

Justice

Annual Report
2015–2016

Justice
Annual Report 2015-2016

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

www.gnb.ca/justice

ISBN 978-1-4605-1019-3 (bilingual print edition)
ISBN 978-1-4605-1020-9 (PDF: English edition)

ISSN 2368-6472 (Bilingual print edition)
ISSN 2368-6480 (PDF: English edition)

10857 | 2016.11 | Printed in New Brunswick

Transmittal letters

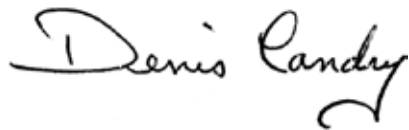
From the Minister to the Lieutenant-Governor

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, 2015, to March 31, 2016.

Respectfully submitted,



Honourable Denis Landry
Minister

From the Deputy Minister to the Minister

Honourable Denis Landry
Minister of Justice

Sir:

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

Respectfully submitted,



Johanne C. Bray, Q.C.
Deputy Minister

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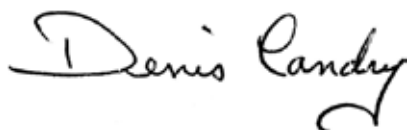
Minister's message

The New Brunswick Department of Justice is responsible for the promotion of the impartial administration of justice and to ensure protection of the public interest.

From the administration of our court system, to ensuring New Brunswickers have the necessary tools to navigate the law, our staff works diligently day after day to provide these important services to the people of our province.

This past year has seen the completion of work under the Strategic Program Review. I commend departmental staff for the professionalism and support they demonstrated during this process.

Access to justice is fundamental in a democratic society. This is a principle that guides the work of the department. I am proud to be aligned with this team and I look forward to working with staff, stakeholders and partners on further developing our goal of access to an efficient, impartial justice system.

A handwritten signature in black ink that reads "Denis Landry". The signature is written in a cursive style with a large initial "D" and a decorative flourish at the end.

Honourable Denis Landry
Minister of Justice

Deputy Minister's message

Improving access to an impartial and effective justice system is the goal of our department. I am proud of the professionalism and hard work of our departmental team this year as we completed work under the Strategic Program Review.

A culture of continuous improvement is central to our activities within the department, and the results speak for themselves. Sheriff Services adopted new measures and practices that resulted in a 20-per-cent reduction in over-time expenditures. The Family Support Orders Service, which performs essential family support collection for New Brunswickers, achieved a 90-per cent collection rate with more than 12,600 active cases.

The Sheriff Services and Operations branches collaborated on a significant milestone this year, managing the largest jury selection in the history of the province. An unprecedented 5,000 summonses were issued, and more than 1,150 people reported for jury selection at Harbour Station in Saint John to determine the final list for selection.

Our department also led the judicial remuneration process and tabled Government's Response to the Report of the 2012 Judicial Remuneration Commission in the Legislative Assembly of New Brunswick.

I extend my gratitude to every member of our team – centrally and in our regional offices – as we work to ensure access to justice for all New Brunswickers.



Johanne C. Bray, Q.C.
Deputy Minister

Strategy management

Strategic priorities

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 2015-2016 fiscal year, the Department of Justice focused on the following strategic priorities:

Sheriff Services and the Operations Branch managed the largest jury selection in New Brunswick history. Five-thousand summonses were issued; 1,150 people appeared and made the final list for selection.



Family Support Orders Service (FSOS) continued to perform essential support collection services for families. The total support payments credited in 2015-2016 was \$53.9 million. Of this amount, \$5.4 million was collected as cost-recovery for government on files where the beneficiary receives social assistance. As of March 31, 2016, FSOS had a 90-per-cent collection rate with 12,605 active cases.



The department developed 62 submissions to government and processed 44 requests under the *Right to Information and Protection of Privacy Act*.



The department coordinated 19 appointments to seven agencies, boards and commissions.



Performance measures

Based on the strategic direction, this framework translates strategy into objectives and performance measures. This allows the Department of Justice to measure progress 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
Reduce expenditures	Ratio of actual to budgeted expenditures
Grow revenues	Ratio of actual to budgeted revenue
Smarter government	Measures
Enhance employee involvement, commitment and productivity	Percentage of performance reviews completed

Fiscal responsibility

Objective of the measure

Reduce expenditures.

