



Natural Resources and Energy Development

ANNUAL REPORT
2024-2025

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Province of New Brunswick

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TRANSMITTAL LETTERS

From the Minister to the Lieutenant-Governor

Her Honour The Honourable Louise Imbeault

Lieutenant-Governor of New Brunswick

May it please your Honour:

It is my privilege to submit the annual report of the Department of Natural Resources and Energy Development, Province of New Brunswick, for the fiscal year April 1, 2024, to March 31, 2025.

Respectfully submitted,



Honourable John Herron
Minister of Natural Resources

TRANSMITTAL LETTERS

From the Minister to the Lieutenant-Governor

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Respectfully submitted,



Honourable René Legacy
Minister of Energy

From the Deputy Minister to the Minister

Honourable John Herron
Minister of Natural Resources

Sir:

I am pleased to be able to present the annual report describing operations of the Department of Natural Resources and Energy Development for the fiscal year April 1, 2024, to March 31, 2025.

Respectfully submitted,



Cade Libby
Deputy Minister

From the Deputy Minister to the Minister

Honourable René Legacy
Minister of Energy

Sir:

I am pleased to be able to present the annual report describing operations of the Department of Natural Resources and Energy Development for the fiscal year April 1, 2024, to March 31, 2025.

Respectfully submitted,



Jeff Hoyt
Deputy Minister

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MINISTER'S MESSAGE

It is a privilege to present our 2024-2025 annual report. This report highlights our progress and achievements over the past year. We hold the responsibility of managing our natural resources on behalf of New Brunswickers to ensure they continue to enrich our province culturally, socially, and economically.

Over the past year, we have made several significant advancements in areas that are key to protecting our natural resources for future generations. Some of these include advocating for stronger protections for the Miramichi Atlantic salmon, strengthening New Brunswick's wildfire preparedness, and increasing the amount of climate-sensitive private lands for future generations to enjoy.

I am proud of the vital work our department carries out—from managing Crown land and safeguarding against wildfires to supporting regional operations and stewarding our natural resources, including mines, forests, fish, and wildlife.

I want to take the opportunity to thank our stakeholders for their partnership and support throughout the year. I also want to acknowledge the dedication, expertise and professionalism of the employees of the department. Our natural resources are in good hands.

A handwritten signature in black ink, appearing to read 'John Herron', with a stylized flourish at the end.

Honourable John Herron
Minister of Natural Resources

MINISTER'S MESSAGE

With energy demand rising in New Brunswick, our focus remains on ensuring affordable, reliable, sustainable, and secure energy for residents and businesses across the province.

To achieve this vision, the Department of Natural Resources and Energy Development develops the policies, regulations, and legislation needed to support a thriving energy sector.

A key element of our work is the transition to cleaner and renewable energy sources. At the same time, we remain committed to maintaining a steady supply of energy that is both affordable and dependable.

Collaboration is essential to this success. That is why we work closely with other departments, explore new energy opportunities, and partner with provincial counterparts to support regional energy development.

Recognizing the critical importance of energy to our province's future, the government appointed a Deputy Minister of Energy in February.

This report reflects our efforts over the past year and highlights the progress made toward building a sustainable and resilient energy future.

I am proud of the work this department does through its talented staff for the benefit of all New Brunswickers and offer my sincere thanks for all their hard work.



Honourable René Legacy
Minister of Energy

DEPUTY MINISTER'S MESSAGE

The Department of Natural Resources and Energy Development is dedicated to protecting, managing, and responsibly developing our natural resources. During the 2024-2025 period, our department made some significant steps in several key areas.

In recognition of the increasing threat of wildfire, we have signed a funding agreement with the federal government to invest in firefighting training. We also established the first ever Indigenous wildland firefighting crew, Wabanaki Wildland Crew, in New Brunswick to increase firefighting capacity in the province and across Canada. The crew made their first mobilization to Alberta.

In addition, we developed a Public Fires Dashboard to better inform the public of the status of wildfires in the province, and launched the FireSmart program to better inform homeowners and communities on how they can mitigate the risk of wildfires.

We were also pleased to offer additional firearms safety courses in Fredericton, Sussex and Quispamsis to reduce the waiting list in these areas.

Our team continues to promote measures for the prevention and eradication of aquatic invasive species through the operation of a mobile decontamination station and promoting Clean, Drain, Dry practices.

To ensure the continued responsible management of the forests for the economic benefit of New Brunswickers, the department developed a wood flow model to support analysis of harvest residue supply for supporting the development of the province's bioeconomy.

We also conducted various field-based projects to evaluate and advance our knowledge of the provinces' critical mineral resources.

These achievements are due to the professional, and dedicated employees of the department who work on behalf of New Brunswickers to ensure they continue to benefit from, and enjoy, the natural resources which our province has been built on.



Cade Libby
Deputy Minister

DEPUTY MINISTER'S MESSAGE

Energy is vital to New Brunswick's economy and way of life. From advancing renewable energy projects to adopting cleaner technologies, the past fiscal year reflects Energy's success in driving innovation and sustainability. These achievements would not be possible without the dedication of our staff and the collaborative efforts with stakeholders, including industry leaders, communities, and Indigenous partners.

This year marks a key transition, with the Department of Natural Resources and Energy Development separating its deputy responsibilities. This change highlights the growing importance of energy in New Brunswick and allows for a stronger focus on enhancing the province's energy future.

