

# ANNUAL REPORT

# 2024-2025

## Environment and Climate Change



## MESSAGE FROM THE MINISTER

As Minister of Environment, Conservation and Climate Change, I authorize the release of the 2024-25 Department of Environment and Climate Change annual performance report per the requirements of the **Transparency and Accountability Act** as a category 1 government entity.

This annual report provides details on the work of the Department during the second year of the 2023-2026 Strategic Plan. The report reflects the structure of the Department during the 2024-25 reporting period.

Sincerely,

A handwritten signature in blue ink, appearing to read "Chris Tibbs".

**HON. CHRIS TIBBS, MHA**  
Minister of Environment, Conservation and Climate Change

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# Departmental Overview

## Organizational Structure

The Department of Environment and Climate Change (the department) is a Category 1 government entity under the **Transparency and Accountability Act**.

During the 2024-2025 reporting period, the department was organized into three branches:

- **Environment Branch** comprised of the divisions of Water Resources Management, Pollution Prevention, and Environmental Assessment.
- **Climate Change Branch** comprised of the divisions of Climate Change and Policy, Planning and Natural Areas.
- **Labour Branch** comprised of the divisions of Labour Relations and Labour Standards.

The **Environment Branch** is responsible for the protection and enhancement of the environment through the implementation of water resource and pollution prevention regulations and policies, management of impacted sites, and coordinating environmental impact assessments of proposed development projects.

The **Climate Change Branch** is responsible for leading and coordinating initiatives to reduce greenhouse gas emissions and develop climate change resilience, as well as management of ecological reserves and considering pathways for new protected areas.

The **Labour Branch** supports facilitation of the settlement of collective agreements, providing dispute resolution services, appointing arbitrators, and providing workplace training, in addition to ensuring compliance with minimum terms and conditions of employment.

## Staff and Budget

As of March 31, 2025, the department had 197 positions (113 permanent, 63 temporary, 7 seasonal, and 14 contractual), of which 157 were staffed as of the end of the reporting year. The department headquarters are in St. John's (143 positions) with additional positions located at Mount Pearl (17), Trepassey (10), St. Mary's (4), Winterland (1), Grand Falls-Windsor (7), Corner Brook (13), and Happy Valley-Goose Bay (2).

The department's gross expenditure budget for 2024-25 was \$110,016,500 with planned related revenue of approximately \$67,304,500 for a net planned expenditure of \$42,712,000. Please refer to financial information (p. 27) for a summary of expenditures and related revenue.

Division	# of Employees	Budget
Executive Support	13	\$969,500
Pollution Prevention	33	\$4,424,200
Environmental Assessment and Sustainable Development	15	\$1,092,000
Water Resources Management	49	\$5,739,700
Policy, Planning and Natural Areas	36	\$1,706,200
Climate Change	8	\$26,744,700
Labour	43	\$2,035,700

## **Vision**

The vision of the Department of Environment and Climate Change is a clean, sustainable, and protected environment supported through effective stewardship, as well as a province where employees and employers are supported to achieve a healthy, safe and productive workplace.

## **Mandate**

The mandate of the Department of Environment and Climate Change is to protect, enhance, and conserve the province's natural environment including its water, air, and soil quality. The department also takes a lead role in ensuring effective relationships between employers and employees through the administration and enforcement of applicable legislation.

## **Lines of Business**

A number of key cross-departmental initiatives are led by the department, including the Provincial Solid Waste Management Strategy, Drinking Water Safety Action Plan, and Climate Change Action Plan. In addition, the department leads horizontal initiatives related to maintaining environmental health including the Interdepartmental Drinking Water Technical Working Group and the Impacted Sites Liability Assessment Program.

For more information on the department's vision, mandate and lines of business, please visit [www.gov.nl.ca/ecc](http://www.gov.nl.ca/ecc).

## **Reporting Entities**

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Under the **Transparency and Accountability Act**, a number of arms-length government entities also prepare plans and annual reports. Entities which reported to the Ministers as of the end of the reporting period included:

**Minister of Environment and Climate Change:**

- Multi-Materials Stewardship Board;
- Net-Zero Advisory Council;
- Newfoundland and Labrador Greenhouse Gas Reduction Fund Advisory Council;
- Wilderness and Ecological Reserves Advisory Council;

**Minister of Labour:**

- Standing Fish Price-Setting Panel;
- Labour Relations Board;
- WorkplaceNL; and
- Workers' Compensation Independent Review Board.