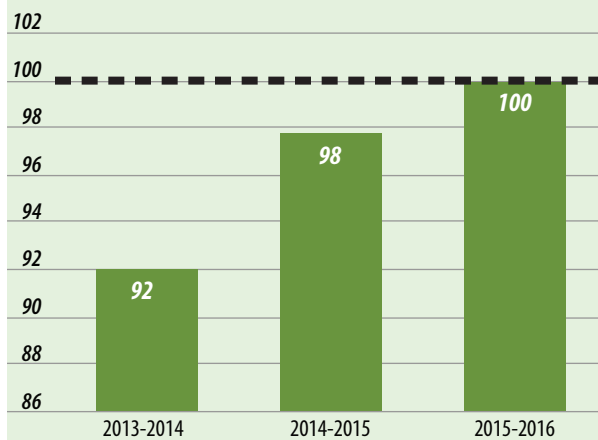
Measure

Ratio of actual to budgeted expenditures

Description of measure

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

Ratio of actual to budgeted expenditures



Overall performance

Met expectations.

--- Target: 100%
Actual: 100%

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.

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

Despite multiple financial pressures in 2015-2016 which included a mega trial in Saint John and the renovation of the Edmundston courthouse, surpluses in regional courts, Administrative Services and Sheriff's Services provided adequate savings to meet overall budget requirements. The Sheriff Services Branch was able to operate more efficiently and keep a number of vacancies as well as pursue a project relating to the reduction of overtime. With regard to Administrative Services, vacancies and unused services budgets provided close to \$160,000 in surpluses.

Fiscal responsibility

Objective of the measure

Grow revenues.

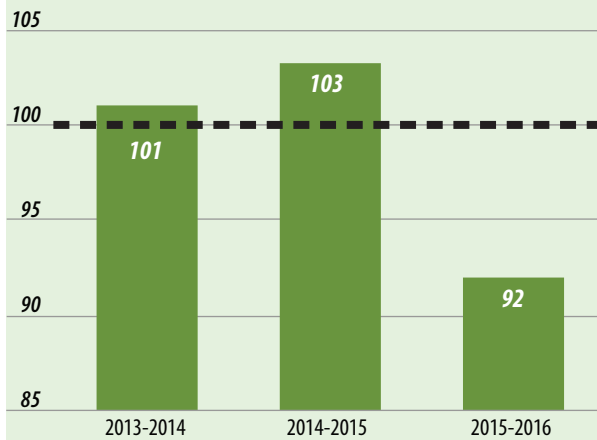
Measure

Ratio of actual to budgeted revenue.

Description of measure

Percentage of total revenue over total budget.

Ratio of actual to budgeted revenue



Overall performance

Expectations were not fully met.

--- Target: 100%
Actual: 92%

Why do we measure this?

This indicator measures the ability of GNB to manage its overall revenues, with the goal of improving its finances.

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

The shortfall in revenue stems from lower court fine revenue (\$435,000) and an adjustment to the conditional federal grant for criminal legal aid (\$143,000) based on prior year federal claims.

Smarter government

Objective of the measure

Enhance employee involvement, commitment and productivity.

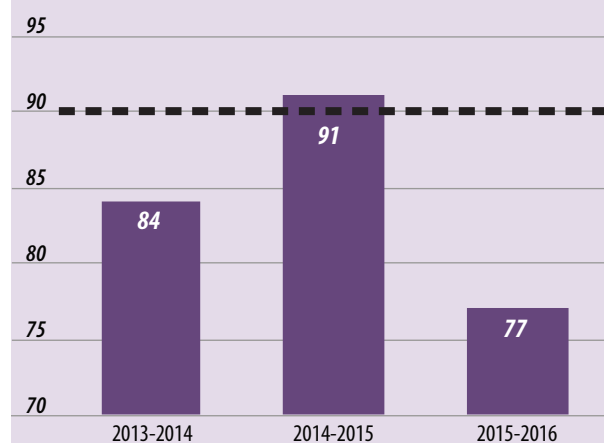
Measure

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.

Employee performance reviews completed (%)



Overall performance

Expectations were not fully met.

--- Target: 90%
Actual: 77%

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 projects were undertaken in the reporting year to achieve the outcome?

