

Agriculture, Aquaculture and Fisheries

Annual Report
2016–2017

**Agriculture, Aquaculture and Fisheries
Annual Report 2016-2017**

Province of New Brunswick
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Transmittal letters

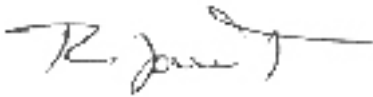
From the Minister to the Lieutenant-Governor

The Honourable Jocelyne Roy Vienneau
Lieutenant-Governor of New Brunswick

May it please your Honour:

It is my privilege to submit the annual report of the Department of Agriculture, Aquaculture and Fisheries, Province of New Brunswick, for the fiscal year April 1, 2016, to March 31, 2017.

Respectfully submitted,



Honourable Rick Doucet
Minister

From the Deputy Minister to the Minister

Honourable Rick Doucet
Minister of Agriculture, Aquaculture and Fisheries

Sir:

I am pleased to be able to present the annual report describing operations of the Department of Agriculture, Aquaculture and Fisheries for the fiscal year April 1, 2016, to March 31, 2017.

Respectfully submitted,



Jean Finn
Deputy Minister

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Minister's message

Our agriculture, aquaculture and fisheries industries are important economic drivers in New Brunswick, creating jobs and spurring economic activity in many of our rural and coastal communities.

Some of the most delicious and nutritious foods in the world are being grown and produced right here in New Brunswick, and people around the world are taking notice!

It is my privilege to report that in 2016 the value of New Brunswick's combined agrifood and seafood exports grew to more than \$2 billion, with producers exporting to 88 countries.

Seafood is big business for New Brunswick. The commercial fishery is a vital component of the social and economic fabric of the province. Each year, tens of thousands of tonnes of fish and seafood are harvested in New Brunswick. With an export value of more than \$1 billion, New Brunswick is one of the largest exporters of fish and seafood products in Canada.

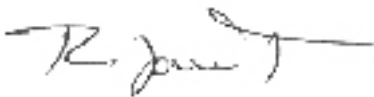
Agriculture, farmers and farms are an important part of New Brunswick's economy, and we are always working to help the sector compete and thrive in this growing industry. New Brunswick has more than 2,255 farms that employed almost 12,000 New Brunswickers and generated \$598 million in total cash receipts in 2016.

Our government also recognizes that the agrifood and seafood industries continue to offer opportunities to grow.

The 2016 release of the *New Brunswick Economic Growth Plan* recognized the important role seafood and agrifood play in growing our economy. Through that plan, we have been working on several initiatives. These include the *Local Food and Beverage Strategy*, whose initiatives focus on getting more of New Brunswickers' \$2.6 billion grocery bill spent locally; attracting new farmers to ensure farmland does not go fallow; developing the wild blueberry industry to include more value-added processing; and developing our province's maple syrup and maple-syrup tourism industries.

Our government remains committed to working with stakeholders to encourage responsible and sustainable growth, and we understand what matters most to New Brunswickers. We know the importance of creating jobs and growing the economy. We know how important First Nations are to our history and culture and the important role they play in our economy. Our government is committed to building partnerships with First Nations as rights-holders, which is good for business and good for our province.

By working together, our province is witnessing positive economic trends and successes that are positioning us for further economic growth.



Honourable Rick Doucet
Minister of Agriculture, Aquaculture and Fisheries

Deputy Minister's message

The Department of Agriculture, Aquaculture and Fisheries plays an important role in supporting the government's commitment to create jobs, strengthen the economy and improve the province's fiscal health. In keeping with that commitment, the department is working to foster economic growth through leadership, focused programs and services to the sectors.

Our department recognizes the importance of the agriculture, aquaculture and fisheries industries to the New Brunswick economy and is always working to open up new markets and identify new trade opportunities. We are committed to working with First Nations to grow and expand our industries.

During the past year, our staff has worked to help support the priorities of the *New Brunswick Economic Growth Plan*, the provincial strategy for growing the economy and creating job opportunities for New Brunswickers. The plan outlines how government will mobilize to ensure there is a coordinated, complementary effort to improve the New Brunswick economy and realize maximum benefits.

Our priorities are to increase export, domestic and local sales of New Brunswick's agrifood, fish and seafood products. Our farms, rivers and oceans provide employment for tens of thousands of New Brunswickers, with the potential for even more employment and economic growth.

We remain committed to working with our sector partners and stakeholders to ensure a sustainable, healthy future.

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

Jean Finn
Deputy Minister

Strategic priorities

Strategy management

The Government of New Brunswick (GNB) uses a Formal Management system built on leading business practices to develop, communicate and review strategy. This process provides the Public Service with a proven methodology to execute strategy, increase accountability and continuously drive improvement.

