

# Energy and Mines

Annual Report  
**2015–2016**

**Energy and Mines  
Annual Report 2015–2016**

Province of New Brunswick  
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## Transmittal letters

### **From the Minister to the Lieutenant-Governor**

The Honourable Jocelyne Roy Vienneau  
Lieutenant-Governor of New Brunswick

May it please your Honour:

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

Respectfully submitted,



Honourable Rick Doucet  
Minister

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### **From the Deputy Minister to the Minister**

Honourable Rick Doucet  
Minister of Energy and Resource Development

Sir:

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

Respectfully submitted,



Jean Finn  
Deputy Minister

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# Minister's message

Our government continues to focus on growing the energy and mining sectors in New Brunswick in a safe and sustainable manner to create jobs and move the economy forward.

We have many advantages: we are strategically located on the eastern seaboard with access to international markets; we are home to the largest oil refinery in the country; and we are uniquely positioned to take full advantage of various energy and mining projects on the national horizon, such as the Energy East pipeline.

On the mining front, lead, zinc, copper and molybdenum continue to present promising opportunities for New Brunswick.

First Nations are right holders in New Brunswick and have a vested interest in the development of the energy and mining sectors. The department will continue to improve its dialogue on consultation of Aboriginal and Treaty Rights and to encourage economic opportunities in partnership with sector proponents.

Premier Brian Gallant's leadership on the Canadian Energy Strategy working group ensures that New Brunswick will remain a prominent player in important nation-building energy projects.

As our government continues to make job creation and economic growth its top priorities, I am confident that the initiatives being pursued by our department will help government in achieving both.

I am pleased to present the Department of Energy Mines 2015-2016 Annual Report.



Honourable Rick Doucet  
Minister of Energy and Resource Development

# Deputy Minister's message

In 2015-2016, the Department of Energy and Mines continued its efforts to support the Government of New Brunswick's strategic priorities, while streamlining operations to find efficiencies.

Departmental staff participated in several stakeholder and industry events to promote New Brunswick as an ideal jurisdiction for energy and mining investment. Our department's participation helps us foster strategic partnerships with industry and other jurisdictions, with the goal of encouraging investment in New Brunswick's energy, mineral and petroleum sectors.

The department also hosted the Exploration, Mining and Petroleum Conference to bring stakeholders and industry together to highlight government and industry activity in the province.

The department continues to seek ways to create economic growth through the safe and responsible development and management of the province's energy and mineral resources. For example, the Energy East project has tremendous potential for our province, and we look forward to the opportunities it presents while ensuring proper guidelines are followed.

The dedicated team at the Department of Energy and Mines continues to strive for increased efficiency and improved services as a performance-based organization. As we look to the year ahead, we are eager to carry on with the setting and meeting of goals and targets.



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 and continuously drive improvement.

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

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

# Highlights

During the 2015-2016 fiscal year, the Department of Energy and Mines focused on the following strategic priorities:

- ◆ Amended the *Mining Act* to introduce a model that provides consistency and a fair process for New Brunswick landowners and mining companies, ensuring natural resources are developed for the benefit of all New Brunswickers.
  - ◆ Met a government commitment by bringing into force the Prohibition Against Hydraulic Fracturing Regulation – *Oil and Natural Gas Act* thus ensuring no person shall hydraulically fracture a well in the province.
  - ◆ Continued efforts to negotiate an accord with the Government of Canada to provide for the joint and equal management of offshore petroleum resources.
  - ◆ Completed the transition of Efficiency New Brunswick into NB Power, creating the Energy Efficiency Services Division within the utility.
  - ◆ Invested in training programs for First Nations at the Caribou mine.
  - ◆ Completed amendments to the *Electricity Act* and corresponding regulations that would allow local entities and First Nations to work with NB Power to develop renewable energy projects.
  - ◆ Held the 40<sup>th</sup> annual Exploration, Mining and Petroleum Conference in Fredericton from Nov. 1-3, 2015.
  - ◆ Held the Opportunities Summit for the provincial energy sector in Saint John.
  - ◆ Invited First Nations communities to participate in a new program to integrate small-scale renewable energy projects on the provincial power grid.
  - ◆ The provincial government hosted an opportunities summit for the mining sector in Beresford.
  - ◆ The final report, *New Brunswick Commission on Hydraulic Fracturing*, was released to the provincial government in February 2016.
-