At the same time, the energy sector faces significant challenges, including rising demands, decarbonization efforts, affordability concerns and reliability challenges under a changing climate. Addressing these requires balancing economic growth, customer affordability and environmental priorities. Over the next fiscal year, we will focus on building capacity within the division and fostering partnerships to meet these challenges while ensuring reliable and sustainable energy for all.

Thank you to the Energy team and our partners for their support and leadership. Together, we will continue to build a dynamic energy sector that supports a sustainable and prosperous New Brunswick.



Jeff Hoyt
Deputy Minister

GOVERNMENT PRIORITIES

Delivering for New Brunswickers

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

Priorities

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

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

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

HIGHLIGHTS

During the 2024-2025 fiscal year, the Department of Natural Resources and Energy Development focused on these government priorities through:

- Signing a five-year contribution agreement “Resilient Communities Through FireSmart Program” with Natural Resources Canada. This agreement commits \$15.2 million (50 per cent cost shared by the province) to aid with the creation of Community Wildfire Resilience Plans and associated mitigation measures.
- Approving six forest management plans for Crown Timber Licenses, which identify 30 per cent of forest to be managed primarily for conservation, wildlife, and biodiversity, set new annual allowable cuts for all classes of timber, and lay out a path for increased investment in tree planting as part of an overall approach to silviculture.
- Acquiring 117 hectares of climate-sensitive private lands with the support of the provincial Climate Change Fund for permanent conservation in partnership with the Nature Trust of New Brunswick and the Nature Conservancy of Canada.
- Increasing silviculture and outreach programs on private land by 63 per cent as a result of additional program funding made available through the Private Woodlot Sustainability Fund.
- Developing a wood flow model to support analysis of harvest residue supply for supporting the development of the province's bioeconomy.
- Amending the *Gas Distribution Act, 1999* and the *Pipeline Act* to support the development of clean fuels in the province.
- Introducing changes to the *Electricity Act* enabling NB Power to explore partnerships and alternative financing to improve performance, lower operational risk and lower costs for New Brunswickers.
- Collaborating with NB Power, the Federal government and First Nations to announce over 400 megawatts of Indigenous-led wind projects.
- Implementing a 10 per cent rebate on electricity use for New Brunswickers.
- Educating the general public about the importance and use of minerals through outreach events in partnership with academia and local geoscience organizations.
- Developing a Public Fires Dashboard to better inform the public of the status of wildfires in the province.
- Improving processes around inspections of mineral exploration, mining, oil and natural gas, Crown land peat, and Crown land aggregate operations.
- Advancing several geoscience initiatives aimed at evaluating provincial critical mineral resources.

PERFORMANCE OUTCOMES

Outcome #1: Reduction in Workplace Recordable Incident Rate for Accidents and Injuries

Reduce the recordable incident rate (RIR) for workplace accidents and injuries by five per cent each calendar year through targeted initiatives to improve the safety culture within the department.

(RIR = number of employees per 100 full-time employees involved in a recordable injury or illness in a given year).

Why is it important?

The department is committed to a health and safety program that improves occupational health and safety, and prevents injury, accidents, and illness in the workplace. An active health and safety program protects employees, property, and visitors in the workplace. The department is required through legislation to ensure the health and safety of its employees. We are responsible for taking every step possible to ensure employees return home at the end of each day, without injury, as a result of their workday.

Overall Performance

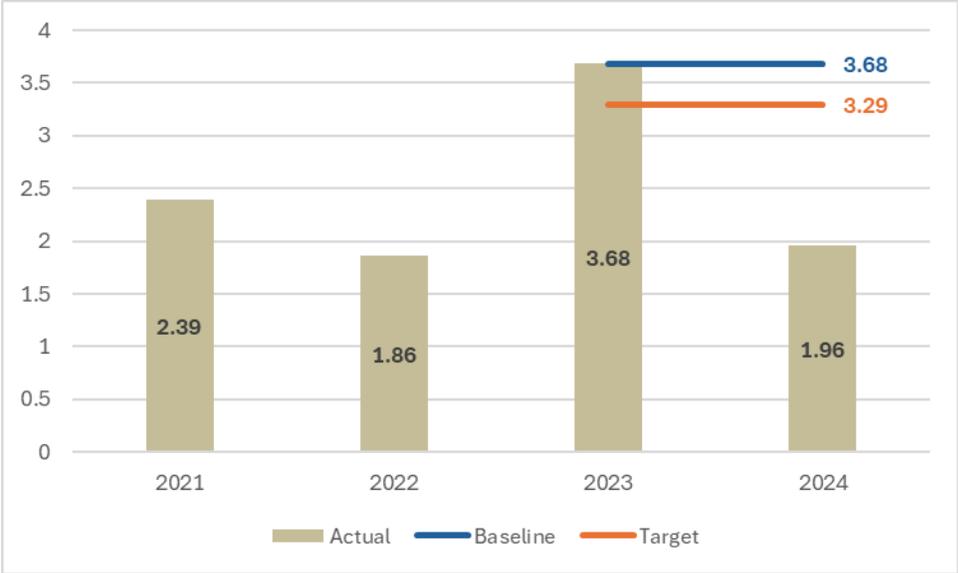
During the 2024 calendar year, the overall safety performance RIR was reduced from 3.68 to 1.96 which equates to a 47 per cent reduction from 2023.

Initiatives or projects undertaken to achieve the outcome

The department undertook a number of initiatives to reduce the RIR, including the following:

- Introduced an additional 12 safety talks,
- Provided field level hazard assessment training,
- Reviewed and updated the DNRED Working Alone Policy,
- Supported Finance and Treasury Board with the Intelex health and safety program, and
- Supported the community of practice with the development of a hearing conservation program related to the upcoming regulatory changes to the *Occupational Health and Safety Act*.