The development of the strategy, using the Formal Management system, starts with a strategic vision to move New Brunswick forward. This vision is anchored in five priority areas:

- 1. 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. Growth efforts will be guided by the *New Brunswick Economic Growth Plan*, which focuses on strengthening the workforce; expanding innovation capacity; increasing the agility of government; fostering public and private investment in strategic infrastructure; and growing capital investment from the private sector.
- 2. Education** – Improving education as guided by two 10-year plans, *Everyone at Their Best* for the anglophone sector and *Donnons à nos enfants une longueur d'avance* for the francophone sector, that identify objectives for the early learning and education system and establish clear expectations for standards and performance. The areas of focus for the first year are: ensuring children and other learners develop the competencies they need to be successful in school and life; improving both literacy and numeracy skills for all learners; and working to make post-secondary education more accessible and affordable.
- 3. Families** – Creating a healthier and stronger New Brunswick by focusing on seven key areas: improving access to primary and acute care; promoting wellness; supporting those with mental health challenges; fostering healthy aging and support for seniors; advancing women's equality; reducing poverty; and providing support for persons living with a disability.
- 4. Federal and Aboriginal Relations** – Building stronger relationships with First Nations; strengthening action on climate change; and working with the federal government to maximize federal funding, including optimizing infrastructure funding and growing the workforce through immigration.
- 5. Smart Province** – Providing taxpayers with better value for their money by transforming the culture of government by eliminating duplication; adopting new innovations in technology to improve services and savings; and ensuring GNB has a ready workforce that has the skills, training, support, leadership and working environments it needs to thrive.

Highlights

During the 2016-2017 fiscal year, the Department of Agriculture, Aquaculture and Fisheries focused on these strategic priorities through:

- ◆ Announcing in June 2016 that there would be one Deputy Minister for the Department of Agriculture, Aquaculture and Fisheries and the Department of Energy and Resource Development. Consequently a joint administration structure was appointed to allow greater collaboration between both departments.
- ◆ Releasing the provincial government's new agricultural land policy to preserve farmland and promote agricultural development.
- ◆ Unveiling the *Local Food and Beverages Strategy* in October 2016, which includes 13 key actions and is led by a variety of GNB departments and partners.
- ◆ Undertaking consultation with First Nations and stakeholders on the renewal of the five-year *Shellfish Aquaculture Strategy*.
- ◆ Investing close to \$5 million for infrastructure and site upgrades at the Fundy Marine Service Centre on Grand Manan.
- ◆ Supporting the implementation of Phase 2 of the *New Brunswick Potato Industry Transformation Initiative* to improve the competitiveness of the province's potato industry.
- ◆ Proclaiming a new inshore fishery region in the Bay of Fundy under the *Inshore Fisheries Representation Act*.
- ◆ Promoting innovation by New Brunswick farmers during the federal, provincial and territorial annual conference of agriculture ministers in Calgary. At the conference, *The Calgary Statement* was issued.
- ◆ Reaching a deal with Comprehensive Economic and Trade Agreement that will open new export markets for the seafood and aquaculture sectors.
- ◆ Hosting the June 2016 Canadian Council of Fisheries and Aquaculture Ministers (CCFAM) in Saint Andrews.
- ◆ Launching a new annual publication, *New Brunswick Agrifood and Seafood Export Highlights*.
- ◆ Providing \$12,195,165 in support to the agriculture, aquaculture and fisheries sectors through various programs.
- ◆ Expanding rabies control measures in western New Brunswick, with oral rabies vaccine bait distribution occurring in more areas.

Performance measures

Jobs	Measures
Ensure responsible resource development.	Total wild blueberry crop (lbs) harvested in New Brunswick.
	Overall seafood export value.
Smart Province	Measure
Reduce expenditures.	Ratio of actual to budgeted expenditures.

Jobs

Objective of the measure

Ensure responsible resource development.

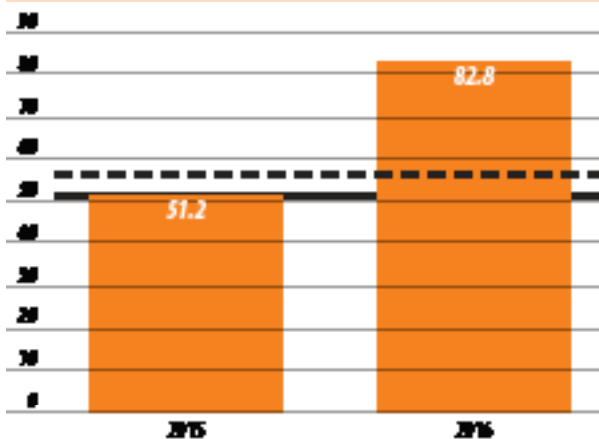
Measure

Total wild blueberry crop (lbs.) harvested in NB.