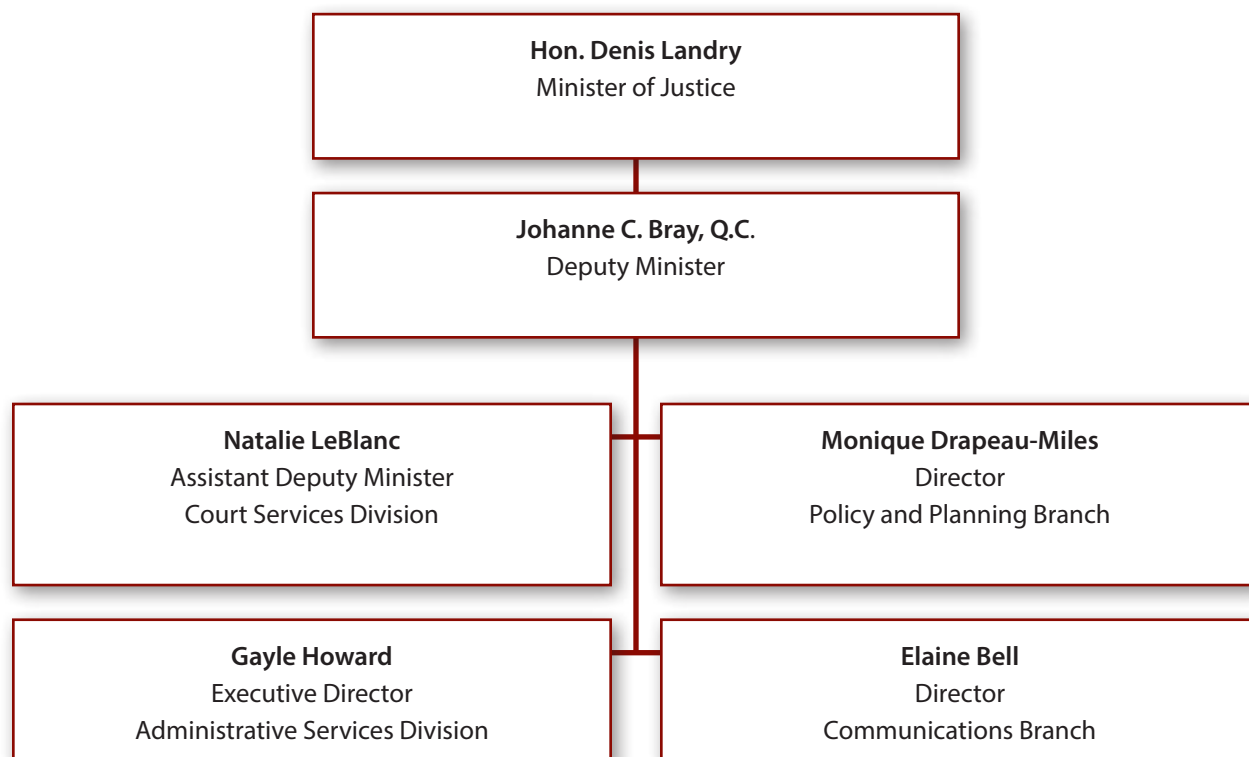
Managers were regularly reminded of expected completion rates. However, high staff turnover and busy operations created challenges and obstacles that were not overcome.

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.

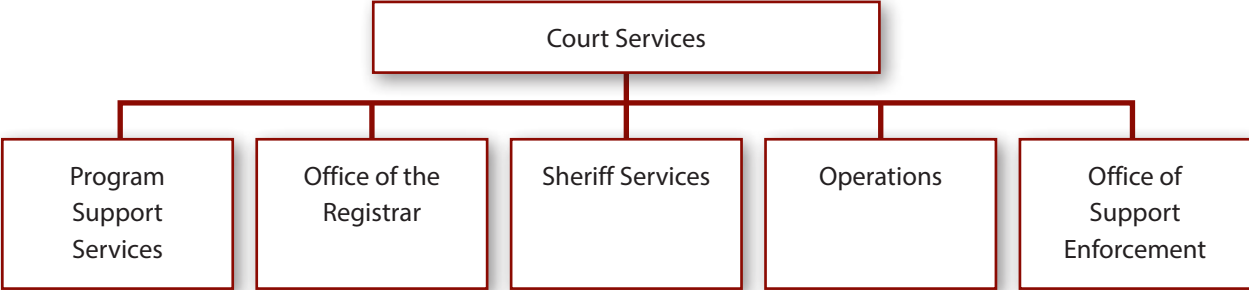
The department employed 422 regular, part-time, term and temporary employees, down from 428 in the previous fiscal year.

High-level organizational chart



Division overview and highlights

Court Services Division



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.

The division consists of the Program Support Services Branch, the Office of the Registrar, the Sheriff Services Branch, Operations Branch and the Office of Support Enforcement.