# Performance measures

<b>More jobs</b>	<b>Measures</b>
Pursuing excellence in geoscience.	Percent increase in usage of geoscientific information.
<b>Fiscal responsibility</b>	<b>Measures</b>
Grow revenue.	Ratio of actual to budgeted revenue.
Reduce expenditures.	Ratio of actual to budgeted expenditures.
<b>Best place to raise a family</b>	<b>Measures</b>
Regulatory efforts that support a safe environment.	Number of site visits/inspections.
<b>Smarter government</b>	<b>Measures</b>
Enhance employee involvement, commitment and productivity.	Total number of paid sick days used – Part 1.
	Percent of performance reviews complete.

## More jobs

### Objective of the measure

*Pursuing excellence in geoscience.*

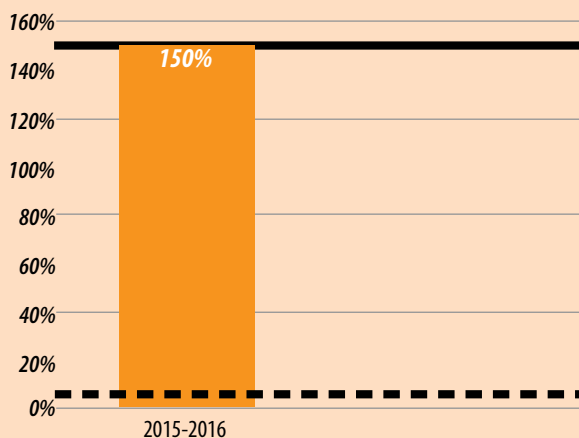
### Measure

*Percent increase in usage of geoscientific information.*

### Description of the measure

This measure is captured from web statistics on the access to geoscience databases and downloads of geoscience maps and reports.

*Percent increase in geoscientific information (total of database queries and file downloads).*



### Overall performance

The department was successful in increasing the amount of information accessed.

————— **Baseline:** 0% (three-year annual average – 431,659)  
- - - - - **Target:** 8% (466,192)  
**Actual:** 150% (647,489)

### Why do we measure this?

By providing better digital access to sophisticated geoscience data, this results in increased mineral industry investment and exploration activity in the province. In addition, measuring increases in geoscience access and usage provides the department with a tool to help forecast trends in mineral exploration activity.

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

The department has completed the following initiatives:

- migration of the department's website to the new GNB standard format;
- uploaded the NB bedrock geology layer to GeoNB;
- uploaded nine publication notices to inform clients and the public on newly available geoscience publications.

## Fiscal responsibility

### Objective of the measure

Grow revenue.

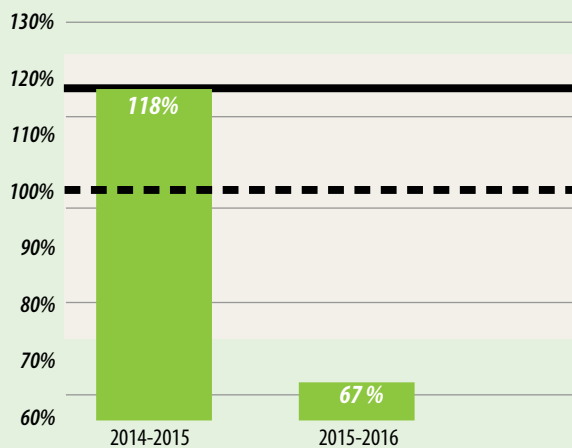
### Measure

Ratio of actual to budgeted revenue.

### Description of measure

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

Ratio of actual to budgeted revenue.



### Overall performance

The department's revenue was less than the targeted amount.

————— Baseline: 118.8%

- - - - - Target: 100%

Actual: 67%

### Why do we measure this?

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

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

The department reached 67 per cent of the ordinary revenue budget due to the closure of the PotashCorp's Picadilly Mine.