Description of measure

This measure captures the overall wild blueberry yield harvested in New Brunswick for the 2016 season.

Wild blueberries harvested in New Brunswick (millions lbs)



Overall performance

To support growth opportunities in the wild blueberry sector, the department has been supporting blueberry development on crown and private lands as well as providing technical advice on improving productivity per acre. The 2016 wild blueberry crop was a record crop for New Brunswick and 47 per cent higher than the targeted yield.

- **Baseline:** 51.2 million lbs
(5 year rolling average, 2011-2015)
- - - **Target:** 56.3 million lbs
(10% growth)
- Actual:** 82.8 million lbs

Why do we measure this?

Promoting growth of the wild blueberry sector is a priority area of activity given its potential for creating new companies and new jobs throughout the province. Overall blueberry production and improvements in productivity are a means of enabling continued development of the sector and one lead measure for growth.

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

Department efforts focused on providing technical advice on improved management practices to improve productivity per acre, growing our honey bee industry for pollination and facilitating importation of honey bee colonies from Ontario and Quebec to meet New Brunswick's enhanced pollination requirements.

Jobs

Objective of the measure

Ensure responsible resource development.

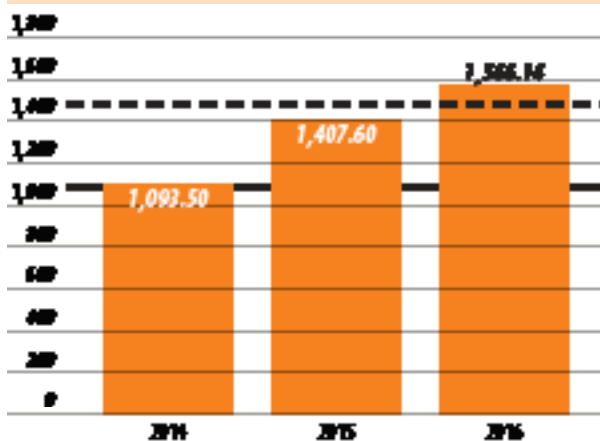
Measure

Overall seafood export value.

Description of measure

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

Overall seafood export value (\$M)



Overall performance

The target for seafood export sales was exceeded in 2016. The target for increase over the baseline (2015) was five per cent whereas the actual increase was 11.1 per cent.

————— Baseline: \$1,093.50 million
- - - - - Target: \$1,479.58 million
Actual: \$1,566.14 million

Why do we measure this?

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

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

Focus was given to attendance at priority tradeshows within key markets (United States, Asia and Europe) as well as identification of opportunities and challenges presented by the pending Comprehensive Economic and Trade Agreement between Canada and the European Union (CETA).

Smart Province

Objective of the measure

Reduce expenditures.

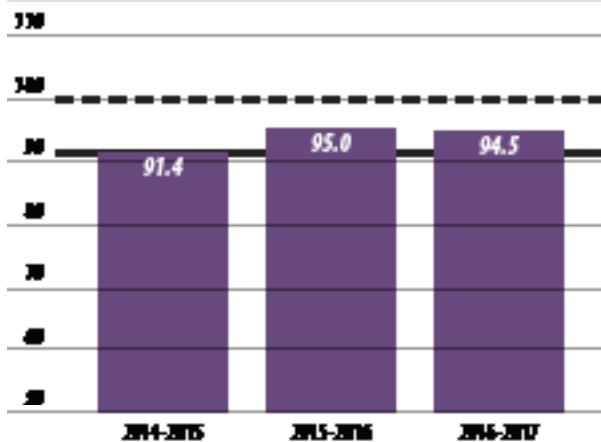
Measure

Ratio of actual to budgeted expenditures.

Description of measure

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

Ratio of actual to budgeted expenditures (%)



Overall performance

The department's 2016-2017 budget was \$34,424,600. As a result of less-than-anticipated expenditures, the department closed out the fiscal year at five per cent, or \$1,891,700, under-budget.

————— **Baseline:** 91.4%
- - - - - **Target:** 100.0%
 Actual: 94.5%

Why do we measure this?