The **Program Support Services Branch** 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 the courts and court administration.

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 **Sheriff Services Branch** is responsible for court-related transportation of persons in custody, jury management, providing court house and courtroom security,

servicing documents, administering detention centres (Moncton and Saint John), and executing court orders in civil matters.

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

- Bathurst – Campbellton – Tracadie.
- Moncton – Richibucto.
- Miramichi.
- Saint John – St. Stephen.
- Fredericton – Woodstock – Burton.
- Edmundston – Grand Falls.

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 in Fredericton.

HIGHLIGHTS

- ♦ *The Sheriff Services Branch achieved a 20-per-cent reduction to overtime expenditures by implementing new measures and practices.*
- ♦ *Family Support Orders Service (FSOS) continued to perform essential support collection services for families. The total support payments credited in 2015-2016 was \$53.9 million. Of this amount, \$5.4 million was collected as cost-recovery for government on files where the beneficiary receives social assistance. As of March 31, 2016, FSOS had a 90-per-cent collection rate with 12,605 active cases.*

- ◆ *The Sheriff Services Branch and the Operations Branch managed the largest jury selection in New Brunswick history. Five-thousand summonses were issued; 1,150 people appeared and made the final list for selection.*
-

Communications Branch

The **Communications Branch** provides public awareness and promotion of departmental programs, services and policies. The 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 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.

Policy and Planning Branch

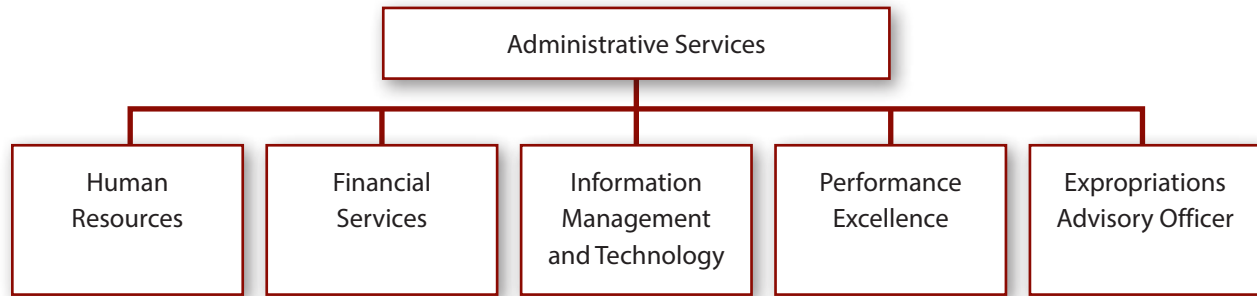
The **Policy and Planning Branch** is responsible for providing leadership in the identification, and development of broad policy initiatives, and provides advice and support services in relation to the overall corporate strategy, policies and direction. The branch is responsible for the strategic and 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

- ◆ *Led the government team in the judicial remuneration process and tabled the Government's Response to the Report of the 2012 Judicial Remuneration Commission in the Legislative Assembly of New Brunswick.*

- ◆ *Reviewed and coordinated 62 submissions to government for the Department of Justice and 15 submissions for the Office of the Attorney General, including legislative, regulatory and policy proposals, intergovernmental agreements and appointments.*
 - ◆ *Provided policy coordination and support to the Financial and Consumer Services Commission in support of its mandate. Of the 62 Department of Justice submissions to government that the branch reviewed and coordinated, about one-half originated with the commission*
 - ◆ *Coordinated responses to 44 requests under the Right to Information and Protection of Privacy Act for the Department of Justice and 22 requests for the Office of the Attorney General.*
 - ◆ *Coordinated 19 appointments to seven agencies, boards and commissions.*
-

Administrative Services Division



The 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.

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.

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.).

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 their daily operations and their strategic direction.

Services include diagnosis and repair software problems and data issues on nearly 20 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.

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.

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.

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.

Financial information

Table 1: Ordinary Expenditure status report by primary

Fiscal year ending March 31, 2016

	Main Estimates	Appropriation Transfers	Final Budget	Actual	Variance (Under Over)
Personal services	28,231,127	1,171,714	29,402,841	28,447,973	(954,867)
Other services	6,291,308	-	6,291,308	6,230,214	(61,094)
Materials and supplies	406,690	-	406,690	505,860	99,169
Property and equipment	104,975	-	104,975	1,165,774	1,060,799
Contributions, grants and subsidies	8,232,000	-	8,232,000	8,142,433	(89,567)
Debt and other charges	-	-	-	(8,943)	(8,943)
Chargeback recoveries	(775,100)	-	(775,100)	(821,026)	(45,926)
Total	42,491,000	1,171,714	43,662,714	43,662,284	(430)

The department was overall on budget; the appropriation transfers relate to issues concerning unsigned contracts for stenographers and funding for supernumerary judge positions.