## Fiscal responsibility

### Objective of the measure

*Reduce expenditures.*

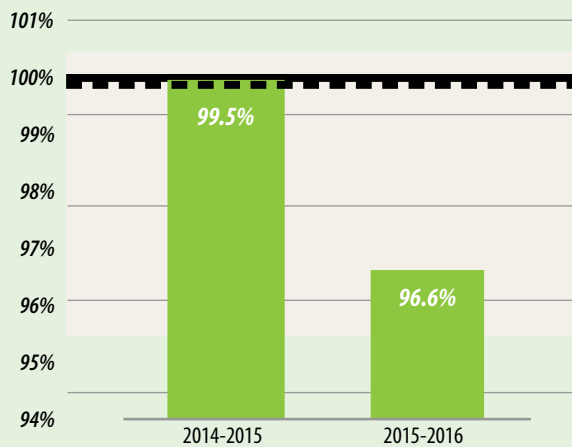
### Measure

*Ratio of actual to budgeted expenses.*

### Description of measure

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

*Ratio of actual to budgeted expenditures.*



### Overall performance

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

————— **Baseline:** 99.5%  
- - - - - **Target:** 100%  
**Actual:** 96.6%

### Why do we measure this?

This measure shows whether the department is adhering to the expense budget that it tabled at the beginning of the fiscal year. It shows whether the department is able to implement and manage the various budget decisions incorporated.

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

The department was diligent in monitoring discretionary spending; used best practices on procurement of goods and services to ensure best price and quality; and continued process improvement initiatives to find efficiencies and savings. About 97 per cent of the ordinary expenditure budget was spent.

## Best place to raise a family

### Objective of the measure

*Regulatory efforts that support a safe environment.*

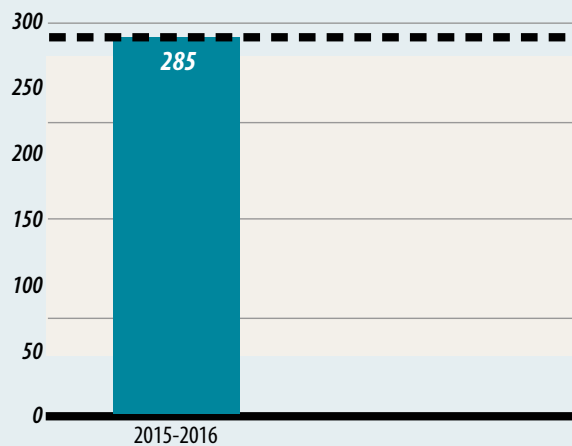
### Measure

*Number of site visits/inspections.*

### Description of measure

Inspections are completed on mining, oil and gas sites to identify any non-compliance issues.

*The number of site visits/inspections completed.*



### Overall performance

The department successfully implemented a site visit/inspection program.

————— Baseline: 0

- - - - - Target: 285

Actual: 285

### Why do we measure this?

To ensure instances of non-compliance, environmental and public safety impacts are mitigated and resolved. The frequency of site visits serves as a reminder to industry of the government's role as steward of the resource and helps prevent unintentional non-compliance.

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

This outcome was achieved by focusing efforts on the requirement of a site visit/inspection. This included the addition of site visits in staff work plans and acquiring the necessary resources to complete these visits.

## Smarter government

### Objective of the measure

*Enhance employee involvement, commitment and productivity.*

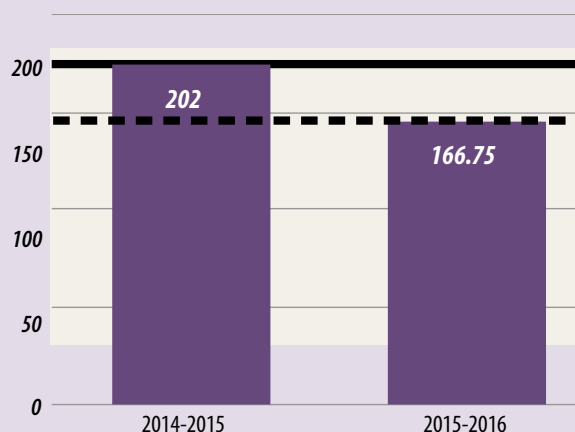
### Measure

*Total number of paid sick days used – Part 1.*

### Description of measure

This measure identifies the total of paid sick days used in the department.

*Number of paid sick days.*



### Overall performance

The number of paid sick days used in the department has decreased.

