensure the sustainable management of air, water, and land resources. ELG supports pollution prevention, climate change adaptation, and environmental innovation. It also regulates industrial and municipal infrastructure projects, issues environmental approvals, and promotes public engagement in environmental decision-making.

In addition to its environmental mandate, ELG plays a central role in local governance. The department provides oversight, guidance, and support to local governments and Regional Service Commissions (RSCs), facilitating the delivery of key regional services and strengthening local decision-making. As the lead agency for implementing New Brunswick’s local governance reform, ELG supported the transition to 77 municipalities and 12 rural districts in 2023, enhancing representation and service delivery across the province. The department also collaborates with partners across government to support emergency preparedness, land use planning, and infrastructure development in communities.



Environment: 6 regions
Local Government: 12 regions



Positions (as of March 31): 282



Ordinary Budget: \$173.4 M

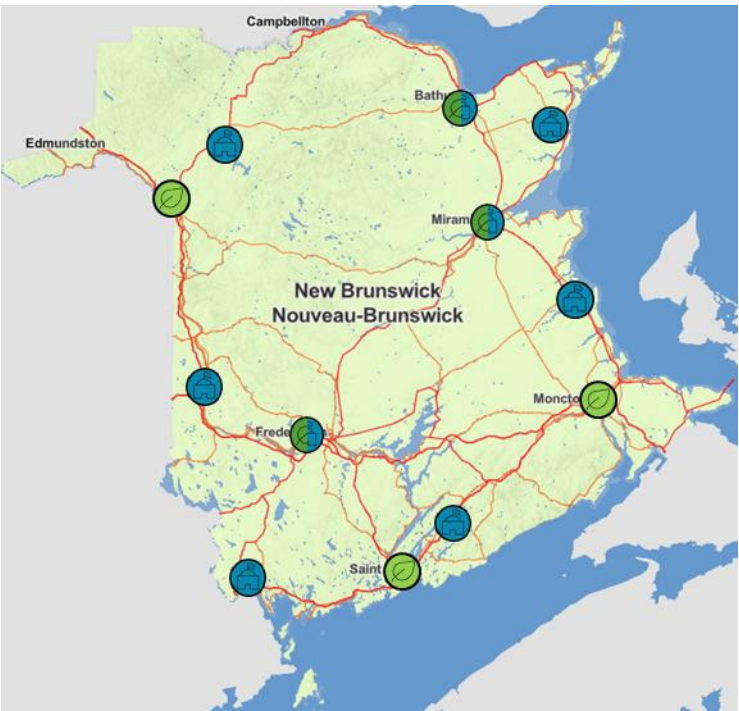
- **Environment: \$64.3 M**
- **Local Government: \$109.1 M**

Capital Budget: \$1 M



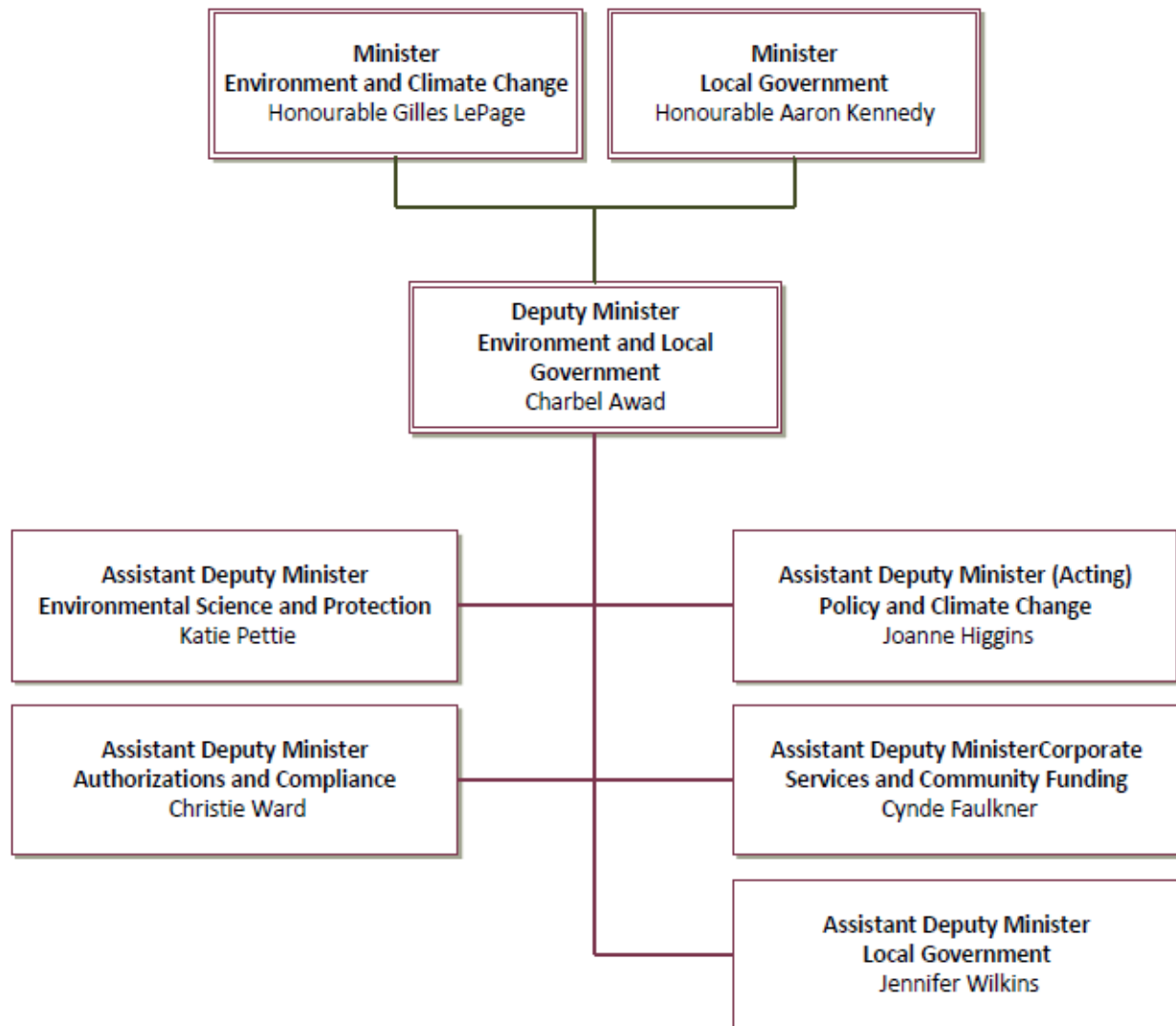
Environment: 7 Acts
Local Government: 14 Acts