Table 2: Ordinary Expenditure status report by program

Fiscal year ending March 31, 2016

	Main Estimates	Appropriation Transfers	Final Budget	Actual	Variance (Under Over)
Administration and Planning	3,329,000	20,410	3,349,410	3,206,222	(143,188)
Court Services	30,988,000	1,151,304	32,139,304	32,343,447	204,143
Legal Aid	8,174,000	-	8,174,000	8,112,615	(61,385)
Total	42,491,000	1,171,714	43,662,714	43,662,284	(430)

The department was overall on budget; the appropriation transfers relate to issues concerning unsigned contracts for stenographers and funding for supernumerary judge positions.

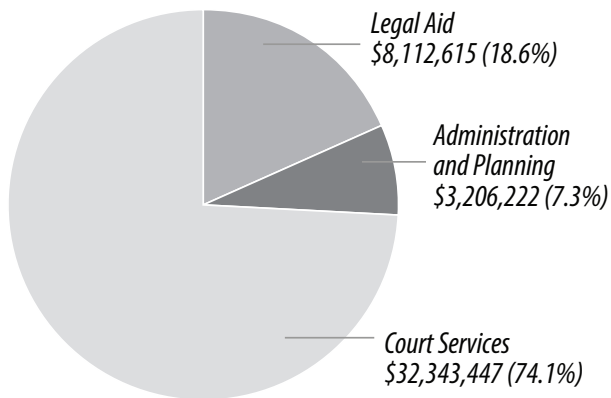


Table 3: Ordinary Revenue status report by source

Fiscal year ending March 31, 2016

	Budget	Actual	Variance (Under) Over
Return on investment	3,000	131	(2,870)
Sale of goods and services	3,101,000	3,069,392	(31,608)
Fines and penalties	1,662,000	1,222,673	(439,327)
Miscellaneous	55,000	86,916	31,916
Conditional grants - Canada	2,453,000	2,310,549	(142,451)
Total	7,274,000	6,689,660	(584,340)

The department was under budget, mainly due to lower-than-expected court fine revenue and a shortfall on funding received for criminal legal aid.

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 Justice.

The department advertised 31 competitions, including 17 open (public) competitions and 14 closed (internal) competitions.

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

Number of permanent and temporary employees, as of Dec. 31 of each year		
Employee type	2015	2014
Permanent	363	368
Temporary	59	60
Total	422	428

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)	6
Regular appointment of casual or 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 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
29	<i>An Act to Amend the Financial and Consumer Services Commission Act</i> http://www.gnb.ca/legis/bill/pdf/58/1/Bill-29.pdf	June 5, 2015	The amendment extended the Financial and Consumer Services Commission's rule-making procedure to all acts administered by the commission.
39	<i>An Act to Amend the Mortgage Brokers Act</i> http://www.gnb.ca/legis/bill/pdf/58/1/Bill-39.pdf	June 5, 2015	The amendment: <ul style="list-style-type: none"> – clarified the process for recognizing education and continuing education programs; – alerted the Director of Mortgage Brokerages to changes in industry products and practices and provided flexibility to respond to investor protection concerns; – effectively regulated principal brokers designated by a mortgage brokerage; and – clarified the working capital calculation.
40	<i>An Act to Amend the Insurance Act</i> http://www.gnb.ca/legis/bill/pdf/58/1/Bill-40.pdf	June 5, 2015	The amendment: <ul style="list-style-type: none"> – enabled the Superintendent of Insurance to provide forms of an administrative nature to be used for the purposes of administering the <i>Insurance Act</i>; – eliminated the discriminatory distinctions between residents and non-residents of the province in the application process for a broker's licence; and – enabled the Superintendent of Insurance to move to an electronic licensing process, thus improving the Insurance Division's efficiency and processes.
41	<i>An Act to Amend the Pension Benefits Act</i> http://www.gnb.ca/legis/bill/pdf/58/1/Bill-41.pdf	June 5, 2015	The amendment modernized the regulatory filing process by pension plan administrators and other stakeholders by enabling the Superintendent of Pensions to move from the paper filing of prescribed forms to an online paperless information submission process. The amendment also clarified some uncertain regulation-making authority.
56	<i>An Act to Amend the Credit Unions Act</i> http://www.gnb.ca/legis/bill/pdf/58/1/Bill-56.pdf	June 5, 2015	The amendment allowed the caisses populaires members of the Fédération des Caisses Populaires Acadiennes ltée to apply for continuance under the <i>Bank Act</i> (Canada).
6	<i>An Act to Amend the Financial and Consumer Services Commission Act</i> http://www.gnb.ca/legis/bill/pdf/58/2/Bill-6.pdf	Feb. 11, 2016	The amendment enabled the commission to: <ul style="list-style-type: none"> – expand its electronic licensing system to all regulated sectors; – accept the electronic filing of all types of forms, including those provided by the commission's regulators and those prescribed by regulation; and – effectively share information internally for the administration of financial and consumer services legislation.
7	<i>An Act to Amend An Act Respecting Payday Loans</i> http://www.gnb.ca/legis/bill/pdf/58/2/Bill-7.pdf	Feb. 11, 2016	The amendment enabled the Director of Consumer Affairs to: <ul style="list-style-type: none"> – provide the forms and approvals necessary for effective and responsive regulation of the payday lending industry; – approve the format of notices of cancellation and receipts used by payday lenders, which are required to protect those using the services of payday lenders; and – provide an electronic licensing system for payday lenders.