— Baseline: 202  
- - - Target: 234  
Actual: 166.75

### Why do we measure this?

Government set a 20-per-cent reduction target in sick leave usage by March 31, 2015 (three-year target) for employees in Parts 1, 2 and 3 of the Public Service. Lower absenteeism, and in particular, sick leave usage within certain employee groups, result in significant savings for government and help reduce costs associated with a loss in productivity, as well as staff replacement costs.

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

The department continued to manage sick leave cases and held a debrief session with a work team to review process and identify improvements for 2015-2016. In addition, quarterly sick leave reports were sent to directors for their review and attention.

## Smarter government

### Objective of the measure

*Enhance employee involvement, commitment and productivity.*

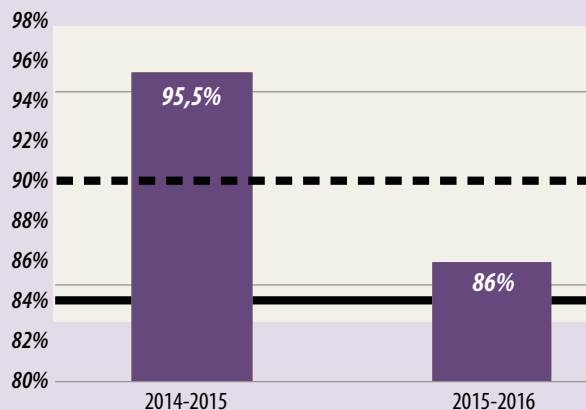
### Measure

*Percent of performance reviews completed.*

### Description of measure

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

*Percent of performance reviews completed.*



### Overall performance

The department improved its performance by exceeding the baseline.

— Baseline: 84%  
- - - Target: 90%  
Actual: 86%

### Why do we measure this?

The completion of performance reviews provide an opportunity for managers and employees to discuss, review and assess the accomplishment of work objectives, demonstrated competencies and overall individual employee contribution against GNB's business results. During the reporting period, completion rates for performance reviews varied across Part 1. Performance review targets have been established for Part 1. Departments are required to indicate their quarterly targets based on how many employees are eligible for a review within each quarter.

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

Early communications regarding target setting and timelines for completion of performance reviews ensured that a high percentage of performance reviews were completed in a timely matter. Initiatives included:

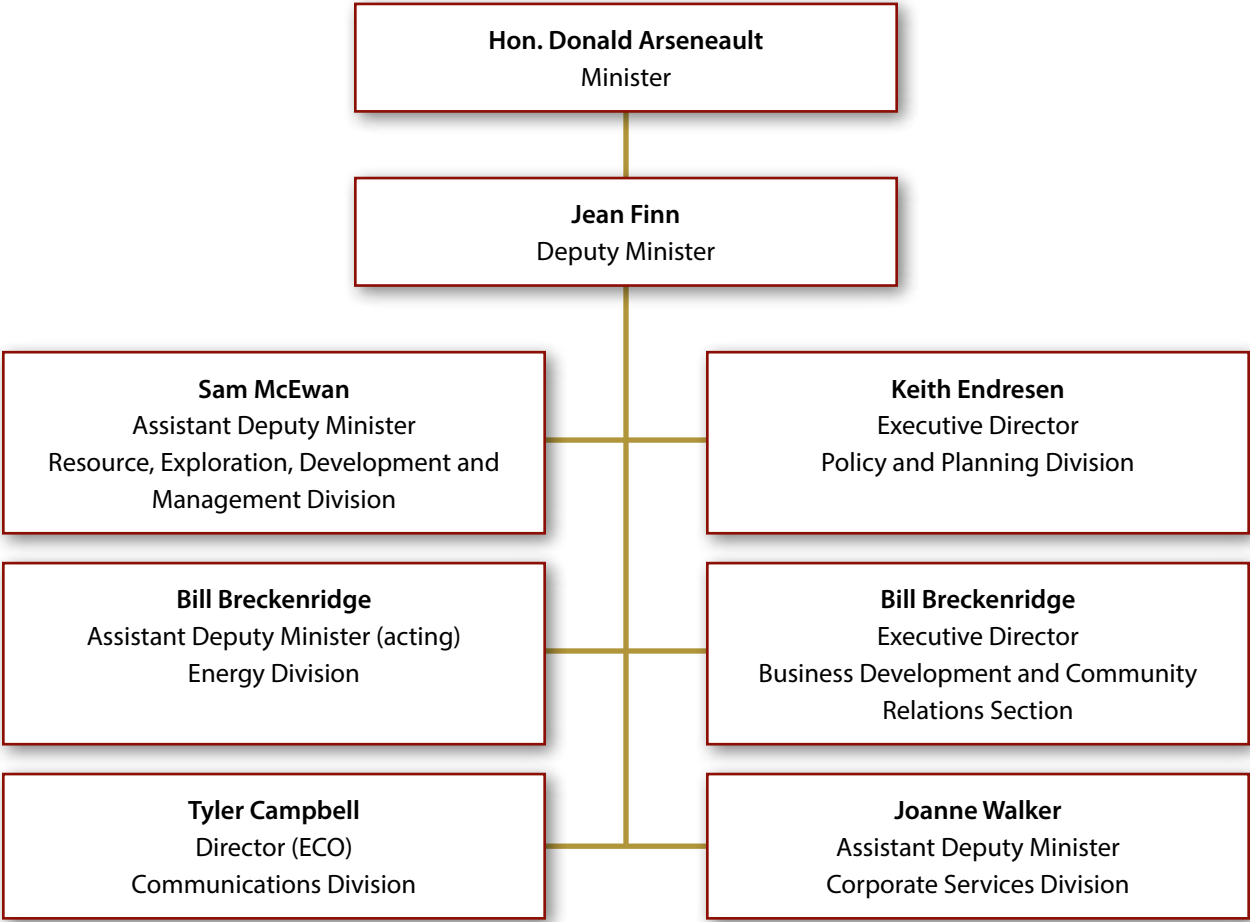
- Enhanced GNB performance management process rollout (commenced in April 2015).
- Holding a debrief meeting with a work team to identify improvements for the 2015-2016 year.
- Six weeks prior to the start of the fiscal quarter, the Department of Human Resources sent a list of performance evaluations due for the quarter as well as outstanding ones to all directors.
- Providing quarterly reports to the Executive Management Committee with completed and outstanding performance evaluations.