Office Locations



Local Government Environment Blended

High-Level Organizational Chart



DIVISION OVERVIEW

AUTHORIZATIONS AND COMPLIANCE DIVISION

The **Authorizations and Compliance Division** is responsible for the administration and management of regulatory programs and activities focused on the avoidance or reduction of environmental impacts throughout the construction, operation and decommissioning of various alterations, development and industrial projects and activities. Through the regulatory authorities provided under the *Clean Air Act*, the *Clean Environment Act*, the *Clean Water Act*, the *Pesticides Control Act*, and a portion of the *Local Governance Act* the division issues permits and approvals with conditions, conducts auditing and compliance checks throughout a project's lifecycle to ensure adherence to regulations and conditions of approval. The division is also responsible for responding to inquiries and concerns from the public related to divisional programs and environmental emergencies, such as spills/release of contaminants into the environment.

In 2024-25, the divisional budget was \$9,189,000 and included 100 positions. The division consists of the following branches:



Expertise within the division includes environmental inspectors, engineers, biologists, technicians, analysts and program advisors.

The **Authorizations Branch** administers three core programs: Authorizations, Compliance Auditing, and Environmental Information. The branch administers an authorizations program that includes managing and issuing licenses, certificates, permits and approvals (i.e., authorizations), required under the *Clean Air Act*, *Clean Environment Act*, the *Clean Water Act*, and the *Pesticides Control Act*, for various regulated activities that have the potential to impact the province's air, land, and water environments. The branch also undertakes a strong Compliance Auditing Program to assess compliance with the authorizations. For all non-compliance issues identified, the branch applies the department's Compliance and Enforcement Policy to compel compliance or to take enforcement action. The branch's Environmental Information Program is responsible for maintaining various databases to support the branch's core programs. These databases contain important environmental information on specific properties in New Brunswick. The *Fees for the Provision of Environmental Information Regulation* under the *Financial Administration Act* gives the Minister the authority to charge fees for the environmental information per property.

The **Waste Diversion Branch** is responsible for developing, administering and guiding provincial waste reduction and diversion programs for solid waste generated within the province. Currently, the branch regulates the following provincial programs: beverage containers, tires, paint, oil and glycol, electronics, packaging and paper products, pharmaceutical products and medical sharps, batteries, and lamp products. Recycle NB is the crown body that manages and/or oversees these provincial programs, the branch is responsible to oversee the crown body as per the provisions contained within the *Accountability and Continuous Improvement Act*. The branch is also responsible for managing the fulfillment of the actions and outcomes contained within the Strategic Action Plan for Solid Waste Management in New Brunswick, 2023-2030: *A Roadmap for Transforming our Waste into Materials for Tomorrow*.

The **Regional Operations and Compliance Branch** provides local service delivery of departmental programs and an inspection program through six regional offices. The branch manages compliance activities related to the acts and regulations under the department's mandate and is also responsible for the coordination of emergency management activities, including the department's Emergency Management Plan and on-call system.

The **Watercourse and Wetland Alteration Branch** (formerly the Surface Water Management Branch) administers the Watercourse and Wetland Alteration (WAWA) permitting program, as well as the management of watercourses and wetlands, including the protection of tidal watercourses and coastal wetlands. The branch is mandated to support responsible development in suitable locations, ensuring that projects are planned and executed in accordance with avoidance and minimization criteria. These criteria are designed to reduce potential environmental impacts on wetlands and watercourses, promoting sustainable land use and ecological integrity.

The **Compliance Support Branch** delivers essential operational support services to the Authorizations and Compliance Division, enabling effective program delivery. Key functions include: project management and execution of priority projects and initiatives, data tracking and analytics, Geographic Information Systems support, enforcement file management, such as coordinating files for prosecution, and technical expertise and quality assurance. The branch also leads the development and delivery of training programs for departmental environmental and inspection staff, ensuring consistent standards and capacity across the division.

Key Performance Indicators

The Authorizations and Compliance Division accomplished the following for the 2024-2025 year.

GOALS:

- To ensure responsible and sustainable development activities across the province.
- To enable the reduction and mitigation of environmental impacts.
- To support New Brunswickers through environmental regulatory processes.

To mitigate and reduce environmental impacts - Responsible industrial activities

- Issued 5,301 licences, certificates, permits and approvals with conditions:
 - 1,849 pesticide applicator certificates;
 - 1,310 petroleum storage tank site licences and approvals;

- 1,257 air and water quality approvals;
- 673 ozone depleting substances permits;
- 212 pesticide permits and licenses;
- Of these, 2,530 approval or permit conditions were audited with an overall compliance rate of 92.5%.

To ensure responsible clean-up and a healthy environment - Contaminated Sites Management Program

- 65 new files were opened.
- 113 sites were successfully remediated.
- the orphan sites program was revived, and work on 28 sites was completed in year one.

To ensure sustainable waste management practices

Of the 10 actions outlined in the Strategic Action Plan for Solid Waste Management for the goal of *Transforming our Waste into Materials for Tomorrow*:

- Six actions were completed (Actions: 1, 2, 3, 4, 5 & 7).
- Three actions were initiated (Actions: 6, 8, & 9).
- One action to be initiated (Action 10).

To ensure public access to environmental risk and remediation information

- processed 1,666 property-specific environmental information requests across New Brunswick through the Property-Based Environmental Information Program.

To mitigate and minimize environmental impacts

- 1,283 inspections and 127 audits were carried out to evaluate compliance with the *Clean Air Act*, *Clean Environment Act*, *Clean Water Act*, *Local Government Act*, and their respective regulations.
- These compliance verification efforts led to 102 compliance orders, 123 warnings, eight schedules of compliance, 19 tickets, and six prosecutions. These actions resulted in fines totaling \$24,321. Seven additional cases are still pending resolution.
- A total of 543 incident reports were submitted by industries in accordance with regulatory reporting requirements or conditions of approval under the *Clean Air Act*, *Clean Environment Act*, and *Clean Water Act*. This resulted in oversight of remedial actions and regulatory compliance.

