

Justice

Annual Report
2014–2015

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

Respectfully submitted,



Honourable Stephen Horsman
Minister

From the Deputy Minister to the Minister

Honourable Stephen Horsman
Minister of Justice

Minister Horsman:

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

Respectfully submitted,



Johanne C. Bray, Q.C.
Deputy Minister

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Minister's message

The role of the Department of Justice is to provide access to an impartial and efficient justice system for all New Brunswick residents. The ability to achieve, maintain and monitor this goal is accomplished through a strategic management system that unifies all government departments.

We are at an important time in our province. New Brunswick is facing some major fiscal challenges. Our demographics and the needs of our communities are changing. We have made commitments to strategic investments that we believe are critical to ensuring the ongoing growth of New Brunswick's economy and the sustainability of our social programs. We need to work together to realign the role of government in society and find innovative solutions that are transformational— not just try to do the same things over and over. Through our Strategic Program Review, we are looking for opportunities to do things better and more efficiently to create an environment conducive to job creation and affordable for families.

Every day, the Department of Justice is called on to protect and further develop an efficient and impartial judicial system. It is an honour to be a member of this team, and I look forward to building on our achievements in the next year.

A handwritten signature in black ink, appearing to read "Stephen Horsman", with a long horizontal flourish extending to the right.

Honourable Stephen Horsman
Minister of Justice

Deputy Minister's message

The Department of Justice continues to advance the vision of a safe, just and peaceful society supported by a justice system that is fair, effective, trusted and accessible.

The department has made significant progress in a number of areas in 2014–2015. This accomplishment enhances the abilities of our frontline workers to assist in the administration of justice.

A permanent Case Management system has been implemented that will assist in resolving family disputes in a timely and more constructive way.

Through the work of the Strategic Program Review, it has been determined that by closing low volume courts and consolidating operations in larger centres, the Department of Justice will be able to operate more efficiently and provide better services to the public.

Furthermore, a continuous improvement initiative resulted in the consolidation of six Sheriff regions to three, the implementation of a new staffing model, and the achievement of \$365,000 in savings.

The Government of New Brunswick, through the Minister of Justice, signed the Memorandum of Agreement regarding the Cooperative Capital Markets Regulatory System, which reflects the strong commitment of six jurisdictions and the Government of Canada to implement a national capital markets regulator. The cooperative system is designed to streamline the capital markets regulatory framework to protect investors, foster efficient capital markets and manage systemic risk while preserving strengths in the current system.

Access to an impartial and efficient justice system has always been the goal of this department. I look forward to further developing this goal in the coming year and to report improvements in justice services provided to businesses, individuals and families of New Brunswick.



Johanne C. Bray, Q.C.
Deputy Minister

Strategic priorities

Strategy management

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

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

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

Highlights

During the 2014–2015 fiscal year, the Department of Justice focused on these strategic priorities through:

Family Support Orders Service (FSOS) continued to perform essential support collection services for families. The total support payments credited in 2014–2015 was \$52.9 million. Of this amount, \$5.2 million was collected as cost-recovery for government on files where the beneficiary receives social assistance. As of March 31, 2015, FSOS had a 90-per-cent collection rate with 13,556 active cases.



An outcome evaluation for the 3.5-year Elsipogtog Healing to Wellness Court pilot program was commenced in early 2015. The final report will be completed in 2015–2016 and will aid decision-makers in determining the effectiveness of the pilot.



In the Moncton Provincial Court, projects were identified that could reduce the number of adjournments prior to plea. This work resulted in the establishment of the Case Management Officer Counter pilot project in February 2015.



Sheriff Services renewal resulted in a consolidation of six Sheriff regions to three; the implementation of a new staffing model; and \$365,000 in savings and efficiencies.



The department led the GNB team in the judicial remuneration process, including submissions to the Judicial Remuneration Commission.



The department developed 13 submissions to government, and processed 32 requests under the *Right to Information and Protection of Privacy Act*.



The department advertised 26 competitions, including nine open (public) competitions and 17 closed (internal) competitions.

Performance measures

Based on the strategic direction, this framework translates strategy into objectives and performance measures. This allows the Department of Justice to measure process in meeting its objectives. The performance measures do not reflect all of the day-to-day operations of the department, but rather, the strategic areas where it needs to focus improvements.