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

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

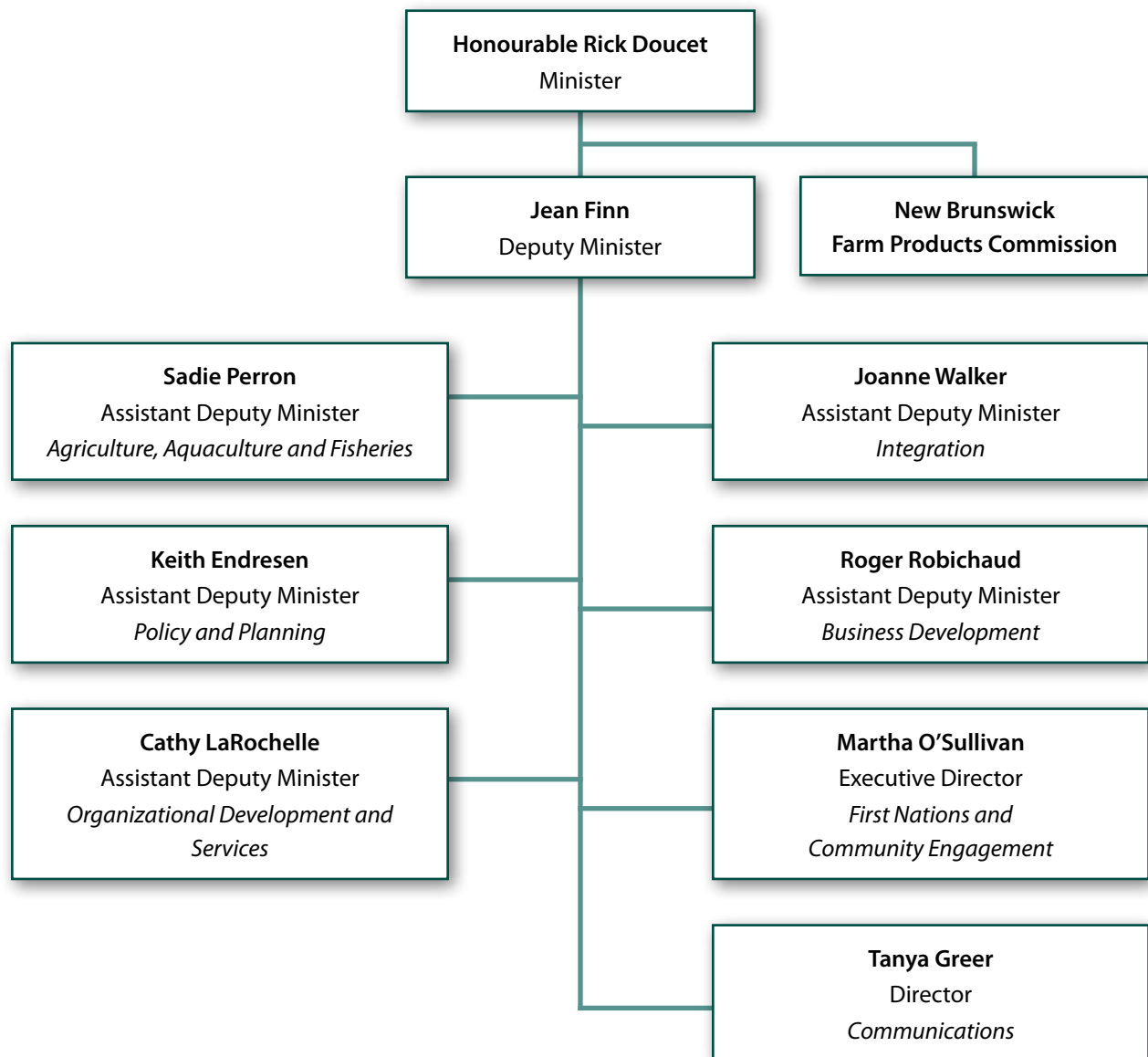
The department realized savings mainly from an under expenditure related to less than anticipated demand under the AgriStability program which was partially offset by an over expenditure related to rabies vaccine purchases.

Overview of departmental operations

The mandate of the Department of Agriculture, Aquaculture and Fisheries is to develop and implement a total development approach for the agriculture, aquaculture, fisheries and value-added sectors. This approach aims at improving the economic competitiveness and sustainable development of these sectors and related industries.

High-level organizational chart

As of March 31, 2017



Division overview and highlights

The department delivers targeted programs and services and provides strategic direction in support of economic development opportunities related to the sustainable primary and value-added agriculture, aquaculture and fisheries sectors.

The Agriculture, Aquaculture and Fisheries Division consists of four branches: **Agriculture; Fisheries and Aquaculture; Marketing and Trade;** and **Business Growth**. The department is also supported by four other divisions: **Policy and Planning; Organizational Development and Services; First Nations and Community Engagement;** and **Business Development**. While these four supporting divisions are accounted for under the Department of Energy and Resource Development, they provide services to both departments.

The **Agriculture Branch** works with the crop and livestock sectors to improve profitability, competitiveness and sustainability through the provision of technical advisory services; provision of strategic and innovative research and monitoring; provision of animal health services; and development and implementation of strategic sector initiatives and programs to support economic development and growth. The Agriculture Branch is composed of four sectoral branches: the **Animal Health Services Branch**, the **Crop Sector Development Branch**, the **Livestock Development Branch** and the **Potato Sector Development Branch**.