To support ongoing public engagement and transparency

- responded to 477 property information inquiries, offering guidance and direction on programs administered under the department's mandate.
- addressed 620 inquiries related to the WAWA permitting process. These included on-site assessments conducted by departmental wetland biologists to verify the presence and boundaries of wetlands, ensuring informed decision-making and regulatory compliance.

To support sustainable development near surface water features

- reviewed and issued 1,970 WAWA permits, authorizing development within 30 metres of watercourses and wetlands. Each permit included conditions designed to mitigate environmental impacts and ensure regulatory compliance. As part of the review process:

- 149 projects were either reduced in scope or redesigned to meet WAWA requirements.
- Three permit applications were refused during this period.
- All approved projects met the standards outlined in the *WAWA Regulation* and associated guidelines.
- conducted over 800 regulatory reviews applying WAWA requirements to projects under other planning and regulatory frameworks, including Subdivision Plans, Land Use Plans, Licences of Occupation on Crown Lands, Environmental Impact Assessments, and Environmental Approvals to Construct and Operate.

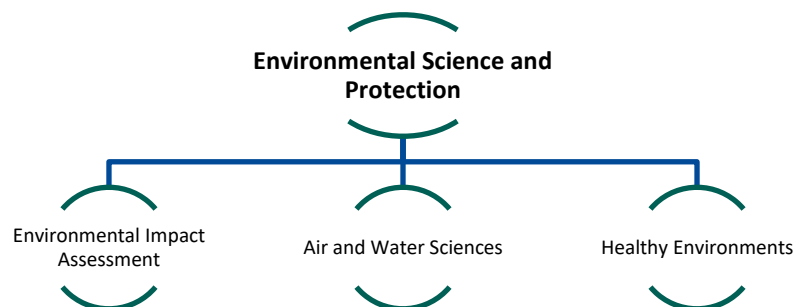
To ensure a continuously updated and modern regulatory framework

- the division created one new regulation (Contaminated Sites)
- updated one regulation (Designated Materials),
- updated and clarified over six additional guidance and procedural documents including: emergency management, WAWA, erosion control, wetland mapping, and nuisance odours.

ENVIRONMENTAL SCIENCE AND PROTECTION DIVISION

The **Environmental Science and Protection Division** is responsible for the environmental review of major projects and monitoring the air and water resources of New Brunswick. It provides scientific assessment and environmental protection advice and reports on the state of the environment, develops programs and policies, and provides technical, scientific, and engineering support. This includes interpreting, evaluating and maintaining awareness of research and developments in science, engineering, and environmental health issues and initiatives on behalf of the department.

In 2024-25, the divisional budget was \$5,093,000 and included 50 positions. The division consists of the following branches:



The **Environmental Impact Assessment Branch** is responsible for the Environmental Impact Assessment (EIA) process to identify potential environmental impacts associated with activities and developments before they are undertaken so that such impacts can be avoided or mitigated to acceptable levels if the project is permitted to proceed. The EIA process is an interactive, iterative, and thorough review process that includes opportunities for public input and resolution of technical issues through dialogue with project proponents. In addition, the EIA process gives technical specialists from government agencies, as well as the public, stakeholders and First Nations, a chance to provide input throughout the process.

The **Air and Water Sciences Branch** has the responsibility to monitor current environmental conditions, provide scientific services, and interpret, evaluate, and report on environmental conditions in New Brunswick. Through the Hydrology Centre, the branch also works with the Emergency Measures Organization (EMO) and other partners to collect and interpret data for flood forecasting services to ensure the public safety of New Brunswickers.

The **Healthy Environments Branch** leads and supports environmental health programs by providing scientific and engineering advice, and by assessing and anticipating new and emerging environmental health hazards in collaboration with partners and stakeholders. Branch work is guided by the ecological determinants of health and is key for New Brunswickers to continue to live in a safe environment and enjoy clean and reliable drinking water.

Key Performance Indicators

The Environmental Science and Protection Division accomplished the following for the 2024-2025 year.

GOALS:

- To protect the environment through proactive assessment and mitigation.
- To monitor and report on environmental conditions.
- To promote public health and safety through environmental health programs.

To protect the environment through proactive assessment and mitigation

- Environmental Impact Assessments: 18 projects were registered during the year; 13 projects were approved with conditions, 51 projects were undergoing a Determination review, and 1 Comprehensive review was underway.
- Projects approved included 3 wastewater systems, 2 water supply developments, 2 wind energy, 2 wood processing, and 1 each of waste disposal, peat harvesting, solar energy, and residential development projects.
- Published a wind energy project roadmap and siting standards and study checklist to assist wind project proponents in navigating regulatory requirements.

To Monitor and report on environmental conditions

- Transferred 14 datasets including monitoring data from programs such as air quality, drinking water quality, flood hazard areas and the surface water monitoring network to Data NB to enable research and assist the Department in making evidence-based decisions.
- Carried out water quality monitoring at 55 river stations, 11 lakes and conducted recreational beach monitoring at 10 of New Brunswick's provincial park beaches (results publicly reported through the Water Quality Data Portal and Beaches webpage respectively).
- Monitored and reported on surface water flows and water levels in streams and lakes at 54 hydrometric stations and groundwater levels in 9 water wells.
- Monitored and reported on air quality through the province's network of 10 continuous real-time ambient air quality monitoring stations and at 25 industry run stations.

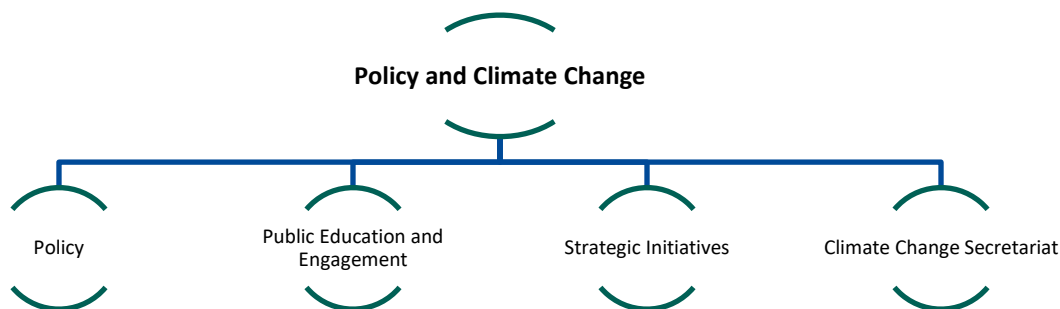
To promote public health and safety through environmental health programs

- To protect drinking water sources:
 - Processed 30 wellfield exemption applications; 19 did not require an exemption, 8 were issued, 2 were refused, and 1 is still under review.
 - Processed 27 watershed exemption applications; 17 were issued, 2 were refused, 6 did not require an exemption, and 2 applications are under review.
 - Issued 86 licenses under the Water Well Construction Program: 34 to water well contractors and 52 to water well drillers.
- To prevent risk of Legionella, as of March 31, 2025, a total of 312 cooling towers have been registered across New Brunswick. In 2024-25, a total of 1,744 samples were tested for Legionella and of those, 98.4% met the standard for system water quality.
- To protect the public from heat-related illness, heat alerts were issued on 16 days for 4 heat events through the Heat Alert and Response Systems (HARS) program.