Fiscal responsibility	Measures
Grow revenues	Ratio of actual to budgeted revenue
Reduce expenditures	Ratio of actual to budgeted expenditures
Best place to raise a family	Measures
Effectively provide access to justice	Small Claims Court: <ul style="list-style-type: none"> – Wait time to hearing (months) – Number of claims filed
Smarter government	Measures
Enhance employee involvement, commitment and productivity	Percentage of performance reviews complete

Fiscal responsibility

Objective of the measure

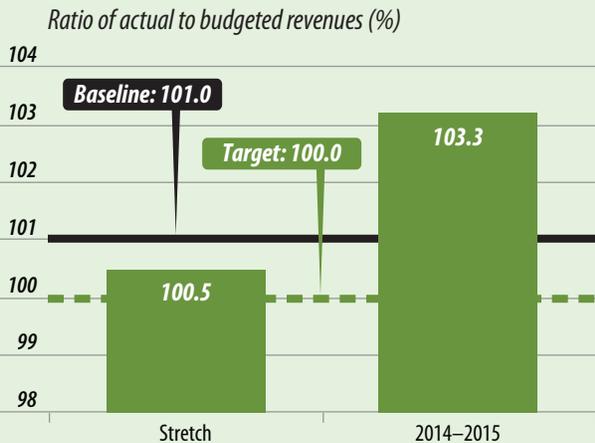
Grow revenues.

Measure

Ratio of actual to budgeted revenue.

Description of measure

Percentage of total revenue over total budget.



Overall performance

Expectations were exceeded due to Insurance Premium Tax revenues being higher than budgeted by \$1.4 million.

Why do we measure this?

This indicator measures the ability of GNB to manage its overall revenues, with the goal of improving its finances. The Department of Justice achieved results beyond expected targets.

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

The major source of revenue comes from Insurance Premium Tax, which was higher than expected by \$1.4 million due to the unexpected collection of other than life premium tax related to prior years and increases in the total value of policies written in both life and other than life insurance. There were no revenue specific initiatives during the 2014-2015 fiscal year.

Fiscal responsibility

Objective of the measure

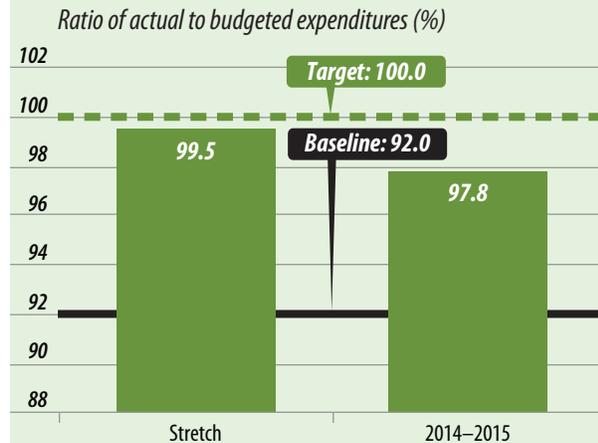
Reduce expenditures.

Measure

Ratio of actual to budgeted expenditures.

Description of measure

Percentage of total revenue over total budget.



Overall performance

Exceeded expectations.

Why do we measure this?

This indicator measures the ability of GNB to manage its overall expenses as compared to budget. GNB must manage expenses in accordance with its budget and be prepared to take corrective action if it projects expenses to be over-budget during the year. The Department of Justice achieved results well beyond expected targets.

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

Sheriff Services received a new mandate and funding in January 2014 to provide security at all Provincial Courts. As a result, Sheriff Services undertook a significant renewal exercise that established a new staffing model in February 2015. This included six new Sheriff of Operation positions and 14 Team Lead positions. Competitions to fill these new positions were started in 2015-2016.

Best place to raise a family

Objective of the measure

Effectively provide access to justice.