Reduction in Workplace Recordable Incident Rate



Baseline: Recordable incident rate of 3.68 (2023)

Target: 5% reduction in recordable incident rate from 2023 (3.29)

Actual: 47% reduction in recordable incident rate from 2023 (1.96)

Outcome # 2: Fully Utilized Crown Allowable Cut

On an annual basis, the department aims to have all available Crown roundwood, as defined by the sustainable annual allowable cut (AAC), fully consumed by wood processing facilities.

Why is it important?

The volume of wood consumed each quarter provides insight on the wood flows through the year and it can be compared to consumption trends in previous years. Significant divergence from past trends may indicate required interventions (exports and temporary assignments) to help keep wood flowing to New Brunswick facilities.

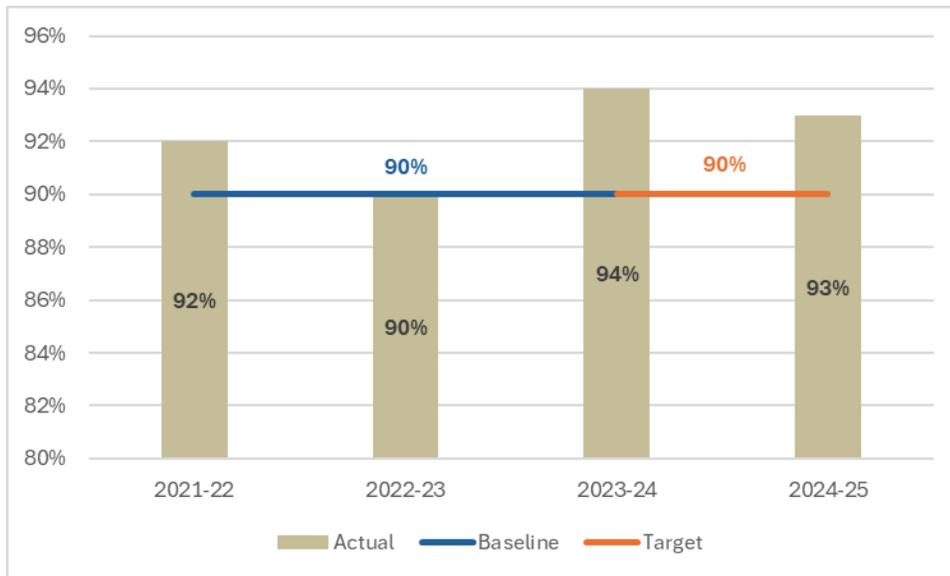
Overall Performance

The annual volume harvested was 93 per cent of the AAC, which represents a one per cent year-over-year decrease in Crown timber deliveries to wood processing facilities compared to 2023-2024. Hardwood pulpwood makes up most of the harvest decrease in 2024-2025 due to a decrease in demand by New Brunswick facilities.

Initiatives or projects undertaken to achieve the outcome

The department maintained actions from previous years to develop a process to better monitor wood flow trends and to improve and facilitate wood flow from Crown land. Export approvals and temporary assignments helped the department achieve the target of 90 per cent. These two measures allowed for approximately 331,500 cubic metres (m³) or six per cent of total Crown wood to flow. Temporary assignments and exports totaled 273,500 m³ and 58,000 m³ respectively.

Fully Utilized Annual Allowable Cut



Baseline: 90% (2020-2021 Allocated Volumes)

Target: 90%

Actual: 93%

Outcome # 3: Increase the Number of Electric Vehicles on New Brunswick Roads

In the renewed New Brunswick Climate Change Action Plan 2022-2027, the Province of New Brunswick committed to increasing the number of electric vehicles on the roads. The province has an action plan to achieve six per cent of new electric light-duty vehicles sales by 2025 and 50 per cent by 2030.

Why is it important?

Transportation continues to be a major contributor of greenhouse gas emissions in New Brunswick. Electrifying light-duty vehicles with available technology can help reduce emissions in the transportation sector.

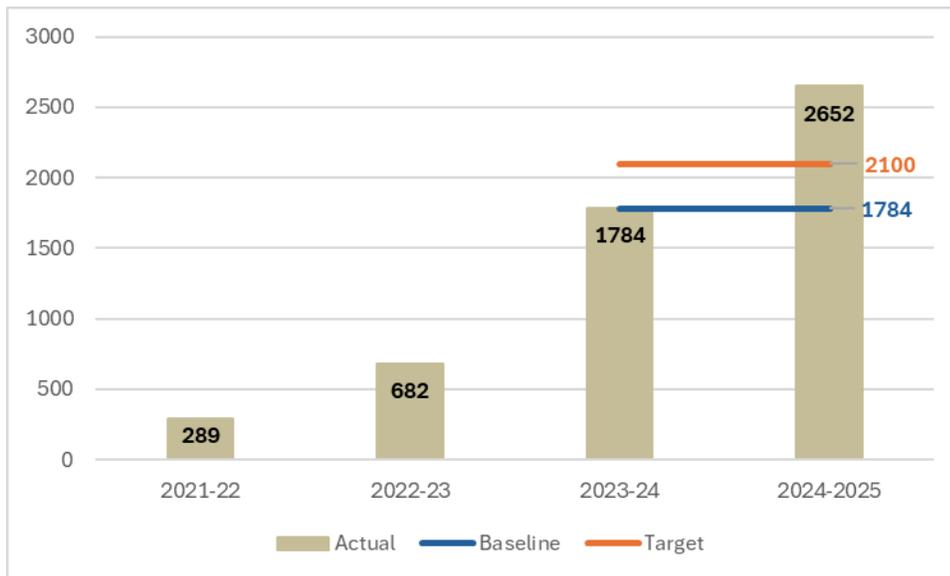
Overall Performance

During 2024-2025, 2,652 electric vehicle and 490 home charger rebates were delivered. That brings the total number of electric vehicle rebates provided by NB Power to 5,407 along with 1,205 home charging rebates.