POLICY AND CLIMATE CHANGE DIVISION

The **Policy and Climate Change Division** has the responsibility to undertake research, policy and legislative development, consultation and relationship building, public engagement and education, as well as strategic project management, in support of government priorities and departmental objectives. The division also provides right-to-information services, appointment services, and legislative support.

In 2024-25, the divisional budget was \$49,976,000; represented by \$1,319,000 for Policy and \$48,657,000 for Climate Change and included a total of 30 positions. The division consists of the following branches:



POLICY

The **Policy Branch** provides a range of policy related services, including research and policy development, regulatory and legislative development, information access, and legislative and appointment coordination. It also provides departmental and program advisory support in the form of legislative research, interpretation, and application. The branch acts as the departmental liaison with the Office of the Attorney General on legal matters. It is responsible for the management of legal files within the department, facilitation of requests for legal opinions, and the review of contracts and memoranda of understanding.

The **Public Education and Engagement Branch** coordinates the development and/or support of departmental public education and engagement initiatives aimed at capacity-building and behavioural change, oversees legislated consultative processes, devises options for non-legislated engagement, and supports public outreach activities. It also liaises with the Department of Indigenous Affairs to oversee and support the department's First Nations engagement and consultation.

The Strategic Policy Initiatives Branch provides focused leadership to complex strategic initiatives that are priorities of GNB. This includes the development and implementation of large, complex, multi-year policy initiatives and programs that will have far-reaching impacts across the province.

Key Performance Indicators

GOALS:

- To enhance policy development and legislative support
- To foster public engagement and First Nations consultation

To enhance policy development and legislative support

- Supported amendment of six regulations, repeal of three regulations and development of seven new regulations.
- Responded to 106 requests under the *Right to Information and Protection of Privacy Act* (RTIPPA), and 59 requests under the Fee for the Provision of Environmental Information Regulation – *Financial Administration Act*.
- Coordinated 21 appointments to agencies, boards and commissions.

To foster public engagement and First Nations consultation

- Supported the First Nations Environmental Impact Assessment (EIA) registration notification process. A total of 18 EIA notifications were sent to First Nations.

CLIMATE CHANGE SECRETARIAT

The **Climate Change Secretariat** leads initiatives promoting the reduction of greenhouse gas (GHG) emissions and the adaptation to impacts of climate change. It also focuses on initiatives related to education, awareness, and capacity-building. The Secretariat is responsible for the development of New Brunswick's Climate Change Action Plan and coordinating its implementation. The Secretariat engages most government departments and agencies to ensure actions on climate change are integrated with governmental policies, programs, and day-to-day decisions. It also engages a range of local government and non-government partners, rightsholders and stakeholders to encourage lower carbon investments and practices, and climate adaptation activities.

Key Performance Indicators

Performance measure #1:

Climate Change Adaptation and Greenhouse Gas (GHG) Mitigation Plans

Objective of the measure

In accordance with Actions 19 and 26 of the Climate Change Action Plan, help Local Governments reduce their greenhouse gas emissions and prepare for the impacts of climate change.

Measure

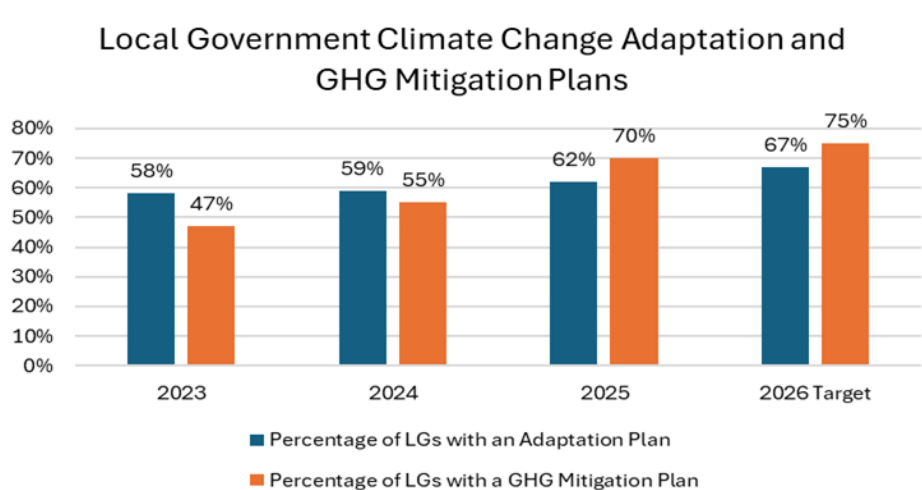
Percentage of local governments with a Climate Change Adaptation and GHG Mitigation Plan.

Description of measure

Track the increase in Climate Change Adaptation and GHG Mitigation Plan development and adoption. This helps the department understand the state of climate action and preparedness at the local level.

Due to changing local government boundaries, some local governments have a plan for part of their territorial boundaries. The Secretariat is working with interested local governments to update their plans as new data becomes available and to cover their whole territorial boundaries.

Overall performance



In 2025, 62% of New Brunswick Local Governments (LGs) had Adaptation Plans, while 70% had GHG Mitigation plans. The Secretariat forecasts a 5% increase in 2026 for both Adaptation and GHG Mitigation Plans.

Performance measure #2:

New Brunswick Output-Based Pricing System (NB OBPS) Compliance

Objective of the measure

Ensure that large industrial facilities participating in the NB OBPS comply with regulatory requirements to reduce greenhouse gas (GHG) emissions, either through on-site reductions or the use of compliance units.