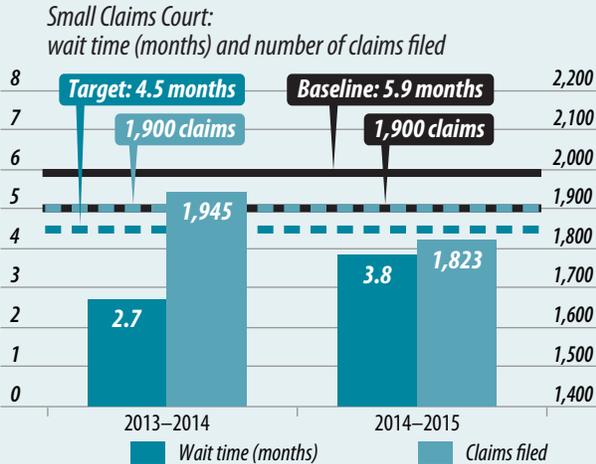
Measure

Small Claims Court:

- Wait time to hearing (months).
- Number of claims filed.

Description of measure

A Small Claims Court was re-established in New Brunswick in January 2013. The purpose was to provide the public with timely and inexpensive access to justice for civil claims for amounts not exceeding \$12,500. It is designed for ease of use for those without a lawyer, with opportunities for settlement throughout the process. These cases would previously have been heard in the Court of Queen’s Bench and were subject to court delays of up to one year for hearings in some judicial districts.



Overall performance

The overall performance of the new Small Claims Court is very positive. Wait times for hearings, by the end of 2014–2015, have continued to be better than target.

Why do we measure this?

The department measures the time it takes for a matter to proceed to a hearing date from the time all required legal steps have been completed to assess whether persons can access the justice system in a reasonable period of time for their Small Claims actions.

The department measures the number of files being processed to ensure continued, sustained use of the Small Claims Court. This number is not within the department’s control, and it is not the goal of the department to increase litigation in New Brunswick. However, the department measures this number to monitor the Small Claims Court and ensure it is meeting the purpose for which it was established— to effectively provide access to justice.

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

There were no specific projects undertaken in 2014–2015. The measures continue to be monitored to ensure early identification of service delivery issues which may impact access to justice.

Smarter government

Objective of the measure

Enhance employee involvement, commitment and productivity.

Measure

Percentage of employee performance reviews completed.

Description of measure

The completion of performance reviews provides 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.



Overall performance

The department exceeded the target set for 2014-2015 and reported a 91 per cent completion rate for all performance reviews.

Why do we measure this?

Employees are entitled to receive their year-end performance reviews in a timely manner.

Performance reviews allow managers and employees to examine the result of work objectives, overall employee contribution and the overall strategy of the department. By completing reviews, employees and their supervisors discuss strategic and organizational goals as a means to increase organizational and individual performance.

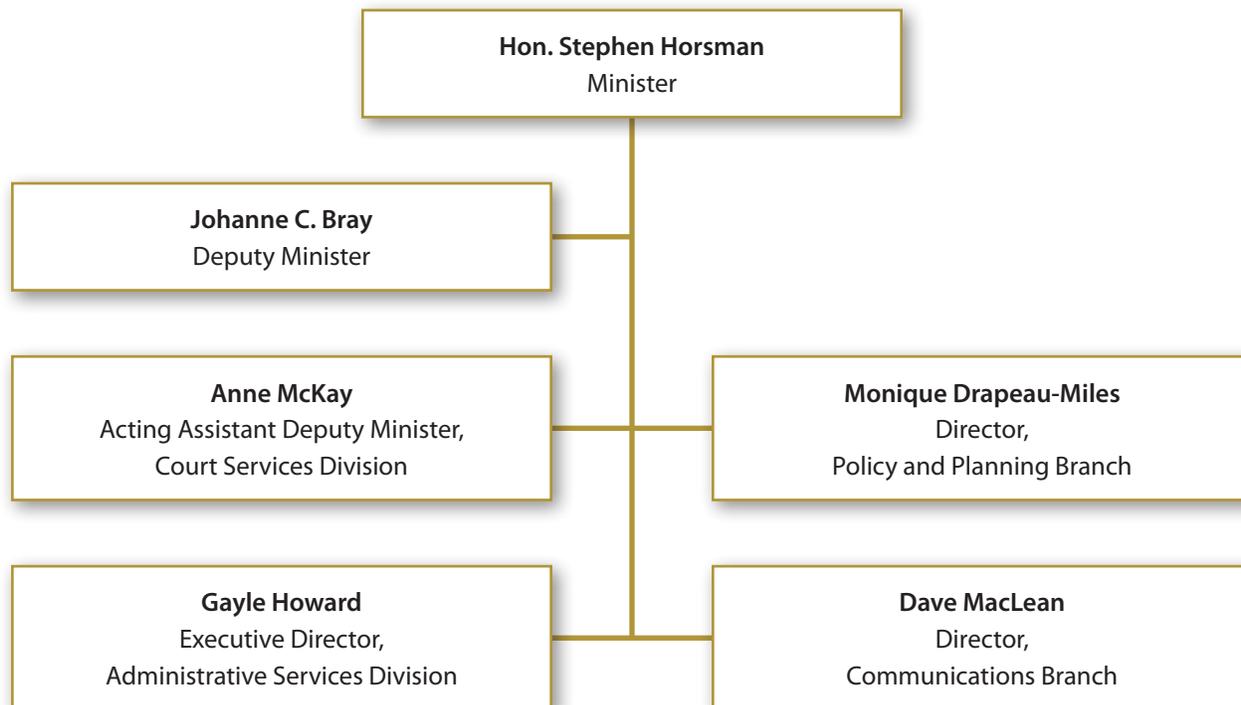
What initiatives or projects were undertaken in the reporting year to achieve the outcome?