The **Fisheries and Aquaculture Branch** provides specialist advice and extension services to promote and foster the growth and competitiveness of the fisheries and aquaculture sectors. The branch provides services and programs focused on maintaining sustainable practices that produce safe, high quality seafood products. The Fisheries and Aquaculture Branch includes five sectoral branches: the **Commercial Fisheries Branch**, **Aquaculture Development Branch**, **Aquaculture Science Branch**, **Fish Health Branch** and the **Shippagan Aquarium and Marine Centre**.

The **Marketing and Trade Branch** provides strategic delivery and coordination of marketing and trade initiatives. This includes facilitation of increased local, domestic and international New Brunswick seafood and agrifood sales. Key initiatives include the implementation of the *Local Food and Beverages Strategy*, leading in seafood/agrifood export market development, market intelligence and other related activities.

The **Business Growth Branch** provides strategic delivery and coordination of development initiatives to support clients, including new entrants. The division is also responsible for fostering the growth of existing businesses looking at expansion, modernization or diversification within the agriculture, aquaculture and fisheries sectors. Business growth regional officers are the liaison to financial programs offered by the department or various industry financial partners.

HIGHLIGHTS

- ◆ *The Business Growth Division was created in October 2016 and has regional representation for all three sectors of Agriculture, Aquaculture and Fisheries.*
- ◆ *The Fish Health, Aquaculture Science and Aquaculture Development Branches continued to provide active surveillance for the Atlantic salmon aquaculture industry and the oyster industry for the early detection of diseases of concern. (e.g., Infectious Salmon Anemia (ISA) in salmon and MSX in oysters).*
- ◆ *The Fish Health Branch also continued with sea lice monitoring audits and freshwater hatchery surveillance. Staff from the northeast and southeast regions implemented an oyster spat-fall program.*
- ◆ *During the 2016 summer season 29,047 local people and tourists visited the Aquarium and Marine Centre of New Brunswick in Shippagan.*
- ◆ *The Commercial Fisheries Branch provided support and technical guidance for the upgrades to the Fundy Marine Service Centre.*
- ◆ *The Aquaculture Development Branch and the Policy and Planning Branch led the planning and execution of New Brunswick's hosting responsibilities for the Canadian Council of Fisheries and Aquaculture Ministers (CCFAM) meeting in Saint Andrews in June 2016.*

- ◆ *The Marketing and Trade Branch supported industry participation in aquaculture and seafood trade initiatives across American, European and Asian markets, resulting in New Brunswick's global seafood exports rising by \$157 million (11.1 per cent) to reach \$1.6 billion, the second-highest in Canada.*
- ◆ *The Local Food and Beverages Strategy was launched on Oct. 19, 2016. It is led by a variety of GNB departments as well as stakeholders such as the Agricultural Alliance of New Brunswick.*
- ◆ *The Buy/Achetez NB team developed a wide range of marketing and promotional tools to share the local food message, including widespread use of social media (primarily Facebook, Instagram and Twitter) to tell local food stories and share information. The strategy saw the expansion of the Grocery Wine Pilot and an increase in the number of pre-approved farmers' markets to sell more local wines. It also supported the Conservation Council of New Brunswick and the National Farmers Union in updating their directory of local products and developing a farmers' market map of New Brunswick.*
- ◆ *The Agriculture Division, through the Crop Sector Development Branch, implemented the Wild Blueberry Initiative, an opportunity for growth as identified in the NB Economic Growth Strategy. There were several key activities in support of the initiative: attracting additional processors and encouraging expansion to increase processing capacity; determining production volumes anticipated over the next 10 years; conducting a socio-economic study; exploring value-added opportunities and developing new market opportunities. The department continued to lead the implementation of the 2013-2018 NB Wild Blueberry Sector Strategy and to support growth opportunities.*
- ◆ *The Crop Sector Development Branch delivered crop and environment-based programming to support and capture targeted economic development opportunities and to enhance environmental practices.*
- ◆ *The Livestock Development Branch carried out consultations on the Livestock Operations Act review.*
- ◆ *The Livestock Development Branch implemented the initiative related to Livestock Traceability and Premises Identification, including the development and implementation of a provincial registry of livestock premises and the assignment of permanent identification numbers for these facilities.*
- ◆ *Also though the Livestock Development Branch, the New Brunswick Community Pasture Development Initiative provided \$395,000 to the six organizations that hold leases on provincial pastures that total close to 2,400 ha.*
- ◆ *The Animal Health Services Branch completed 9,143 on-farm visits by departmental veterinarians, which were supported by the provincial veterinary laboratory with diagnostic work. The branch led and coordinated the distribution of 435,739 oral rabies vaccine baits (ORV) through aerial and hand distribution in Southwestern and Western New Brunswick.*
- ◆ *The Potato Sector Development Branch continued to provide support to the New Brunswick Potato Industry Transformation Initiative (NBPITI). The objective of the initiative is to increase the competitiveness of the province's potato sector through increased yields. The NBPITI is a partnership between industry, Potatoes New Brunswick, Agriculture and Agri-Food Canada and the department.*
- ◆ *The Potato Sector Development Branch contributed to the 2016 New Brunswick seed potato crop being of some of the best quality in North America. A total of 98.2 per cent of the seed potatoes tested under three per cent total virus thanks in part to the NB Aphid Alert Program monitoring aphid populations during the growing season.*