Measure

Percentage of regulated facilities in full compliance with the NB OBPS requirements (e.g., Greenhouse Gas Emission Reports, Compliance Reports, fulfillment of compliance obligation).

Description of measure

This measure tracks compliance of large emitters regulated under the NB OBPS. Facilities are considered compliant if they meet all program requirements, including:

- Submission of verified Greenhouse Gas Emissions Report
- Submission of Compliance Report
- Retirement of the appropriate number of compliance units (credits or offsets)
- Payment of any required compliance obligations

This measure helps ensure the regulatory integrity of the system while providing flexibility to industry.

Overall performance

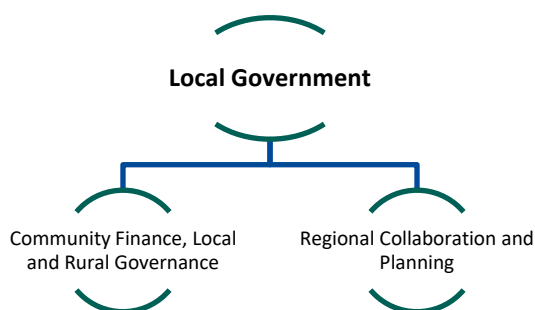
As of the latest compliance period:

- Compliance Rate: 100% of regulated facilities were in full compliance with NB OBPS requirements.
- Trend: This represents a stable compliance rate compared to previous reporting years.
- Observations:
 - Most facilities achieved compliance through the purchase of fund credits or verified emissions reductions.
- Next Steps:
 - Continued outreach and technical support for regulated facilities
 - Improvements to the reporting and verification process

LOCAL GOVERNMENT DIVISION

The **Local Government Division** is the primary point of contact between the province and local communities. With a vision of fostering vibrant and sustainable communities, the division provides support and advisory services to local governments and regional service commissions and is responsible for the administration of rural districts.

In 2024-25, the divisional budget was \$104,958,000 and included 41 positions. The division consists of the following branches:



The **Community Finance, Local and Rural Governance Branch** includes the Community Finances unit, Local Governance unit, and the Rural Districts unit.

The **Community Finances Unit** is responsible for providing advice and guidance on the financial aspects of local governments, rural districts and regional service commissions. The branch provides support for accounting, capital borrowing, budgeting, and financial reporting services to communities. It provides secretariat services to the Municipal Capital Borrowing Board and administers the long-term borrowing of local governments and commissions through the New Brunswick Municipal Finance Corporation.

The **Local Governance Unit** fulfils a provincial support and liaison function with three municipal associations, local governments, the New Brunswick Society for the Prevention of Cruelty to Animals (NBSPCA) and Downtown New Brunswick (DNB). The unit works with its stakeholders, and responds to inquiries regarding local governance matters, the application of the *Days of Rest Act*, as well as animal protection and control matters. The unit also provides support and guidance to Business Improvement Areas, including disbursing their funding. The unit is the liaison with the Secretariat of the Table of Provincial and Territorial Ministers Responsible for Local Government (SMLG) for the coordination of provincial-territorial meetings for the Table of Ministers Responsible for Local Government.

The **Rural Districts Unit** administers the delivery of services in unincorporated areas (referred to as rural districts) of the province. The unit ensures the delivery of services such as fire protection, solid waste collection and support for emergency measures through its regional offices. In carrying out its responsibilities, the unit works with Rural District Advisory Councils, volunteer fire departments, regional service commissions and recreational councils. It also administers a \$1 million small capital loans program for rural district projects.

The **Regional Collaboration and Planning Branch** includes the Regional Collaboration unit and the Provincial and Community Planning unit.

The **Regional Collaboration Unit** fulfils a provincial support and liaison function with the 12 regional service commissions (RSCs) and is responsible for proactively developing strategic relationships with provincial departments and agencies and regional stakeholders. The unit is responsible for the administration of the *Regional Services Delivery Act*, provides advice on matters of governance and

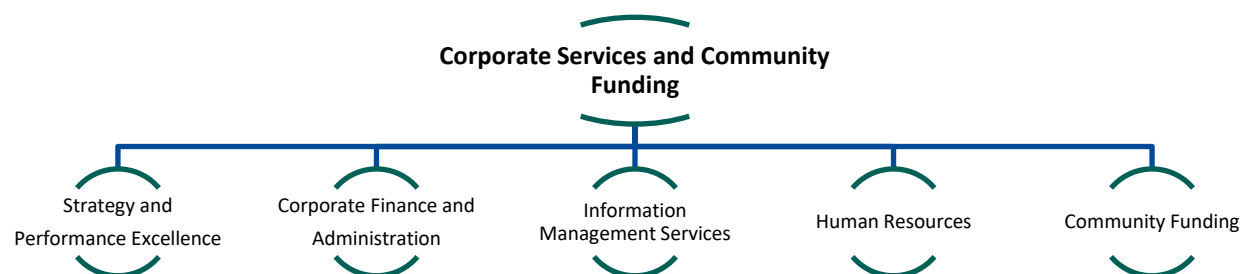
administration to regional service commissions, and responds to general inquiries regarding their mandates.

The **Provincial and Community Planning Unit** is responsible for the administration of the *Community Planning Act* and associated regulations to guide development in New Brunswick. The unit also provides leadership, support, guidance and training to departmental staff, regional service commissions, local governments, professional associations, municipal associations, and the public.

CORPORATE SERVICES AND COMMUNITY FUNDING DIVISION

The **Corporate Services and Community Funding Division** provides departmental services including financial management, performance excellence, human resources, and information management, as well as oversight of information technology development and support services provided by Service New Brunswick. The division also administers the Canada Community Building Fund, the Small Communities Fund, the Regional Services Support Fund, as well as the provincial Environmental Trust Fund. The division provides technical support and engineering advice to communities in addressing infrastructure concerns as they relate to the applicable funding programs.

In 2024-25, the divisional budget was \$3,126,000 and included 54 positions. The division consists of the following branches:



The **Corporate Finance and Administration Branch** coordinates the financial planning, budgeting, and interim financial statement processes, provides financial information, analysis and advice to departmental staff, executive management, and central agencies, and provides purchasing and vehicle management services. The branch provides accounting services that include ensuring transactions are accurately reflected in government's financial statements, maintaining the departmental Financial Information System index, reconciling asset and liability accounts, and collecting and depositing revenue. The branch also provides general office and administrative support services.