Progress was regularly discussed with senior management and reminders were sent to managers. Lists of outstanding performance reviews and completion rates were provided throughout the year.

Overview of departmental operations

The mission of the Department of Justice is to ensure the application of the rule of law, impartial administration of justice and the protection of the public interest.

High-level organizational chart



As of March 31, 2015

Division overview and highlights

Court Services Division

Overview

The Court Services Division supports the New Brunswick court system, which includes the Court of Appeal, the Court of Queen's Bench, the Small Claims Court, the Probate Court, Bankruptcy and Insolvency Division, the Provincial Court and the Youth Justice Court by providing management, administrative and other services. There are about 350 employees headed by an Assistant Deputy Minister, who also serves as Chief Sheriff.

The **Office of the Registrar** is the registry for the Court of Appeal and Court of Queen's Bench, Bankruptcy and Insolvency and provides support services to the Chief Justice of New Brunswick, the Chief Justice of the Court of Queen's Bench, Justices of the Court of Appeal, and Justices of the Court of Queen's Bench and all Clerks of the Court of Queen's Bench. This office processes all adoptions, serves as a registry for bankruptcies, is the central registry for divorces processed in New Brunswick, and processes requests for the establishment or enforcement of family support orders to and from other participating jurisdictions.

The **Operations Branch** supports courts in fourteen staffed locations across the province. There are six administrative regions, each headed by a regional director:

1. Bathurst – Campbellton – Grand Tracadie-Sheila
2. Moncton – Richibucto
3. Miramichi
4. Saint John – St. Stephen
5. Fredericton – Woodstock – Burton
6. Edmundston – Grand Falls

The **Sheriff Services Branch** is responsible for court-related transportation of persons in custody, jury management, providing court house and courtroom security, serving documents, administering detention centres (Moncton and Saint John), and executing court orders in civil matters.

Program Support Services provides support and expertise to the regional delivery of Operations within Court Services Division, as well as support to the executive with respect to operation and policy issues that pertain to courts and court administration.

The **Office of Support Enforcement** is responsible for the administration of the *Support Enforcement Act*. It enforces family support provisions in court orders and agreements filed with the Office. Enforcement staff are primarily located in the regional Court Services Division offices. The central payment unit is located in Fredericton.

Highlights

Sheriff Services renewal resulted in a consolidation of six Sheriff regions to three, the implementation of a new staffing model and \$365,000 worth of saving and efficiencies.

Family Support Orders Service (FSOS) continued to perform essential support collection services for families in New Brunswick. The total support payments credited in 2014–2015 was \$52.9 million. Of that amount, \$5.2 million was collected as cost-recovery for government on files where the beneficiary receives social assistance. As of March 31, 2015 FSOS had a 90-per-cent collection rate with 13,556 active cases.

An outcome evaluation for the 3.5-year Elsipogtog Healing to Wellness Court pilot program was commenced in early 2015. The final report will be completed in 2015–2016 and will aid decision-makers in determining the effectiveness of the pilot program. All stakeholders consider this to be a very successful project thus far.