Initiatives or projects undertaken to achieve the outcome

The department secured funding from the Climate Change Fund for the continuation of the rebate program for electric vehicles and smart home chargers. The goal of the program is to incent the purchase of qualifying vehicles and home chargers. Administration, marketing, outreach and education were undertaken by NB Power. The province continues to see significant growth in demand for the incentive program, with a 50 per cent increase in number of rebates delivered in 2024-2025. Electric vehicles made up 7.3 per cent of new light-duty vehicle sales in 2024, exceeding the Climate Change Action Plan 2025 target.

Incentives for electric and plug-in hybrid electric qualifying vehicles



Baseline: 1,784 incentives

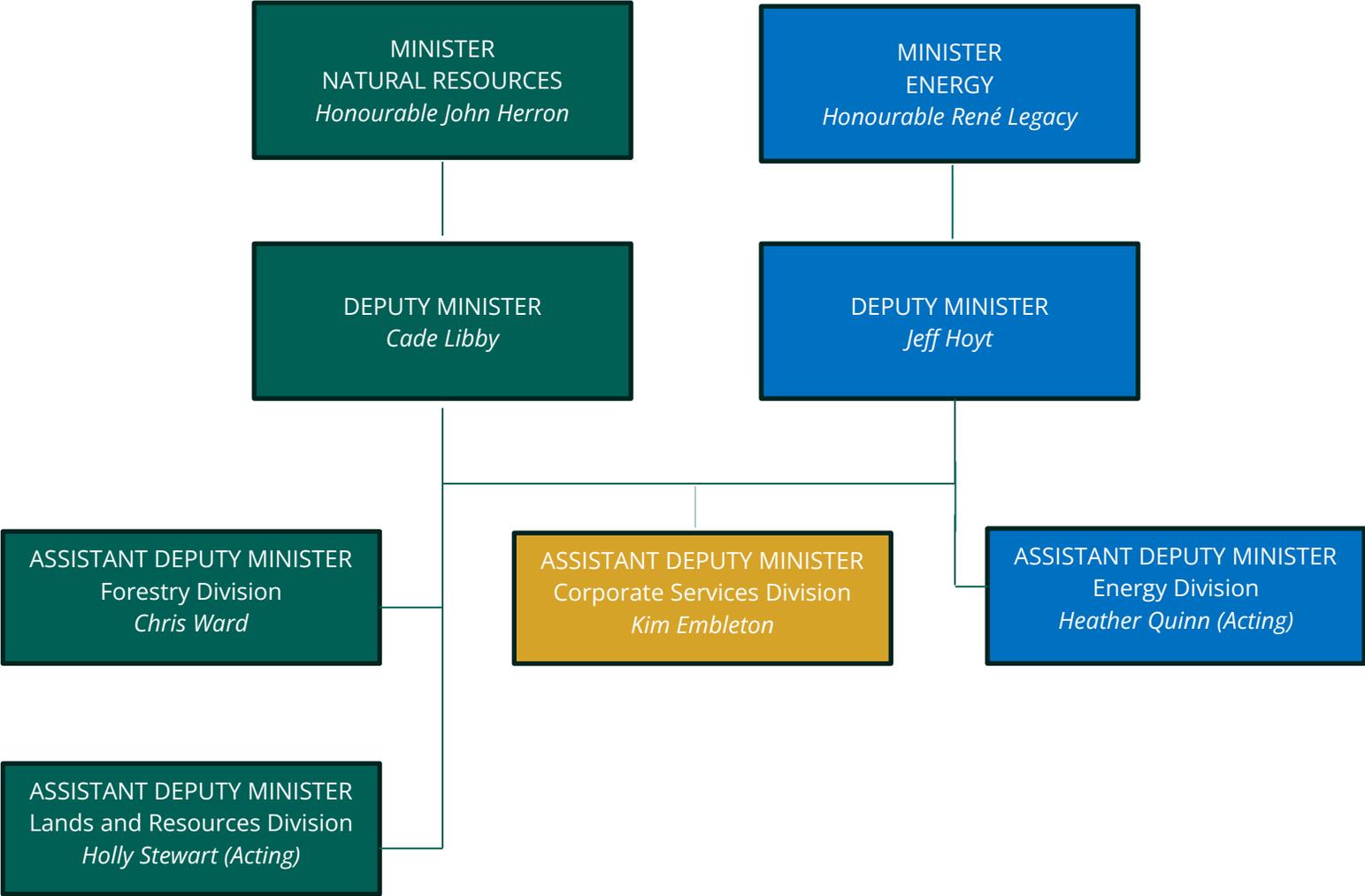
Target: 2,100 incentives

Actual: 2,652 incentives

OVERVIEW OF DEPARTMENTAL OPERATIONS

The mandate of the Department of Natural Resources and Energy Development is to support, manage and protect the forests, fish and wildlife of New Brunswick and to develop and manage the province's energy and mineral resources.