The **Strategy and Performance Excellence Branch** is responsible for strategic planning and alignment. The branch leads strategy, organizational performance and continuous improvement efforts using Lean Six Sigma, and Project and Change Management methodologies. It supports the development of evidence based operational standards and reporting as well as ensures the alignment of the department's strategy and effort with the government's accountability reporting process.

The **Information Management Services Branch** is responsible for providing Information Management, Information Security, Records Management, and Geographic Information System

services. The branch provides consultation and operational support to departmental staff in these areas and ensures the department is aligned with, and contributes to, government initiatives and strategies. The branch provides oversight on information technology projects and matters to ensure the work carried out supports and aligns with the department's priorities and strategies.

The **Community Funding Branch** administers funding programs that help create vibrant and sustainable communities. The Canada Community Building Fund and the Small Communities Fund are federal/provincial funding programs that help communities build, replace, or improve municipal infrastructure that help deliver vital services in communities across the province. The Environmental Trust Fund is an application-based program that provides funding to local governments, education institutions, First Nations and non-profit organizations for environmental projects that meet the criteria of the *Environmental Trust Fund Act*. The Regional Services Support Fund and local governance reform funding enable regional service commissions and local governments to deliver newly established services.

The **Human Resources Branch** provides support and expert advice to management and staff across the department. It oversees programs and processes in all areas of human resources including workforce planning, staffing and recruitment, classification, official languages, employee and labour relations, workplace health, safety and wellness, and employee and organizational development.

Key Performance Indicators

Performance measure:

Ratio of actual to budgeted ordinary expenditures

Objective of the measure

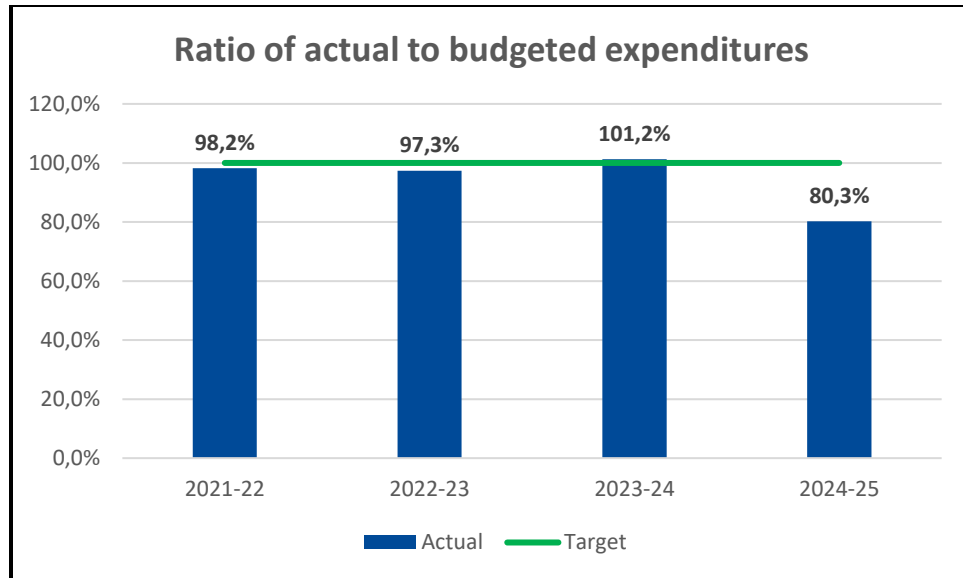
Eliminate deficits and reduce debt

Measure

Ratio of actual to budgeted ordinary expenditures

Description of measure

This measure focuses on controlling and managing expenditures to meet the Department's fiscal year budget



Overall performance

The ratio of actual to budgeted ordinary expenditures for 2024-25 was 80%. The target is to spend the full budget as planned. Within ELG, there are various non-discretionary spending areas that can experience large swings outside the control of the department, and this was experienced during 2024-25 causing this surplus.

FINANCIAL INFORMATION

NOTE: The annual report was prepared prior to the publication of Public Accounts Volume 2: Supplementary Information. Consequently, the financial information reported herein may not reflect the final figures as reported in Public Accounts.

EXPENDITURES	MAIN ESTIMATES	APPROPRIATION TRANSFERS*	BUDGET	ACTUAL	VARIANCE OVER/(UNDER)
Corporate Services and Community Funding					
- Senior Management	958.0	26.9	984.9	687.4	(297.5)
- Corporate Services	1,984.0	69.7	2,053.7	2,406.5	352.8
- Community Funding	184.0	40.3	224.3	362.7	138.4
Policy, Public Education and Engagement	1,319.0	43.1	1,362.1	1,375.9	13.8
Local Government					
- Rural District Expenditures	20,871.0	31.6	20,902.6	16,112.0	(4,790.6)
- Community Funding for Local Governments and RSCs	73,430.0	-	73,430.0	72,992.6	(437.4)
- Local Government Property Tax Warrant **	-	-	-	(20,747.7)	(20,747.7)
- Community Finances	887.0	13.9	900.9	390.4	(510.5)
- Local Governance	3,035.0	29.9	3,064.9	2,320.8	(744.1)
- Regional Collaboration and Planning	907.0	27.3	934.3	864.3	(70.0)
- Local Governance Reform	5,828.0	-	5,828.0	5,821.8	(6.2)
Local Governance Commission	1,032.0	12.1	1,044.1	1,129.6	85.5
Authorizations and Compliance					
-Regional Operations and Compliance	3,867.0	307.2	4,174.2	3,490.2	(684.0)
- Authorizations	4,629.0	230.4	4,859.4	4,493.9	(365.5)
- Surface Water Management	328.0	45.3	373.3	878.3	505.0
- Waste Diversion	365.0	18.6	383.6	332.9	(50.7)
Environmental Science and Protection					
- Environmental Impact Assessment	1,404.0	40.8	1,444.8	1,422.3	(22.5)
- Air and Water Sciences	2,628.0	116.5	2,744.5	2,670.2	(74.3)
- Healthy Environments	1,061.0	37.3	1,098.3	1,200.3	102.0
Climate Change					
- Climate Change Secretariat	1,657.0	47.2	1,704.2	1,493.3	(210.9)
- Climate Change Fund	47,000.0	-	47,000.0	40,390.0	(6,610.0)
Total Ordinary Budget	173,374.0	1,138.1	174,512.1	140,087.8	(34,424.3)
Total Capital (Rural Districts)	1,000.0	-	1,000.0	1,000.0	-