# Overview of organizational operations

The mission of the Department of Energy and Mines is to create economic prosperity through the safe and responsible development and management of New Brunswick's energy and mineral resources.

Each division and section plays a crucial role in the research, promotion and management of New Brunswick's energy, mineral and petroleum resources.

## High-level organizational chart





# Division overview and highlights

## Business Development and Community Relations Section

The role of the **Business Development and Community Relations Section** is to promote investment in energy, mineral and petroleum sectors in New Brunswick by fostering strategic partnerships; advancing community relations; serving as the departmental lead on First Nations engagement; and providing project management support.

Staff are responsible for marketing New Brunswick as a preferred location for mineral and petroleum investment; participating in national conferences; including lead responsibility for the department's annual Exploration, Mining and Petroleum conference; managing an extensive geological, mineral and petroleum resources database; publishing geoscientific information on New Brunswick; collecting and collating mineral statistics; and liaising with industry on major projects in New Brunswick.

A key priority for the section is relationship building with First Nations. The section serves as the department's primary contact for First Nations matters, working with other departments, First Nations communities and industry to encourage meaningful dialogue.

Section staff coordinates the department's activities with other governments as it collaborates on energy and mines related matters. New Brunswick has a long history of working collaboratively with its federal, provincial, territorial and New England counterparts, providing support for various cooperative endeavours with respect to energy, upstream oil and gas, minerals and mines.

### HIGHLIGHTS

- ◆ Prepared nine publication notices to inform clients and the public about the availability of departmental reports and maps published and made available on the department's website.
- ◆ Nine geoscience reports and 30 map plates were published, and 188 Mineral Exploration Reports of Work were released to the public through the department's website.

- ◆ Increased engagement with First Nation communities by participating in regular bilateral meetings for the purpose of information-sharing and relationship-building.

## Communications Division

The **Communications Division** is responsible for communicating the department's activities, policies and initiatives to the public and staff. The division is also the main point of contact for any inquiries or issues from the media or the public. Staff are responsible for providing leadership in delivering the department's communications and public relations strategies; ensuring that corporate standards and guidelines are followed in all communications projects and activities; anticipating media issues and managing relations; preparing written material such as news releases and speeches; providing strategic advice to the minister and senior management on communications-related issues; providing support to the minister and senior staff during the legislative session; and administering the department's website.