High-Level Organizational Chart



DIVISION OVERVIEW

The budget and expenses for the common administration of the Departments of Natural Resources and Energy Development and Agriculture, Aquaculture and Fisheries are recorded in the 2024 – 2025 annual report for the Department of Natural Resources and Energy Development. The common administration applies to the Corporate Services Division.

FORESTRY DIVISION

The Forestry Division is responsible for the sustainable management and protection of New Brunswick's forests. The Forest Planning and Stewardship Branch and the Forest Operations and Development Branch share these responsibilities.

The **Forest Planning and Stewardship Branch** is responsible for the acquisition and analysis of inventory data that characterizes forests and other terrestrial ecosystems. The branch leads the strategic planning and resource modelling for timber and habitat supply over time and is responsible for the monitoring and protection of forest health through integrated pest management. The branch also leads the conservation effort for the province's natural biodiversity, with programs for the identification and recovery of species at risk, and through the management of a network of protected natural areas.

The **Forest Operations and Development Branch** is responsible for the operational oversight of silviculture, roads, harvest operations, and timber harvested from Crown lands. The branch also operates the Kingsclear Tree Nursery, where approximately 20 million seedlings are grown each year. The branch is engaged daily with the forest sector on operational issues, but also leads strategic forest sector initiatives on behalf of the department.

ENERGY DIVISION

The Energy Division provides the regulatory structure for the managed development of the province's energy sector. The division consists of the Energy Branch.

The **Energy Branch** is divided into three main areas: sustainability, electricity and petroleum, with sustainability crossing all aspects of branch activities. The branch is responsible for providing energy policies, regulations and legislation that allow the downstream energy sector to operate in the province and ensure everyone has access to safe and reliable energy at the lowest price possible without jeopardizing the continuity of supply.

The branch works closely with the Climate Change Secretariat to implement actions to reduce greenhouse gas emissions in the energy sector and to develop more sustainable energy policies for the province that include renewable energy, energy efficiency, and demand side management. The branch assists in determining the impacts and opportunities of federal greenhouse gas legislation and monitors the New Brunswick Energy and Utilities Board hearings to ensure provincial acts and regulations are working effectively.

LANDS AND RESOURCES DIVISION

The Lands and Resources Division supports, manages and protects the forests, and fish and wildlife of New Brunswick. The division is also responsible for the management of the province's Crown land resources and various leasing and licensing functions and provides the geoscience and regulatory structure for the responsible development of the province's non-renewable resources.

The division consists of the Fish and Wildlife Branch, the Regional Operations Branch, the Wildfire Management Branch, the Crown Lands Branch, the Geological Surveys Branch, and the Resource Development Branch.

The **Fish and Wildlife Branch** administers programs related to the sustainable use of fish and wildlife resources in the province and manages hunting, trapping and angling activities. The branch is also responsible for fish and wildlife-related licensing and conservation education activities.

The **Regional Operations Branch** is responsible for activities and services associated with the operational delivery of forestry, fish and wildlife, forest fire management, and Crown land programs. The branch is divided into two regions, East Region and West Region. The regions are divided into 12 districts with 18 offices. The branch is also responsible for the department's land surveying duties.

The **Wildfire Management Branch** is responsible for the coordination, education and administration of the provincial wildfire prevention, mitigation, protection and suppression program, as well as wildfire research initiatives. The branch is also responsible for the coordination and support for departmental vehicles, departmental radio communications, and small engine maintenance.

The **Crown Lands Branch** is responsible for management of the province's Crown lands, including coastal and submerged lands. The branch administers the legal responsibilities and manages initiatives associated with Crown lands of New Brunswick, including all recreational and commercial land transactions, such as leasing, purchases, sales and exchanges. The branch also administers recreational trail maintenance programs (non-motorized, ATV and snowmobile).

The **Geological Surveys Branch** consists of three sections: Geological Surveys North, Geological Surveys South, and Promotions and Information Services. The branch is responsible for collecting, interpreting, and disseminating geoscience information to support and promote nonrenewable resource exploration and development, and to inform land management decision-making. The branch provides advice to the public and private sectors regarding mineral, peat, aggregate, and petroleum resources; land use planning; and the impact of climate change, particularly in coastal zones. The branch actively promotes the province's mineral and petroleum resource potential to attract investment in the mineral and petroleum sectors by participating in national conferences and organizing the department's annual Exploration, Mining and Petroleum Conference. The branch also manages an extensive geological, mineral, and petroleum resources database; publishes geoscientific information about New Brunswick geology; and administers the Exploration Assistance Program to stimulate mineral exploration in New Brunswick.

The **Resource Development Branch** is composed of the Mineral Resources, Petroleum Resources, and the Quarriable Resources sections. The branch provides oversight for the responsible exploration, development, and management of mineral and petroleum resources, as well as Crown peat and Crown aggregate resources, through the administration of departmental legislation.

CORPORATE SERVICES DIVISION

The Corporate Services Division provides direction and support in matters of human resources, financial services, policy, strategy, information and technology, and facilities management. The division consists of the Financial Services Branch, the Human Resource Services Branch, the Information Systems and Departmental Services Branch, the Strategic Planning and Intergovernmental Relations Branch, and the Regulatory Affairs Branch.

The **Financial Services Branch** is responsible for the department's financial resources, including expenditure and revenue management, budgeting, accounting and financial reporting services, and supports departmental procurement.