Special Purpose Accounts

Special Purpose Accounts	CARRY OVER FROM PREVIOUS YEAR	REVENUE	TOTAL FUNDING	EXPENDITURES	CARRY OVER TO NEXT YEAR
Environmental Trust Fund	30,667.8	1,585.9	32,253.7	9,068.8	23,184.9
Climate Change Fund	23,936.8	21,066.9	45,003.7	17,676.3	27,327.3
Regional Services Support Fund	3,290.0	14,025.0	17,315.0	15,312.7	2,002.3
Canada Community Building Fund ***	37,850.2	49,942.3	87,792.6	45,852.2	41,940.3

REVENUES	MAIN ESTIMATES	ACTUAL	VARIANCE OVER/(UNDER)
Return on Investment	34.0	41.2	7.2
Licenses and Permits	3,406.0	3,355.5	(50.5)
Sale of Goods and Services	323.0	244.0	(79.0)
Miscellaneous	-	(14.2)	(14.2)
Total Ordinary	3,763.0	3,626.5	(136.5)

*Appropriation of transfer for central salary draw

**Variance between warrant and billing in 2024-25

***RDC transfer of surplus balance in 2024-25 when ELG took over agreement

Note: Figures are draft and may vary slightly from information subsequently published in Supplementary Information Volume 2 Public Accounts

SUMMARY OF STAFFING ACTIVITY

Pursuant to section 4 of the *Civil Service Act*, the Secretary to Treasury Board delegates staffing to each Deputy Head for his or her respective department(s). Please find below a summary of the staffing activity for 2024-2025 for Department of Environment and Local Government.

NUMBER OF PERMANENT AND TEMPORARY EMPLOYEES AS OF DEC. 31 OF EACH YEAR		
EMPLOYEE TYPE	2024	2023
Permanent	234	221
Temporary	28	25
TOTAL	262	246

The department advertised 9 open (public) competitions which resulted in 6 hires while 3 were cancelled as no candidates were found.

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

APPOINTMENT TYPE	APPOINTMENT DESCRIPTION	SECTION OF THE CIVIL SERVICE ACT	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)	3
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)	9
Lateral transfer	The GNB transfer process facilitates the transfer of employees from within	16(1) or 16(1)(c)	11

APPOINTMENT TYPE	APPOINTMENT DESCRIPTION	SECTION OF THE CIVIL SERVICE ACT	NUMBER
	Part 1, 2 (school districts) and 3 (hospital authorities) of the Public Service.		
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)	16
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*, zero complaints alleging favouritism were made to the Deputy Head of Department of Environment and Local Government and zero complaints were submitted to the Ombud.

SUMMARY OF LEGISLATION AND LEGISLATIVE ACTIVITY

BILL #	NAME OF LEGISLATION	DATE OF ROYAL ASSENT	SUMMARY OF CHANGES
42	<p><i>An Act Respecting Local Governance and Regional Service Delivery</i></p> <p>Chap-22.pdf</p> <p>https://www2.gnb.ca/content/dam/gnb/Departments/ag-pg/PDF/ActsLois/2021/Chap-16.pdf</p>	June 7, 2024	<p>This Act amended the following three Acts:</p> <ul style="list-style-type: none"> • The <i>Local Governance Act</i> to clarify that the suspension of a member of council for code of conduct violations does not trigger a vacancy. • The <i>Regional Service Delivery Act</i> to exempt regional service commissions from the <i>Motor Carrier Act</i> when providing a regional transportation service, and to clarify notice requirements. • The <i>Municipal Capital Borrowing Act</i> to consolidate and clarify the provisions respecting the application of the Act, and to allow the Chairperson to designate a member of the Board to act as Secretary during the temporary absence of the Secretary.

NAME OF REGULATION	EFFECTIVE DATE	SUMMARY OF CHANGES
<p>Wellfield Protected Area Designation Order – <i>Clean Water Act</i></p> <p>2024-13.pdf</p>	April 1, 2024	Amendments to the Wellfield Protected Area Designation Order so that only <i>existing</i> agricultural activities are permitted in a designated wellfield.
<p>Regions of the Tribunal Regulation – <i>Local Governance Commission Act</i></p> <p>2024-27.pdf</p>	May 15, 2024	A new regulation under the <i>Local Governance Commission Act</i> to establish the regions of the Assessment and Planning Appeal Tribunal.
<p>Repeal of New Brunswick Regulation 2001-89 under the <i>Assessment and Planning Appeal Board Act</i></p> <p>2024-28.pdf</p>	May 15, 2024	Repeal of the General Regulation under the <i>Assessment and Planning Appeal Board Act</i> .

General Regulation – <i>Local Governance Commission Act</i> 2024-29.pdf	May 15, 2024	Establishment of a new General Regulation under the <i>Local Governance Commission Act</i> to establish parameters for: <ul style="list-style-type: none"> • cost-recovery • appointing a supervisor • providing notice of control • reviewing regional cost-sharing decisions assembling a report on a proposed restructuring
Wellfield Protected Area Designation Order – <i>Clean Water Act</i> 2024-30.pdf	June 1, 2024	Amendments to modernize the wellfield maps and, where applicable, update the referenced community names and boundaries within the regulation.
Designated Materials Regulation – <i>Clean Environment Act</i> 2024-37.pdf	July 15, 2024	Amendments to modernize and streamline the Designated Materials Regulation.
Repeal of New Brunswick Regulation 2018-64 – <i>Local Governance Act</i> 2024-46.pdf	July 26, 2024	Repeal of the Code of Conduct Regulation under the <i>Local Governance Act</i> .
Code of Conduct Regulation – <i>Local Governance Act</i> 2024-48.pdf	July 26, 2024	Establishment of a new and more comprehensive Code of Conduct Regulation to set processes and procedures for implementing, or to include in, a local government's code of conduct by-law.
By-law Repeal or Amendment Regulation – <i>Local Governance Act</i> 2024-47.pdf	July 26, 2024	Establishment of a new regulation to prescribe by-laws that are exempt from review for the purpose of being repealed or amended.
Forms Regulation – <i>Local Governance Act</i> 2024-49.pdf	July 26, 2024	Replacement of Form 2 – “Oath of Office or Affirmation of Office for Mayor or Councillor” to add a reference to signaling intent to abide by the local government's code of conduct.
Code of Conduct Regulation – <i>Regional Service Delivery Act</i> 2024-50.pdf	July 26, 2024	Establishment of a new regulation to define the minimum standards for regional service commission board members respecting a code of conduct by-law.