Policy and Planning Division

The **Policy and Planning Division** consists of the **Strategic Planning and Intergovernmental Relations Branch**, the **Regulatory Affairs Branch**, the **Corporate Affairs Branch**, the **Performance Excellence Branch**, the **Sector Strategy Development Branch** and the **Economic Analysis Branch**.

HIGHLIGHTS

- ◆ *The Strategic Planning and Intergovernmental Relations Branch provided support for the Agriculture Ministers Conference and the Canadian Council of Fisheries and Aquaculture Ministers (CCFAM). In June 2016, the branch successfully hosted and co-chaired the CCFAM in Saint Andrews, where ministers met to discuss a broad range of common priorities including marine conservation; a process to review the*

Fisheries Act; market access for Canadian fish and seafood; responsible aquaculture development; and aquatic invasive species.

- ◆ The Regulatory Affairs Branch responded to 28 requests under the Right to Information and Protection of Privacy Act.
- ◆ The Performance Excellence Branch conducted Waste Walk training. The branch supported program areas in launching three strategic initiatives under the Priority Delivery Unit model.
- ◆ The Economic Analysis Branch launched a new annual publication, New Brunswick Agrifood and Seafood Export Highlights.

Organizational Development and Services Division

The **Organizational Development and Services Division** provides direction and support in matters of human resources, financial services, information and technology, and facilities management and coordinates financial assistance to the sectors under various funding programs. The division is also responsible for the management of the province's Crown land resources and various leasing and licensing functions.

The division consists of the **Financial Services Branch**, the **Human Resources Branch**, the **Information Systems and Departmental Services Branch**, the **Crown Lands/Leasing and Licensing Branch** and the **Industry Financial Programs Branch**.

HIGHLIGHTS

- ◆ An organization structure was developed that reflects the common administration of the two departments (Energy and Resource Development and Agriculture, Aquaculture and Fisheries) to achieve efficiencies and to re-invest efforts where additional capacity was required.
- ◆ The Human Resources Branch provided training on various human resources related topics to all managers/supervisors. The branch also provided all human resources support to the departments of Energy and Resource Development and Agriculture,

Aquaculture and Fisheries, while standardizing a number of human resources functions including recruitment, leadership development, and employee recognition.

- ◆ The Financial Services Branch supported the implementation of the common administration of the departments of Energy and Resource Development and Agriculture, Aquaculture and Fisheries by updating budgets, financial systems and processes. The Financial Services Branch also amalgamated the financial services functions into one branch that supports both departments.
- ◆ The Information Systems and Departmental Services Branch completed an integration project for the departments of Energy and Resource Development and Agriculture, Aquaculture and Fisheries. This included the amalgamation of two record centres into a shared location at the Hugh John Fleming Forestry Centre. The branch also signed the ESRI Enterprise Licence Agreement that incorporates the departments of Energy and Resource Development and Agriculture, Aquaculture and Fisheries and provides a platform for expansion of spatial information applications in the departments.
- ◆ The Industry Financial Programs Unit provided \$12,195,165 in support to the agriculture, aquaculture and fisheries sectors through various programs, including the Total Development Fund, the Miramichi Regional Economic Development and Innovation Fund, the Northern New Brunswick Economic Development and Innovation Fund and federal/provincial non-business risk management programs under Growing Forward 2. The unit introduced amendments to the Agricultural Development Act and the Fisheries and Aquaculture Development Act to amalgamate the Agricultural Development Board and the Fisheries and Aquaculture Development Board into the Agriculture, Aquaculture and Fisheries Development Board to create efficiencies in reviewing applications for financial assistance.
- ◆ The new Crown Lands/Leasing and Licensing Branch completed a process improvement project exploring options to increase efficiency and standardize functions for all Crown land tenure requests.