The acts and regulations for which the Department of Justice are responsible are at:
<http://laws.gnb.ca/en/deplinks?subjectnumber=42>

Summary of Official Languages activities

Introduction

The Department of Justice has developed and submitted a departmental action plan to Intergovernmental Affairs that includes strategic means for each of the four sectors of activity (focus) found in GNB's *Plan on Official Languages – Official Bilingualism: A Fundamental Value*.

Focus 1

Language of Service: Ensure access to service of equal quality in English and French throughout the province.
Objectives for 2015-2016:

- Extend a bilingual offer of service at first point of contact;
- Ensure a balance of linguistic capabilities to provide service in both Official Languages;
- Ensure bilingual signage is properly displayed at first point of contact;
- Ensure staff understand requirement for bilingual voice mail messages;
- Ensure correspondence is provided in the client's Official Language of choice;
- Generic correspondence is sent in both Official Languages.

Activities to meet objectives:

- As part of the employee orientation package, mandatory completion of the iLearn module on Language of Service is required;
- Review and update linguistic profiles as required;
- Language of Service policy is reviewed yearly with employees during their work planning meeting;
- 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

Language of Work: An environment and climate that encourages, for all employees, the use of the Official Language of their choice in their workplace. Objectives for 2015-2016:

- 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.

Activities to meet objectives:

- As part of the employee orientation package, mandatory completion of the iLearn module on Language of Work is required;
- The Language of Work policy is reviewed yearly with employees during their work planning meeting;
- Periodically review linguistic profiles to ensure compliance;
- Managers conduct performance reviews in their employee's preferred Official Language of choice;
- During orientation, employees are asked for their preferred Official Language for computer set-up;
- Departmental communication is provided in both Official Languages.

Focus 3

Promotion of Official Languages: Development of the two official linguistic communities:

To ensure that new and revised government programs and policies took into account the realities of the province's official language communities, the department took into consideration the location of services to ensure adequate access to a bilingual workforce. As well, when meeting and consulting with stakeholders/public, meetings proceeded in their preferred Official Language of choice.

Focus 4

Knowledge of the *Official Languages Act* and other obligations: Ensure public service employees have a thorough knowledge and understanding of the *Official Languages Act*, relevant policies, regulations and GNB's obligations with respect to Official Languages. Objectives for 2015-2016:

- Raise new employees' awareness of the Language of Work and Language of Service policies and remind current employees of their obligations through their yearly work planning meetings.

Activities to meet objectives:

- The department required all new employees to complete the iLearn Modules on Language of Work and Language of Service;
- All employees are informed of their obligations as part of their orientation program and/or through their work planning meetings.

Conclusion

The department's Official Languages action plan was developed in accordance with GNB's *Plan on Official Languages – Official Bilingualism: A Fundamental Value*. Increased efforts have been made to raise individual and departmental awareness about its obligations and requirements associated with Official Languages.

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 2015-2016 fiscal year.