Communications Branch

Overview

The Communications Branch provides public awareness and promotion of departmental programs, services and policies. The Communications Branch is responsible for public communication and education/awareness programs, as well as providing strategic communications planning and advice to the Minister, senior managers and staff.

The branch prepares news releases, advertisements, speeches, speaking notes and briefing notes for the department. Along with providing ministerial support, the branch also co-ordinates departmental news conferences and events as well as coordinating activities related to the Legislative Assembly of New Brunswick.

The communications director, acting as spokesperson for the department, responds to inquiries from the media and the public with regard to services, programs, policies and decisions. The director also oversees content on the department's website.

During the fiscal year, communications within GNB was restructured to achieve greater efficiencies and economies of scale. While the corporate communications mandate resides with the Executive Council Office, the communications director continues to support the department.

Policy and Planning Branch

Overview

The Policy and Planning Branch is responsible for providing leadership in the identification, and development of broad policy initiatives, and provides advice and support services in relation to the overall corporate strategy, policies and direction. The branch is responsible for the strategic and departmental planning, represents the department on numerous federal/provincial/territorial committees, plays an integral role in policy development and program design and reviews, and provides executive support to the Minister, Deputy Minister, Attorney General and Deputy Attorney General.

Highlights

The Financial and Consumer Services Commission may make rules, referred to as regulatory instruments, to administer the requirements of New Brunswick's securities laws. Amendments to existing regulatory instruments and the creation of new ones must be approved by the Minister of Justice prior to coming into force in New Brunswick. The branch reviewed 15 regulatory instruments.

Policy and Planning was involved in the following projects and initiatives in 2014–2015:

- Participated on the Interdepartmental Working Team on Violence against Aboriginal Women and Girls and worked on a plan to engage Aboriginal people and First Nations Communities on the Draft Justice Framework to Address Violence against Aboriginal Women and Girls;

- Participated on the Working Group supporting the Roundtable on developing a Provincial Strategy for the Prevention of Harm to Children and Youth;
- Reviewed and coordinated 13 submissions to GNB for the Department of Justice and 11 submissions for the Office of the Attorney General;
- Coordinated responses to 32 requests under the *Right to Information and Protection of Privacy Act* for the department and 17 requests for the Office of the Attorney General;
- Coordinated the department's federal/provincial/territorial activities, and represented the department on six federal/provincial/territorial committees and numerous working groups;
- Coordinated five departmental responses to requests for information regarding various international agreements, conventions and protocols;
- Provided legislative coordination services for the Department of Justice and the Office of the Attorney General;
- Led the government team in the judicial remuneration process, including submissions to the Judicial Remuneration Commission;
- Coordinated 25 appointments to eight agencies, boards and commissions; and
- Provided support for processing of applications for appointment to the Provincial Court.

Administrative Services Division

Overview

Administrative Services Division supports the department in meeting its mission, goals and objectives through the provision of quality support, advice, consultation, monitoring and coordinating services to all managers and employees in the areas of departmental services, financial services, human resources, information systems and facilities management. It also oversees the expropriation advisory function. The employees responsible for the execution of the Lean Six Sigma aspect of GNB's Performance Excellence Process, the departmental Process Improvement Facilitators, are part of Administration.

Human Resources Branch

Overview

The Human Resources Branch provides leadership and support to the Department of Justice and the Office of the Attorney General on human resource planning, recruitment, classification, labour relations, employee relations, training, performance management, change management, organizational development, human resource policies and program implementation.

Highlights

- The completion rate for employee performance reviews for Justice increased from 84 per cent in 2014 to 91 per cent in 2015;
- Employee sick leave decreased from 4,579 days in 2013 to 3,292 days in 2015; and
- Provided the online learning tool, Skillsoft, so employees may develop appropriate skills on their own time at a very limited cost to the department, thereby reducing costs of travel and registration fees for courses.

Financial Services Branch

Overview

The Financial Services Branch provides advice and support to senior management, departmental managers and staff. It maintains the operational accounting function by providing financial consulting, budgeting, monitoring, accounting services, and revenue and expenditure forecasting, as well as various payment functions. Specific responsibilities include paying victims and beneficiaries, receiving revenue and maintaining accounting records of the department's expenditure, revenue and trust accounts.