First Nations and Community Engagement Division

The **First Nations and Community Engagement Division** has three areas of focus and supports for the Department of Agriculture, Aquaculture and Fisheries. A collaborative approach was used by the team to help the different sectors fulfil legal obligations under the Duty to Consult and to work with industry partners to find employment and economic opportunities for First Nation communities.

The three areas of focus and responsibilities are the **Consultation Unit, Bilateral and Tripartite Negotiations** and **Proponent Engagement**.

HIGHLIGHTS

- ♦ *The division was successful in building a stronger relationship with First Nation communities and their representatives by building a more holistic team to help with the continuum of First Nation rights and interests.*
- ♦ *The consultation team participated in a process improvement project with the Aboriginal Affairs Secretariat to help improve the government approach to engagement and consultation and to build consistency between sector approaches.*
- ♦ *The division worked successfully to implement a meaningful consultation process and to explore economy building opportunities in the development of the shellfish Aquaculture strategy.*

Business Development Division

The newly formed, multi-disciplinary **Business Development Division** collaborates with clients and subject matter experts across government. The goal of the collaboration is to overcome impediments and to ensure the successful and timely completion of major resource development projects. These projects are aimed at providing economic and sustainable development benefits to New Brunswick and to move the province forward by focusing on economic growth and job creation, primarily by driving opportunities through the opportunities model.

Financial information

**Departmental Expenditures
Status Report by Primary
Fiscal Year Ending March 31, 2017**

	Budget (\$000)	Actual (\$000)
Personal Services	14,967.8	14,372.1
Other Services	3,914.8	4,063.0
Materials and Supplies	1,725.0	3,127.9
Property and Equipment	68.0	84.2
Contributions, Grants and Subsidies	13,717.0	10,764.7
Debt and Other Charges	32.0	121.0
TOTAL	34,424.6	32,532.9

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 2016-2017 for the Department of Agriculture, Aquaculture and Fisheries.

Number of permanent and temporary employees, as of December 31, 2016		
Employee type	2016	2015
Permanent	202	230
Temporary	31	23
TOTAL	233	253

The department advertised 13 competitions, including five open (public) competitions and eight closed (internal) competitions.

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 <i>Civil Service Act</i>	Number
Specialized Professional, Scientific or Technical	An appointment may be made without competition when a position requires: <ul style="list-style-type: none"> – a high degree of expertise and training – a high degree of technical skill – recognized experts in their field 	15(1)	0
Equal Employment Opportunity Program	Provides Aboriginals, persons with disabilities and members of a visible minority group with equal access to employment, training and advancement opportunities.	16(1)(a)	0
Department Talent Management Program	Permanent employees identified in corporate and departmental talent pools, who meet the four-point criteria for assessing talent, namely performance, readiness, willingness and criticalness.	16(1)(b)	0
Lateral transfer	The GNB transfer process facilitates the transfer of employees from within Part 1, 2 (school boards) and 3 (hospital corporations) of the Public Service.	16(1) or 16(1)(c)	3
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)	2
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 Agriculture, Aquaculture and Fisheries, and no complaints were submitted to the Ombud.

Summary of legislation and legislative activity

Bill #	Name of legislation	Date of Royal Assent	Summary of changes
22	<i>Seafood Industry Improvement Fund Act</i> http://www.gnb.ca/legis/bill/pdf/58/2/Bill-22.pdf	June 28, 2016	The Act established a Seafood Industry Improvement Fund as a special purpose account to collect mandatory contributions and fund projects of common interest and benefit to the sector which made the contribution.
24	<i>An Act to Implement Strategic Program Review Initiatives</i> http://www.gnb.ca/legis/bill/pdf/58/2/Bill-24.pdf	July 8, 2016	The omnibus bill contained two components related to the Department of Agriculture, Aquaculture and Fisheries. The first was the creation of the Agriculture Appeal Board Act, which merged three separate appeal processes and appeal boards under the Livestock Operations Act, the Real Property Tax Act and the Agricultural Land Protection and Development Act into a single Agriculture Appeal Board. The second entailed amendments to the Agricultural Development Act to allow it to combine separate loan boards for agriculture and for fisheries and aquaculture. The amendments to this Act as well as consequential amendments to the Fisheries and Aquaculture Development Act created a new board called the Agriculture, Aquaculture and Fisheries Development Board.
35	<i>An Act Respecting the Consolidation of Certain Laboratories with the New Brunswick Research and Productivity Council</i> http://www.gnb.ca/legis/bill/pdf/58/3/Bill-35.pdf	March 31, 2017	The Act consolidated the Analytical Services Laboratory (Department of Environment and Local Government) and the Milk Quality and Fish Health Laboratories (Department of Agriculture, Aquaculture and Fisheries) with the Research and Productivity Council.
36	<i>Research and Productivity Council Act</i> http://www.gnb.ca/legis/bill/pdf/58/3/Bill-36.pdf	March 31, 2017	The Act made the Research and Productivity Council (RPC) a Part 4 Crown corporation.
Name of Regulation		Effective date	Summary of changes
Amendments to the General Regulation (91-158) under the <i>Aquaculture Act</i> http://laws.gnb.ca/en/showfulldoc/cr/91-158//20171003		Nov. 30, 2016	To facilitate government moving the operations of the Fish Health and Milk Quality Laboratories to the Research and Productivity Council, to take effect on December 1.
Amendments to the Milk Quality Regulation (2010-19) under the <i>Natural Products Act</i> http://laws.gnb.ca/en/showfulldoc/cr/2010-19//20171003		Nov. 30, 2016	To facilitate government moving the operations of the Fish Health and Milk Quality Laboratories to the Research and Productivity Council, to take effect on December 1.
Repeal the Fee for Services at the Dairy Laboratory Regulation (2005-17) under the <i>Financial Administration Act</i> http://laws.gnb.ca/en/showfulldoc/cr/2005-17//20171003		Nov. 30, 2016	To facilitate government moving the operations of the Fish Health and Milk Quality Laboratories to the Research and Productivity Council, to take effect on December 1.
Repeal the Dairy Herd Analysis Service Fee Regulation (82-135) under the <i>Financial Administration Act</i> http://laws.gnb.ca/en/showfulldoc/cr/82-135//20171003		Nov. 30, 2016	To facilitate government moving the operations of the Fish Health and Milk Quality Laboratories to the Research and Productivity Council, to take effect on December 1.