### HIGHLIGHTS

- ◆ Promoted the 40<sup>th</sup> annual Exploration, Mining and Petroleum Conference to highlight government and industry activity in the province.
- ◆ Highlighted the department and its policies and initiatives in a variety of trade publications, including *Energized*, the official magazine of the Canadian Propane Association.
- ◆ Provided communications support to other government departments on the Energy East pipeline initiative.

## Corporate Services Division

The **Corporate Services Division** provides management and administrative support for programs and activities of the department. The division provides management and administrative support for programs and activities

of the departments of Energy and Mines and Natural Resources (Human Resources Branch, Financial Services Branch and the Information Services and Systems Branch).

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

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

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

## HIGHLIGHTS

- ♦ *Implemented the Employee Orientation Program, which includes a large safety element complying with the requirements of the Occupational Health and Safety Act.*
- ♦ *Implemented the new corporate Attendance Support Program and reduced the overall level of departmental absenteeism.*
- ♦ *Conducted four permanent hires and 33 non-permanent hires as well as facilitated numerous classification reviews to assist with the overall restructuring of the department.*

- ♦ *Reviewed telephone requirements within the department and eliminated lines where appropriate to achieve savings.*
- ♦ *Provided cross-training opportunities for employees.*
- ♦ *Supported management in ensuring the department delivered services and initiatives.*
- ♦ *Implemented a new IT governance process through a process improvement initiative.*
- ♦ *Began implementing the Electronic Information Management Systems (EIMS) for departmental records.*
- ♦ *Supported and maintained departmental IT applications.*

## Energy Division

The **Energy Division** provides policy, regulatory and legislative support on matters related to the downstream side of the energy sector. The division maintains a number of acts and regulations that balance industry and consumer needs.

The division is divided into two main areas: electricity and petroleum. The electricity group focuses on working closely with NB Power and municipal utilities to ensure efficient and transparent regulation of the sector and the promotion of energy efficiency and climate change initiatives including sustainable development opportunities. The petroleum group provides insight into market trends and works with industry and consumers to ensure adequate supply of petroleum products while maintaining price stability.

Both groups monitor New Brunswick Energy and Utilities Board (EUB) hearings related to the sector and work with the EUB to ensure acts and regulations are working effectively. They also work closely with other provincial departmental colleagues and interest groups as needed on sector-specific issues.

## HIGHLIGHTS

- ♦ *Completed the transition of Efficiency New Brunswick into NB Power creating the Efficiency Services Division within the utility.*

- ◆ Completed amendments to the Electricity Act and corresponding regulations that would allow local entities and First Nations to work with NB Power to develop renewable energy projects.
- ◆ Worked with the Jobs Board Secretariat to successfully host an opportunities summit on the energy sector in the province.

## Policy and Planning Division

The **Policy and Planning Division** provides support and direction for corporate planning and major policy initiatives within the department and is responsible for the coordination and provision of strategic planning activities and policy development directly, and indirectly, under the jurisdiction of the Minister of Energy and Mines. This includes policy and regulatory support for NB Power and the EUB.

The division's responsibilities include the review and development of policy, involvement in the legislative processes and implementation of commitments under *Moving New Brunswick Forward*.

The division represents the department on several inter-departmental committees, including the Provincial Emergency Action Committee of government.

The division carries out several coordinating and reporting functions for the department related to requests for information under the *Right to Information and Protection of Privacy Act*, legislative and policy business and coordination of submissions to the department for review under the Environmental Impact Assessment (EIA) Regulation.

## HIGHLIGHTS

- ◆ Amended the Mining Act to introduce a model that provides consistency and a fair process for New Brunswick landowners and mining companies, which will ensure natural resources are developed for the benefit of all New Brunswickers.
- ◆ Met a government commitment by bringing into force the Prohibition Against Hydraulic Fracturing Regulation under the Oil and Natural Gas Act, thus ensuring no person shall hydraulically fracture a well in the province.
- ◆ Continued efforts to negotiate an accord with the Government of Canada to provide for the joint and equal management of offshore petroleum resources.