The **Human Resource Services Branch** is responsible for providing all human resource management services, including recruitment and retention, classification, labour relations, human resource policies, employee engagement, organizational development, succession planning, and administration of programs such as health and safety.

The **Information Systems and Departmental Services Branch** provides province-wide services to the department, including information technology, records management, information security, intranet management, facilities management, remotely piloted aircraft (drone) services and geographic information system services.

The **Strategic Planning and Intergovernmental Relations Branch** provides strategy development, strategic planning, and support for federal-provincial-territorial activities. The branch is also responsible for trade policy analysis, economic forecasting, monitoring, research, statistical analysis and reporting. The branch supports departmental programs to align towards common goals and conducts improvement projects to close gaps. This work is done using process improvement, project management, change management, and other innovative techniques. Additionally, the branch is responsible for the management of ministerial correspondence.

The **Regulatory Affairs Branch** provides leadership, coordination, and supports the development of legislation, policy initiatives and proposals, and the Minister's legislative business. The branch also manages Agencies, Boards and Commissions, requests under *the Right to Information and Protection of Privacy Act* and provides support on privacy matters. The branch, in conjunction with the Strategic Planning and Intergovernmental Relations Branch, provides policy administrative support to the department's Policy Management Committee.

FINANCIAL INFORMATION

EXPENDITURES IN DETAIL 2024-2025 (\$)

ORDINARY PROGRAM	MAIN ESTIMATES	APPROPRIATION TRANSFERS*	FINAL BUDGET	ACTUAL	DIFFERENCE
Administration	9,022,000	239,800	9,261,800	7,837,400	(1,424,400)
Natural Resources	107,020,000	3,067,700	110,087,700	106,983,900	(3,103,800)
Energy and Mines	91,007,000	3,414,700	94,421,700	116,215,800	21,794,100
Land Management	3,166,000	187,000	3,353,000	3,718,800	365,800
Total 2024-2025	210,215,000	6,909,200	217,124,200	234,755,900	17,631,700

*Includes Supplementary Estimate of \$2,000,000

CAPITAL PROGRAM	MAIN ESTIMATES	APPROPRIATION TRANSFERS	FINAL BUDGET	ACTUAL	DIFFERENCE
Mine Reclamation	5,830,000	-	5,830,000	510,300	(5,319,700)
Musquash Watershed Infrastructure	10,013,000	-	10,013,000	392,200	(9,620,800)
Sentier NB Trail Infrastructure	3,600,000	-	3,600,000	2,956,000	(644,000)
Capital Improvements	12,950,000	-	12,950,000	14,015,200	1,065,200
Total 2024-2025	32,393,000	-	32,393,000	17,873,700	(14,519,300)

SPECIAL PURPOSE PROGRAM	MAIN ESTIMATES	APPROPRIATION TRANSFERS	FINAL BUDGET	ACTUAL	DIFFERENCE
Wildlife Trust Fund	1,525,000	-	1,525,000	1,697,100	172,100
Recoverable Projects	-	-	-	230,700	230,700
Trail Management Trust Fund	1,700,000	-	1,700,000	2,263,800	563,800
Private Woodlot Sustainability	3,900,000	-	3,900,000	2,747,900	(1,152,100)
Total 2024-2025	7,125,000	-	7,125,000	6,939,500	(185,500)

REVENUE IN DETAIL 2024-2025 (\$)

ORDINARY REVENUE	MAIN ESTIMATES	APPROPRIATION TRANSFERS	FINAL BUDGET	ACTUAL	DIFFERENCE
Conditional Grants					
- Canada	3,125,000	-	3,125,000	3,581,300	456,300
Return on Investment	126,000	-	126,000	1,033,400	907,400
Licences and Permits	7,619,000	-	7,619,000	10,088,400	2,469,400
Sales of Goods and Services	6,832,000	-	6,832,000	9,244,200	2,412,200
Royalties	83,228,000	-	83,228,000	72,196,000	(11,032,000)
Fines and Penalties	238,000	-	238,000	183,700	(54,300)
Miscellaneous	20,000	-	20,000	144,100	124,100
Total 2024-2025	101,188,000	-	101,188,000	96,471,100	(4,716,900)

CAPITAL RECOVERIES	MAIN ESTIMATES	APPROPRIATION TRANSFERS	FINAL BUDGET	ACTUAL	DIFFERENCE
Capital Recoveries	50,000	-	50,000	13,251,600	13,201,600
Total 2024-2025	50,000	-	50,000	13,251,600	13,201,600

SPECIAL PURPOSE REVENUE	MAIN ESTIMATES	APPROPRIATION TRANSFERS	FINAL BUDGET	ACTUAL	DIFFERENCE
Wildlife Trust Fund	1,525,000	-	1,525,000	1,844,100	319,100
Recoverable Projects	-	-	-	693,000	693,000
Private Woodlot Sustainability Fund	4,500,000	-	4,500,000	9,886,200	5,386,200
Trail Management Trust Fund	1,705,000	-	1,705,000	2,040,400	335,400
Total 2024-2025	7,730,000	-	7,730,000	14,463,700	6,733,700

SUMMARY OF STAFFING ACTIVITY

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

NUMBER OF PERMANENT AND TEMPORARY EMPLOYEES AS OF DEC. 31 OF EACH YEAR		
EMPLOYEE TYPE	2024	2023
Permanent	419	434
Temporary	65	71
TOTAL	484	505

The department advertised 22 competitions, including 17 open (public) competitions and 5 closed (internal) competitions.