The acts and regulations for which the department was responsible in 2016-2017 may be found at:

<http://laws.gnb.ca/en/deplinks?subjectnumber=24>

Summary of official languages activities

Introduction

The department continued to work on its Official Languages action plan to address the four sectors of activity identified in GNB's *Plan on Official Languages – Official Bilingualism: A Fundamental Value*. The following outlines some actions taken in each of the areas of focus.

Focus 1

Ensure access to service of equal quality in English and French throughout the province.

The objective that the department wanted to address in 2016-2017 was to continue efforts to ensure that all written and oral communication with clients was done in the official language of their choice.

Random audits were conducted on employee telephone lines 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 and general reminders were sent to all employees. In addition, all linguistic profiles are updated regularly to ensure the department's ability to provide services in both official languages throughout the province.

Focus 2

An environment and climate that encourages, for all employees, the use of the official language of their choice in their workplace.

The objective that the department wanted to address in 2016-2017 was to ensure that administrative services were offered and provided to employees in the employee's official language of choice.

Communication and correspondence with employees are delivered in their official language of choice. The department continued to encourage the use of both official languages for small meetings. For all large meetings, the department promoted simultaneous interpretation, bilingual presentations, or separate English and French sessions.

Focus 3

New and revised government programs and policies will take the realities of the province's official linguistic communities into account.

The objective that the department wanted to address in 2016-2017 was to ensure 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. Also, a section in the department's annual report provides a summary of activities associated with official languages.

Focus 4

Ensure employees have a thorough knowledge and understanding of the *Official Languages Act*, relevant policies, regulations and the GNB's obligations with respect to official languages.

The objective that the department wanted to address in 2016-2017 was to ensure that employees were reminded of the legal obligation to offer services in the official language of choice of the client. A memo from the Deputy Minister was sent to all employees reminding them of the legal obligation of all government employees to offer services in the official language of choice of the client. The memo also referenced the *Language of Service Policy and Guidelines* and the *Official Languages Toolkit*. As part of the employee performance agreement, employees are also expected to review policies related to official languages on a yearly basis.

Conclusion

The department recognizes its obligations under the *Official Languages Act* and related policies and strives to provide quality services to clients in both official languages. The department encourages and supports the use of both official languages in the workplace and invests in employee development through second language training.

Summary of recommendations from the Office of the Auditor General

Name and year of audit area with link to online document	Recommendations	
	Total	Adopted
2016 Volume 1 Chapter 4 Agricultural Fair Associations Review (p.75) To determine whether there is adequate government oversight of New Brunswick Agricultural Associations. http://www.agnb-vgnb.ca/content/dam/agnb-vgnb/pdf/Reports-Rapports/2016V1/Chap4e.pdf	4	2

Report on the *Public Interest Disclosure Act*

As provided under section 18(1) of the *Public Interest Disclosure Act*, the chief executive officer shall prepare a report of any disclosures of wrongdoing that have been made to a supervisor or designated officer of the portion of the public service for which the chief executive officer is responsible. The Department of Agriculture, Aquaculture and Fisheries did not receive any disclosures of wrongdoing in the 2016-2017 fiscal year.