## Resource, Exploration, Development and Management Division

The **Resource, Exploration, Development and Management Division** is composed of the Geological Surveys Branch and the Resource Exploration and Development Branch. The division's overall mandate is to provide relevant geological knowledge, advice and support to the public and private sectors, while managing the sustainable exploration and development of mineral, petroleum, Crown aggregate and Crown peat resources through the effective administration of legislation and regulations under the jurisdiction of the department.

The **Geological Surveys Branch** is composed of two sections: Geological Surveys North and Geological Surveys South. The branch is responsible for developing and maintaining a geoscience knowledge base and providing advice to the public and private sectors regarding mineral and petroleum resources and land use. The branch actively promotes the province's mineral and petroleum resource potential and administers an Exploration Assistance Program to stimulate mineral exploration in New Brunswick.

The **Resource Exploration and Development Branch** is composed of the Petroleum Resource Development Section and the Mining and Mineral Resources Section. Overall, the branch administers and manages the allocation of mineral, petroleum, Crown peat and Crown

aggregate rights, and the exploration and development of these rights through a comprehensive legislative and regulatory framework.

## HIGHLIGHTS

- ◆ *Acquired 1,000 kilometres of digitally enhanced industry seismic profiles from the Northumberland Strait and adjacent onshore areas to assess the potential of oil and natural gas deposits in New Brunswick's eastern offshore region.*
- ◆ *Provided about \$507,000 in assistance to 13 junior mining companies and \$310,000 to 55 prospectors.*
- ◆ *Collaborated with the Geological Survey of Canada and the University of New Brunswick to increase the understanding of tin-tungsten-molybdenum deposits in New Brunswick.*
- ◆ *Developed an integrated geological mapping strategy to manage the collection and distribution of digital geoscientific data.*
- ◆ *Saw a total of 22 mining leases in good standing and six mines in operation, including the resumption of mining at the Caribou base metals mine. However, by the end of the fiscal year, the two potash mines had ceased potash mining operations.*
- ◆ *Saw a total of 25 companies extract peat in the province.*
- ◆ *Generated more than \$13 million in royalties for the province.*
- ◆ *Completed operational approvals for 2015 programs.*

# Financial overview

Expenditures 2015-2016 (\$)					
Ordinary program	Main estimates	Appropriation transfers	Final budget	Actual	Difference
Administration	538,000	2,800	540,800	580,500	39,700
Policy Management and Business Development	3,181,000	885,500	4,066,500	4,112,800	46,300
Resource exploration, development and management	4,898,000	23,100	4,921,100	4,507,100	(414,000)
<b>Total 2015-2016</b>	<b>8,617,000</b>	<b>911,400</b>	<b>9,528,400</b>	<b>9,200,400</b>	<b>(328,000)</b>

Revenue 2015-2016 (\$)					
Revenues	Main estimates	Appropriation transfers	Final budget	Actual	Difference
Return on investment	6,000	-	6,000	8,700	2,700
Licences and permits	1,861,000	-	1,861,000	1,608,600	(252,400)
Sale of goods and services	6,000	-	6,000	700	(5,300)
Royalties	20,130,000	-	20,130,000	13,126,300	(7,003,700)
Miscellaneous	1,000	-	1,000	0	(1,000)
<b>Total 2015-2016</b>	<b>22,004,000</b>	<b>-</b>	<b>22,004,000</b>	<b>14,744,300</b>	<b>(7,259,700)</b>

# Summary of staffing activity

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

The department advertised two competitions, including one open (public) competition and one closed (internal) competition.

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

Number of permanent and temporary employees, as of Dec. 31 of each year		
Employee type	2015	2014
Permanent	56	49
Temporary	7	9
<b>TOTAL</b>	<b>63</b>	<b>58</b>

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"> <li>– a high degree of expertise and training</li> <li>– a high degree of technical skill</li> <li>– recognized experts in their field</li> </ul>	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)	1
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 Energy and Mines and no complaint was submitted to the Ombudsman.

# Summary of legislation and legislative activity

Bill #	Name of legislation	Date of Royal Assent	Summary of changes
48	An Act to Amend the <i>Mining Act</i> <a href="http://www.gnb.ca/legis/bill/pdf/58/1/Bill-48.pdf">http://www.gnb.ca/legis/bill/pdf/58/1/Bill-48.pdf</a>	June 5, 2015	The amendment introduced a model to allow access to private land that provides consistency and a fair process for New Brunswick landowners and mining companies.