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

APPOINTMENT TYPE	APPOINTMENT DESCRIPTION	SECTION OF THE CIVIL SERVICE ACT	NUMBER
Specialized Professional, Scientific or Technical	An appointment may be made without competition when a position requires: <ul style="list-style-type: none"> a high degree of expertise and training a high degree of technical skill recognized experts in their field 	15(1)	1
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)	5
Lateral transfer	The GNB transfer process facilitates the transfer of employees from within	16(1) or 16(1)(c)	5

APPOINTMENT TYPE	APPOINTMENT DESCRIPTION	SECTION OF THE CIVIL SERVICE ACT	NUMBER
	Part 1, 2 (school districts) and 3 (hospital authorities) of the Public Service.		
Regular appointment of casual/temporary	An individual hired on a casual or temporary basis under section 17 may be appointed without competition to a regular properly classified position within the Civil Service.	16(1)(d)(i)	18
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 Natural Resources and Energy Development and no complaints were submitted to the Ombud.

SUMMARY OF LEGISLATION AND LEGISLATIVE ACTIVITY

BILL #	NAME OF LEGISLATION	DATE OF ROYAL ASSENT	SUMMARY OF CHANGES
23	<i>An Act Respecting Renewable Gas and Hydrogen</i> Chap-4.pdf	June 7, 2024	Amended to: <ul style="list-style-type: none"> Assist in the development of the renewable gas and hydrogen industries in New Brunswick.
46	<i>An Act to Amend the Electricity Act</i> Chap-26.pdf	June 7, 2024	Amended to: <ul style="list-style-type: none"> Allow NB Power to access financing for projects through alternative financing sources with the approval of the Lieutenant-Governor in Council, and permit cost recovery. Allow NB Power to enter into strategic partnership transactions with other entities related to existing and new generation facilities with the approval of the Lieutenant-Governor in Council.

NAME OF REGULATION	EFFECTIVE DATE	SUMMARY OF CHANGES
Amendments to the List of Species at Risk Regulation (2013-38) under the <i>Species at Risk Act</i>	June 4, 2024	Amended to: <ul style="list-style-type: none"> Add Rusty-patched Bumble Bee (<i>Bombus affinis</i>) and Suckley's Cuckoo Bumble Bee (<i>Bombus suckleyi</i>) as endangered species. Add Yellow-banded Bumble Bee (<i>Bombus terricola</i>) as a species of special concern.
Amendments to the Moose Hunting Regulation (94-47) and the Wild Turkey Hunting Regulation (2021-30) under the <i>Fish and Wildlife Act</i>	July 26, 2024	Amended to: <ul style="list-style-type: none"> Simplify terminology by removing guiding businesses with an approved accommodation from the guide and outfitter draw.

		<ul style="list-style-type: none"> • Clarify that outfitting businesses be approved by the Minister and not the respective accommodation. • Create two new classes of non-resident moose hunting licence, to be called the conservation fundraising moose licence and the media personality moose licence.
Amendments to the Hunting Regulation 84-133 under the <i>Fish and Wildlife Act</i>	July 26, 2024	Amended to: <ul style="list-style-type: none"> • Add raccoon and squirrel to the list of species that may be hunted under Class I-IV and minor’s licences. • Extend the spring and fall hunting seasons for bear. • Remove the illustration of specific tags required to be affixed to harvested deer and bear.
Amendment to the Moose Hunting Regulation (94-47) under the <i>Fish and Wildlife Act</i>	July 26, 2024	Amended to: <ul style="list-style-type: none"> • Remove the illustration of specific tags required to be affixed to harvested moose.
Amendment to the General Angling Regulation (82-103) under the <i>Fish and Wildlife Act</i>	July 26, 2024	Amended to: <ul style="list-style-type: none"> • Remove the illustration of specific tags required to be affixed to harvested Atlantic salmon.
Amendment to the Wild Turkey Hunting Regulation (2021-30) under the <i>Fish and Wildlife Act</i>	July 26, 2024	Amended to: <ul style="list-style-type: none"> • Remove the illustration of specific tags required to be affixed to harvested wild turkeys.

The acts for which the department was responsible in 2024-2025 may be found at: [Natural Resources](#) and [Energy](#)

SUMMARY OF OFFICIAL LANGUAGES ACTIVITIES

Introduction

The Department of Natural Resources and Energy Development has continued to respect its Official Languages obligations by focussing on four sectors of activity. The following outlines the actions taken during 2024 – 2025 in each of the four areas of focus.

Strategic Objective 1

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

- Employees were provided with the tools enabling them to be successful in respecting their legal obligation to offer service of equal quality in English and French in all locations.
- Linguistic profiles were respected through the recruitment process to make certain that the department is able to provide services in both English and French throughout the province.

Strategic Objective 2

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

- Communication, correspondence, and interactions with employees such as performance appraisals, were delivered in the employee's Official Language of choice.
- The department continued to encourage the use of both Official Languages for small meetings. For all large meetings, the department promoted bilingual presentations, or separate English and French sessions.
- As part of the ongoing process for employee orientation and performance management, employees were required to read the policies related to Official Languages.
- Employees are able to attend training and development in the official language of their choice.

Strategic Objective 3

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

- Correspondence and information were provided to the public in the official language of their choice.

Strategic Objective 4

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

- The Deputy Minister, and other management team members, reminded employees of their legal obligation to offer services in the official language of choice of the client.

- Employees were also reminded of the Language of Service Policy and Guidelines and the Official Languages Toolkit.
- Employees are able to attend training and development in the official language of their choice.