General Regulation - <i>Regional Service Delivery Act</i> 2024-51.pdf	July 26, 2024	Amendments to require members and designated employees to disclose any conflict of interest on assuming office and during their tenure.
Repeal of the St. Martins Planning Area Basic Planning Statement Adoption Regulation – <i>Community Planning Act</i> 2024-52.pdf	September 15, 2024	Repeal of the St. Martins Planning Area Basic Planning Statement Adoption Regulation so that it could be replaced by the Fundy-St. Martins Rural Plan.
Contaminated Sites Regulation – <i>Clean Environment Act</i> 2024-57.pdf	July 30, 2024	Establishment of a new Contaminated Sites Regulation to outline remediation requirements for both a limited impact release and historical contamination. It also establishes timelines for reporting incidents and deadlines to complete remediation. Ministerial protocols are incorporated by reference. Skills and qualification requirements for site professionals are also outlined in the regulation.
Administrative Penalties Regulation – <i>Clean Environment Act</i> 2024-58.pdf	July 31, 2024	Establishment of a new Administrative Penalties Regulation to provide for the administration of daily penalties to responsible parties (people and companies) who do not fulfill their remediation obligations within the regulated timelines.
General Regulation- <i>Regional Service Delivery Act</i> 2024-68.pdf	August 16, 2024	Amendments to the General Regulation under the <i>Regional Service Delivery Act</i> to: <ul style="list-style-type: none"> • Apply fire extinguisher and insurance requirements to regional transportation services. • Increase the operational borrowing capacity for regional transportation services. • Require a regional service commission (RSC) to give its members and the Minister 15 days' written notice of any subsequent vote when a motion to approve a budget, borrow money or set fees is not passed. • Allow cost-sharing for voluntary services to be determined as follows: resolution of the RSC Board (new); or the 50% tax base and 50% population cost-sharing formula.

The acts for which the department was responsible in 2024-2025 may be found at:
[Acts and Regulations - Attorney General \(gnb.ca\)](#)

SUMMARY OF OFFICIAL LANGUAGES ACTIVITIES

Introduction

The Department of Environment and Local Government (ELG) has developed an action plan including strategic targets for each of the four objectives found in the [Implementation plan 2024-2031](#). The following four strategic objective outlines the situation in the Department during 2024-2025

Strategic Objective 1

Ensure high quality, equal bilingual services to all New Brunswickers:

All ELG employees are required to complete the **Language of Service** module through the GNB Knowledge Centre every two years. Managers are to ensure the modules are completed and verified annually during the performance review period. A completion rate report is provided yearly to managers.

All ELG employees are reminded annually of their responsibilities to provide active offer to the public, clients & employees. Additionally, employees are provided with tools and coaching offered by Official Language Coordinator to assist employees in providing the appropriate level of service. We also remind employees to actively offer service regularly through the new HR Echo (Newsletter). The department added additional active offer reminders throughout the year and encouraged employees to practice their second language outside the regular classroom setting.

The department ensured that ELG employees were provided the opportunity to participate in second language training that helps support all employee's ability to work in the language of their choice, at all levels. Thirty-one employees received second language-training in 2024-2025. Additionally, the Conversation Café was launched which is a fun and engaging online language practice session in both languages. The sessions are offered weekly for 30 minutes to any employees that are interested.

Finally, the department continues to offer ongoing consultation and discussions between human resources consultants and managers to ensure the department best meets the linguistic profile requirements. Linguistic profiles are completed and reviewed on a needed basis.

Strategic Objective 2

Provincial government employees are able to work and pursue a career in the official language of their choice:

All ELG employees are required to complete the **Language of Work** module through the GNB Knowledge Centre every two years. Managers are to ensure modules are completed and verified annually during the performance review period. A completion rate report is provided yearly to managers.

ELG ensured that employees received their performance review in the language of their choice. Managers also review the **Language of Work** and **Language of Service** policies with their employees to ensure they understand their right to work in their language of choice, as well as their obligation to provide an active offer and service in both Official Languages.

Finally, to ensure employees receive any documentation in their chosen language, new employees are provided an opportunity to state their preferred language of work for communication purposes

though the employment acceptance form. A Language of Work Quick Reference Guide is offered to new employees through the employee orientation package.

Strategic Objective 3

New Brunswickers understand the socio-economic benefits of bilingualism through improved and effective communication and better support:

The department encourages employees to participate in programs and training in the language of their choice.

The department ensures simultaneous interpretation services are available at large meetings and public consultations to account for the realities of the province's official linguistic communities.

Strategic Objective 4

Positive measures are implemented to promote the development of both official linguistic communities:

The department supported language retention and development of staff and promoted it in recruitment efforts. Orientation is provided to all new employees, which included information about the *Official Languages Act* and the policies and regulations governing their interactions with respect to Official Languages.

All employees are required to review the Official Languages policies as part of their annual performance review process with continued reminders to all employees of their responsibility to provide an active offer of service in both Official Languages.

The department's Official Languages coordinator attended quarterly meetings established through Finance and Treasury Board to remain knowledgeable and proactive on all activities regarding Official Languages.

Conclusion

The department strives to create new opportunities to provide quality services to clients in both languages. This year a new Conversation Café was created and well received by the employees. It gave them a chance to interact with other employees in a more informal fashion.

SUMMARY OF RECOMMENDATIONS FROM THE OFFICE OF THE AUDITOR GENERAL

Section 1 Nothing to report from the current reporting year and previous year.

Section 2

NAME AND YEAR OF AUDIT AREA WITH LINK TO ONLINE DOCUMENT	RECOMMENDATIONS	
	TOTAL	IMPLEMENTED
2022 V2 Chapter 2: Contaminated Sites – Department of Environment and Local Government Chap2e.pdf	15	11
2022 V2 Chapter 3: Environmental Trust Fund – Department of Environment and Local Government Chap3e.pdf	9	6

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 Environment and Local Government received zero disclosure(s) of wrongdoing in the 2024-2025 fiscal year.