Specific support is provided to senior management through the preparation of Public Accounts, Main Estimates, Operational Budgets and required Board of Management documentation. The branch provides business case analysis of the financial impact of major departmental initiatives.

The Departmental Services Unit includes inventory management of office furniture and equipment, telephone systems and general services (i.e., vehicle policy, parking, etc.).

Highlights

- The branch led the department's budget process in meeting established targets;
- Continued efforts in refining the financial forecasting model for the department were underway; and
- The branch supported the reorganization of Sheriff Services.

Information Management and Technology Branch

Overview

The Information Management and Technology Branch provides technology services to the Department of Justice, the Office of the Attorney General, the New Brunswick Legal Aid Services Commission and the Financial Consumer Services Commission of New Brunswick in support of both their daily operations and their strategic direction.

Services include diagnosis and repair software problems and data issues on nearly twenty software systems; advise on technology and information security issues; negotiations on behalf of the departments for hardware, software and other support with the New Brunswick Internal Services Agency and other partners; development of business cases, feasibility studies, and software solutions, project management on hardware and software projects.

Highlights

- Worked with other departments to recover from a major network outage in June 2014;
- Connected Moncton courtrooms to the GNB network, increasing access to court electronic information;
- Member of Architecture Review Board, Chief Information Officers Council, and the Common Services Transition Team; and
- Consulted on Major Incident Management Process.

Facilities Management Branch

Overview

Facilities Management is responsible for planning, coordinating, budgeting and implementing major capital projects, capital improvement projects and managing office accommodations for the department throughout the province.

Highlights

- A security review of the courthouses around the province was conducted. Various upgrades to camera systems, alarm systems and perimeter screening areas were completed;
- Modifications completed in Courtroom B of the Edmundston Court Facility; and
- Updated the departmental emergency plan to include floor plans and individual building evacuation plans.

Process Improvement

Overview

In September 2012, the Department of Justice and the Office of the Attorney General adopted the Government's Performance Excellence Process. As part of this initiative, two employees were reassigned and trained as Lean Six Sigma Black Belts. Their purpose was to work on large-scale initiatives that support the strategic goals to improve processes and enable them to execute their mandates in the most efficient and cost-effective manner possible.

Highlights

An opportunity assessment in the Moncton Provincial Court resulted in identification of several projects that will all work toward a new scheduling system that will minimize administrative activities in the courtroom. Projects on a Case Management Desk, Client Readiness, Bail Hearings, and Scheduling were undertaken. The goal of this series of projects is to reduce the number of adjournments prior to plea and reduce cycle time.

The result of these projects was the Case Management Officer Counter being piloted in Moncton Provincial Court, which began in February 2015 and is being evaluated.

A Lean Six Sigma project on Official Language interpretation in courts was conducted in 2014–2015 to address the increasing costs of interpretation services. The goal was to find efficiencies in service delivery, reduce interpretation costs, especially in cancellations and increase effective utilization of Interpretation Services. New processes have been rolled out to several regions, and the department realized savings of about \$26,000 in 2014–2015.

Daily Management and Waste Walks were on-going activities with one implementation of Daily Management in the Policy and Planning Branch. Waste Walk certification was awarded to 14 employees in the 2014–2015 year from Legal Aid, Court Services, Legislative Services, Prosecution Services, Program Support, Sheriff Services and Administrative Services.

Expropriations Advisory Officer

Overview

The Expropriations Advisory Officer, pursuant to the *Expropriation Act*, reviews expropriation proposals and holds public hearings on disputes over proposed property expropriations. The function of the Expropriations Advisory Officer, as an independent advisor on the merits of expropriation proposals, has evolved as an effective, cost-efficient alternative to the previous Advisory Board. The Expropriations Advisory Officer has fulfilled this role on a contractual basis since 1989.