Conclusion

The department understands, promotes, and honours its obligations under the *Official Languages Act* and related policies. It strives to provide quality services to clients in both Official Languages. The department encourages and supports the use of both Official Languages in the workplace and invests in employee development through second language training. There were no official language complaints received during the 2024-2025 fiscal year.

SUMMARY OF RECOMMENDATIONS FROM THE OFFICE OF THE AUDITOR GENERAL

Section 1 – Includes the current reporting year and the previous year.

The department did not receive any recommendations from the Auditor General’s reports in 2023 and 2024.

Section 2 – Includes the reporting periods for years three, four and five.

NAME AND YEAR OF AUDIT AREA WITH LINK TO ONLINE DOCUMENT	RECOMMENDATIONS	
	TOTAL	IMPLEMENTED
2021 V2 Chapter 2: Residential Energy Efficiency Programs – Department of Natural Resources and Energy Development, NB Chap2e.pdf	2	2
2020 V1 Chapter 4: Department of Natural Resources and Energy Development – Follow-up: 2008 Timber Royalties Chap4e.pdf	5	4

REPORT ON THE PUBLIC INTEREST DISCLOSURE ACT

As provided under section 18(1) of the *Public Interest Disclosure Act*, the chief executive shall prepare a report of any disclosures of wrongdoing that have been made to a supervisor or designated officer of the portion of the public service for which the chief executive officer is responsible. The Department of Natural Resources and Energy Development received no disclosure of wrongdoing in the 2024-2025 fiscal year.

APPENDIX A: SILVICULTURE

Production at the Kingsclear Nursery and the Atlantic Forest Seed Centre

Year	Products			
	Seedlings produced	Seed produced (kg)	Seed stored (kg)	Seed stored for clients (kg)
2024-2025	22,100,000	120	1,587	3,152
2023-2024	18,400,000	13	1,977	3,288
2022-2023	16,144,000	9	1,985	3,117

NOTE – “seedlings produced” is the number of cavities seeded annually, including oversowing.

Crown silviculture by year (ha)

Year	Planting-related activities		Pre-commercial thinning
	Tree planting	Plantation tending	
2024-2025	10,707	15,612	11,414
2023-2024	9,885	16,186	11,989
2022-2023	9,404	13,199	12,934

Private land silviculture by year (ha)

Year	Planting-related activities			Pre-commercial thinning
	Site preparation	Tree planting	Plantation tending	
2024-2025	2,673	1,150	1,178	3,267
2023-2024	1,285	1,145	1,283	2,058
2022-2023	1,808	1,342	1,407	1,794

APPENDIX B: CROWN HARVESTING

Forest products harvested from Crown lands (m³)

Year	Species Group	Licensees and Sub-Licensees	First Nations	Special Permits	Total
2024-2025	Softwood	3,722,040	207,755	5,728	5,541,199
	Hardwood	1,541,982	53,071	10,623	
2023-2024	Softwood	3,704,245	219,067	8,704	5,557,561
	Hardwood	1,551,098	62,934	11,513	
2022-2023	Softwood	3,487,460	209,457	2,139	5,382,624
	Hardwood	1,596,181	62,725	24,662	

APPENDIX C: FIRE

Area affected by fire in hectares (ha) 2024, 2023, 2022

YEAR		East	West	Total
2024	Fires	97	187	284
	ha	123	170	293
2023	Fires	66	143	209
	ha	48	809	857
2022	Fires	89	125	214
	ha	53	123	176

10-year average: 246 fires, 459 ha

2024 fires by cause

Cause	Number	Ha
Human/Industry	281	0.5
Lightning	3	292.5

APPENDIX D: FISH AND WILDLIFE

Hunting licences issued

Licence type ¹	Deer	Moose ²	Bear	Bird and Small Game	Varmint	Wild Turkey	Minors ³
Resident	45,166	5,014	10,479	10,680	15,673	485	301
Designated Hunter	N/A	4,078	N/A	N/A	N/A	N/A	N/A
Non-Resident	319	121	2,486	471	30	29	N/A
Total 2024	45,485	9,213	12,965	11,151	15,703	514	301
Resident	43,162	5,014	9,727	10,549	14,923	488	410
Designated Hunter	N/A	3,929	N/A	N/A	N/A	N/A	N/A
Non-Resident	290	120	2,298	436	40	N/A	N/A
Total 2023	43,452	9,063	12,025	10,985	14,963	488	410
Resident	42,989	4,998	9,351	11,690	13,622	376	677
Designated Hunter	N/A	3,891	N/A	N/A	N/A	N/A	N/A
Non-Resident	256	101	1,892	410	22	N/A	N/A
Total 2022	43,245	8,990	11,243	12,100	13,644	376	677

¹ 13,483 licence bundles were sold in 2024-2025.

² Resident moose hunters may designate a hunter to accompany them. The bag limit for the party remains one moose.

³ The equivalent of a small game licence for person aged 12 to 15 years.

Angling licences issued

Species	2024	2023	2022
Salmon	11,651	12,372	12,320
Angling (except Salmon) ⁴	54,880	50,125	48,430
Total	66,531	62,497	60,750

Details of licences issued, 2024

All Seasons	Resident	Non-resident
Salmon	9,376	2,275
Angling (except Salmon) ⁴	50,582	4,298
Crown Reserve ⁵		Residents only
Miramichi		793
Restigouche		533

⁴ Includes ice/winter fishing licence sales

⁵ Regular stretches