Name of regulation	Effective date	Summary of changes
<b><i>Oil and Natural Gas Act</i></b> Prohibition Against Hydraulic Fracturing Regulation	June 26, 2015	The amendment ensured no person shall hydraulically fracture a well. A person who violates or fails to comply with section 2 commits an offence punishable under Part II of the <i>Provincial Offences Procedure Act</i> as a category J offence.
<b><i>Oil and Natural Gas Act</i></b> Amendment to Licence to Search and Lease Regulation	June 26, 2015	The amendment was required as a function of recent amendments to the Act, pertaining to licence to search and lease terms.
<b><i>Gas Distribution Act</i></b> 1999, Repeals 99-59	Sept. 23, 2015	New Brunswick Regulation 99-59 under the <i>Gas Distribution Act</i> , 1999, was repealed.
<b><i>Electricity Act</i></b> Electricity from Renewable Resources Regulation	Nov. 12, 2015	An amendment to implement NB's Community Renewable Energy program – Locally Owned Renewable Energy Small Scale program ("LORESS").
<b><i>Petroleum Products Pricing Act</i></b> , Amendment to General Regulation	Nov. 27, 2015	An amendment to the General Regulation 2006-41, 1) updated the base products used to calculate the weekly regulated maximum price for gasoline, diesel and heating oil; 2) allowed the EUB the discretion to use alternative base products in circumstances when those listed in the regulation are no longer valid; and 3) changed the interruption formula so it is only triggered when market conditions affect the prices.
<b><i>Oil and Natural Gas Act</i></b> , Amendment to Licence to Search and Lease Regulation	Feb. 25, 2016	The amendments provided that the annual rent payable for a licence to search or lease is zero, for areas with no producing wells.

The acts and regulations for which the Department of Energy and Mines is responsible are at: <http://laws.gnb.ca/en/deplinks?subjectnumber=39>

# Summary of Official Languages activities

## Introduction

The department continued to work on the existing *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/challenge that the department wanted to address in 2015-2016 was to make certain that all written and oral communication with clients was done in the Official Language of their choice.

Random audits were conducted on employee's voicemails to verify that the active Offer of Service was provided in the client's Official Language of choice. Missed opportunities were addressed through case-by-case interventions. In addition, all linguistic profiles are updated biannually to ensure the department's ability to provide services in both Official Languages throughout the province.

## 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/challenge that the department wanted to address in 2015-2016 was to confirm that personnel services and other administrative services provided to employees were offered and provided in the employee's Official Language of choice.

An internal audit was completed with employees, which resulted in 96 per cent of respondents saying that they have opportunity to work in their Official Language of choice. Meetings are held in both Official Languages or in the Official Language of the client's choice (e.g., presentations slides in both Official Languages). The use of both Official Languages is encouraged for small meetings. Larger meetings provide simultaneous interpretation or, in some cases, may be offered in English and French separately.

## Focus 3

The objective/challenge that the department wanted to address in 2015-2016 was to make sure that employees take into account the Official Language of choice when meeting and consulting with the public. Correspondence and information are provided to the public in the Official Language of their choice.

## Focus 4

Ensure public service employees have a thorough knowledge and understanding of the *Official Languages Act*, relevant policies, regulations and the province's obligations with respect to Official Languages:

The objective/challenge that the department wanted to address in 2015-2016 was to make sure that the employee performance review process included a review of GNB's Official Languages obligations.



Training was provided to all supervisors/managers on the new annual employee performance agreement form. During this training it was emphasized that their employees must review and understand the Language of Service and Language of Work policies each year as directed in this new form.

## **Conclusion**

The department recognizes its obligations under the *Official Languages Act* and related policies and makes a conscious effort to provide quality services to clients in both Official Languages. The department supports the use of both Official Languages in the workplace and supports second-language training.

Meeting the departmental linguistic profiles for specialized bilingual job positions is an ongoing challenge in carrying out the *Official Languages Action Plan*.

# Summary of recommendations from the Office of the Auditor General

There were no recommendations to the Department of Energy and Mines from the Office of the Auditor General during this reporting period.

## Report on the *Public Interest Disclosure Act*

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