Highlights

Activities	2014	2013	2012
Notices of intention to expropriate	14	15	5
Properties involved in proposed expropriations	156	658	117
Owners of property involved in proposed expropriations	119	375	68
Uncontested Expropriations by Order-in-Council, non-objection, or objection	1	3	4
Expropriations with hearings scheduled or limitation on objection period not yet expired	0	0	2
Hearings	1	0	2

Financial information

Ordinary Account Expenditures by program

For the year ended March 31, 2015 (\$000)

	Budget	Actual	Variance Over (Under)
<i>Administration and Planning</i>			
– Administration	3,124.5	2,838.0	(286.5)
– Policy and Planning	416.0	390.7	(25.3)
	3,540.5	3,228.7	(311.8)
<i>Court Services</i>			
– Regional Court Services	10,426.8	10,319.8	(107.0)
– Judiciary	7,221.6	7,722.4	500.8
– Registrar	770.6	778.0	7.4
– Sheriff Services	9,356.6	8,371.6	(985.0)
– Court Head Office	4,478.4	4,361.4	(117.0)
	32,254.0	31,553.2	(700.8)
<i>Legal Aid</i>			
– Legal Aid	7,874.0	7,919.5	45.5
	43,668.5	42,701.4	(967.1)

Summary of staffing activity

Pursuant to section 4 of the *Civil Service Act*, the Deputy Minister of the Department of Human Resources (DHR) delegates staffing to each deputy head for his or her respective departments. Please find below a summary of the staffing activity for 2014–2015 for the Department of Justice.

Number of permanent and temporary employees, as of December 31 of each year		
Employee type	2013	2014
Permanent	348	368
Temporary	82	60
Total	430	428

The department advertised 26 competitions, including nine open (public) competition and 17 closed (internal) competitions.

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

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

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

Summary of legislation and legislative activity

Bill #	Name of Legislation	Date of Royal Assent	Summary of changes
49	<i>An Act to Amend the Securities Act</i> http://www.gnb.ca/legis/bill/pdf/57/4/Bill-49.pdf	May 21, 2014	The amendment to the Act introduces several amendments which are harmonized with securities regulators in other jurisdictions.
50	<i>Legal Aid Act</i> http://www.gnb.ca/legis/bill/pdf/57/4/Bill-50.pdf	May 21, 2014	The Act introduces a new <i>Legal Aid Act</i> , to replace the former Act, which dates from 1973 and was last substantially amended in 2005. This is part of a larger effort, promised in the 2011 Speech from the Throne, to look at ways to make legal aid in New Brunswick more efficient and more accessible, by making the maximum amount of money possible within the New Brunswick Legal Aid Services Commission's budget available to help those in need of legal services who cannot afford to pay for them on their own. With these actions, government will meet its Throne Speech commitments on legal aid.
53	<i>An Act to Amend the Support Enforcement Act</i> http://www.gnb.ca/legis/bill/pdf/57/4/Bill-53.pdf	May 21, 2014	The amendment to the Act introduces amendments which will allow the Minister to set forms for providing information under the Act. This forms part of the department's commitment to the Smart Regulation Initiative to reduce regulatory burden on individuals and businesses in New Brunswick.
54	<i>An Act to Amend the Court Security Act</i> http://www.gnb.ca/legis/bill/pdf/57/4/Bill-54.pdf	May 21, 2014	The amendment to the Act introduces two proposed amendments. One deals with the wording used in the definition of "court," and is simply a technical matter. It proposes that the definition of "court" be amended by striking out "the Provincial Court" and substituting it with "the Provincial Court of New Brunswick." This revision would render consistent the naming of courts within the definition.
55	<i>An Act to Amend An Act Respecting Payday Loans</i> http://www.gnb.ca/legis/bill/pdf/57/4/Bill-55.pdf	May 21, 2014	The amendment to the Act introduces several amendments to <i>An Act Respecting Payday Loans</i> and will provide the Financial and Consumer Services Commission with additional tools necessary to establish a regulatory regime applicable specifically to payday lenders in New Brunswick, thus enhancing consumer protection.
65	<i>Mortgage Brokers Act</i> http://www.gnb.ca/legis/bill/pdf/57/4/Bill-65.pdf	May 21, 2014	The Act will establish a regime to regulate the mortgage broker industry in New Brunswick, and provide the Financial and Consumer Services Commission with the tools necessary to enhance consumer protection.
77	<i>An Act to Amend the Financial and Consumer Services Commission Act</i> http://www.gnb.ca/legis/bill/pdf/57/4/Bill-77.pdf	May 21, 2014	The amendment to the Act included amendments to remove the Chair of the Financial and Consumer Services Commission's eligibility to join the Public Service Shared Risk Plan and to access the employee benefits program, thereby treating the Chair in the same manner as similar positions in other Crown corporations.
82	<i>An Act to Amend the Franchises Act</i> http://www.gnb.ca/legis/bill/pdf/57/4/Bill-82.pdf	May 21, 2014	The amendment to the Act introduces amendments to the French version of the <i>Franchises Act</i> . The amendments will repeal the definition "fait important" and replace it with the definition "fait substantiel" and replace the term "fait important" with "fait substantiel" wherever it occurs in the Act.
92	<i>An Act to Amend the Pension Benefits Act</i> http://www.gnb.ca/legis/bill/pdf/57/4/Bill-92.pdf	July 29, 2014	The amendment to the Act introduces amendments to enable retirees under the Fraser Papers' pension plans to immediately benefit from increased pension payouts and allow for the plans themselves to convert to shared risk plans.

Summary of Official Languages activities

Introduction	The Department of Justice and the Office of the Attorney General continue to implement the departmental action plan developed in response to GNB's <i>Plan of Official Languages</i> (2011–2013). The action plan includes activities in each of the four main sectors of activity found in the <i>Plan on Official Languages</i> .
Focus 1	<p>Language of Service: Ensure access to service of equal quality in English and French throughout the province.</p> <p>Objectives for 2014–2015:</p> <ul style="list-style-type: none"> – Ensure bilingual signage is properly displayed at the first point of contact; – Ensure staff understand requirement for bilingual voice mail messages; – Extend a bilingual Offer of Service at first point of contact; – Ensure correspondence is provided in the client's Official Language of choice; – Generic correspondence is sent in both Official Languages. <p>Activities to meet objectives:</p> <ul style="list-style-type: none"> – Managers monitor the use of bilingual messaging and interactions with clients; – Additional signage is ordered and posted in public areas as required; – Managers ensure correspondence is provided in the client's Official Language of choice; – Employees are reminded periodically of their obligations.
Focus 2	<p>Language of Work: An environment and climate that encourages, for all employees, the use of the Official Language of their choice in their workplace.</p> <p>Objectives for 2014–2015:</p> <ul style="list-style-type: none"> – Ensure branches maintain appropriate linguistic profiles to meet the needs of their clients; – Ensure performance reviews are conducted in the employee's Official Language of choice; – Employees are offered upon hire Official Language preference for computer set ups. <p>Activities to meet objectives:</p> <ul style="list-style-type: none"> – Periodically review team linguistic profiles to ensure compliance; – Managers conduct performance reviews in their employee's preferred Official Language of choice; – During orientation, ask employees for their preferred Official Language for computer set up. – Training is offered in both Official Languages.
Focus 3	<p>Promotion of Official Languages: New and revised government programs and policies taking into account the realities of the province's Official Language communities.</p> <p>Objective for 2014–2015:</p> <ul style="list-style-type: none"> – When meeting and consulting with the public, proceed in the preferred Official Language of choice. <p>Activity to meet objective:</p> <ul style="list-style-type: none"> – Correspondence and information is provided to the public in the Official Language of choice.
Focus 4	<p>Knowledge of the <i>Official Languages Act</i> and other obligations: Ensure public service employees have a thorough knowledge and understanding of the <i>Official Languages Act</i>, relevant policies, regulations, and GNB's obligations with respect to Official Languages.</p> <p>Objectives for 2014–2015:</p> <ul style="list-style-type: none"> – Raise new employees' awareness of the Language of Work and Language of Service policies. <p>Activities to meet objectives:</p> <ul style="list-style-type: none"> – The department requires all new employees to complete the iLearn Modules on Language of Work and Language of Service; – All new employees are informed of their obligations as part of their orientation program.
Conclusion	Based on employee engagement survey results in 2014, employees continue to demonstrate a strong awareness of their obligations under the Language of Work and Language of Service policies.

Summary of recommendations from the Office of the Auditor General

The Office of the Auditor General has not issued any recommendations to the Department of Justice since 2009–2010.

Report on the *Public Interest Disclosure Act*

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 Justice did not receive any disclosure of wrongdoings in the 2014–2015 fiscal year.