# Highlights and Partnerships

## Highlights

### **Hosted the 2024 Meeting of Canadian Council of Ministers of the Environment**

In July 2024, provincial, territorial, and federal Environment Ministers from across the country came to Newfoundland and Labrador as the province hosted the 2024 meeting of the Canadian Council of Ministers of the Environment. Ministers shared key challenges and opportunities to work together and with partners to create strong systems and communities that can anticipate, prepare for, and adapt to changing climate conditions. Ministers also met with leaders from several national Indigenous organizations and Newfoundland and Labrador Indigenous governments and organizations to discuss climate change adaptation and resilience. Indigenous leaders provided valuable insights on their priorities and perspectives, which informed Ministers' discussions.

### **Public Engagement for Proposed Protected Areas Halls Gullies and Ripple Pond**

The Wilderness and Ecological Reserves Advisory Council (WERAC), supported by the Department of Environment and Climate Change, is proceeding with a series of engagement initiatives for ten proposed protected areas across the island of Newfoundland. In November 2024, residents were invited to attend an open house to discuss proposed protected areas for Halls Gullies and Ripple Pond on the Avalon Peninsula, where valuable discussions took place and feedback was collected as part of the public engagement process. The information from the engagement process will be used to inform recommendations by WERAC regarding provisional protection of the sites.

## **Climate Change Action Plan Achievements**

By the end of the 2024-25 reporting period, the province had implemented all 45 recommendations in the 2019-2024 Climate Change Action Plan, and the development of two climate change action plans for the 2025-2030 timeline was underway.

Newfoundland and Labrador's climate change initiatives have resulted in the lowest greenhouse gas emissions levels since 1994; 8.1 million tonnes in 2023. This is a significant drop under the 10.1 million tonne average of the past 10 years.

## **Funding for Greenhouse Gas Reduction Projects**

In February 2025, a \$12-million investment was made towards the province's Climate Change Challenge Fund. The Climate Change Challenge Fund is a competitive, application-based grant program open to the private sector, not-for profit organizations, public sector bodies or boards, municipal governments, and Indigenous organizations to undertake greenhouse gas emission reduction projects in Newfoundland and Labrador. The Climate Change Challenge Fund aims to improve energy efficiency, create economic growth, and effectively reduce greenhouse gas emissions.

## **Amendments to the Labour Standards Act**

In November 2024, amendments were proposed to the **Labour Standards Act** to include additional unpaid job-protected leave for long-term illness, long-term injury and organ donation; and updated leave provisions for reservists. With these amendments, workers now have access of up to 27 weeks per year of job protected leave for long-term illness, long-term injury, or organ donation; or 104 weeks if an illness or injury is the result of a criminal offence. Additionally, the province's reservist leave provisions now align with protections offered in other jurisdictions, providing reservists with greater access to training and development opportunities, and employers with increased certainty of the

duration of the leave, and moving towards a harmonized national standard for military leave in the country.

An amendment was also proposed in December 2024 to remove the requirement for employees to provide employers with sick notes after three consecutive days of sick leave, aligning Newfoundland and Labrador with five other jurisdictions that do not require sick notes. This amendment alleviates the administrative burden for physicians and nurse practitioners, minimizes unnecessary use of emergency departments, reduces financial strain on employees and helps prevent the spread of infectious diseases to vulnerable populations.

The amended **Labour Standards Act** lays the foundation for enhanced job protection for employees, while supporting business entities with better continuity planning.

## Partnerships

### National Marine Conservation Area Feasibility Study

Throughout the 2024-25 reporting period, the department continued to participate in the feasibility study process for the South Coast Fjords National Marine Conservation Area. The province partnered with Parks Canada, the Town of Burgeo, Miawpukek First Nation, and Qalipu First Nation on this study. Engagement sessions with various stakeholders continued through the year.

# Report on Performance

## Issue 1: Enhancing Environmental Protections

The department's ongoing work toward advancing environmental protections supports the Government of Newfoundland and Labrador's strategic direction to enhance the current and future well-being of all residents of the province. The Department actively uses policies, legislation, and regulation, with a continued focus on ways to enhance these policies and programs, to better protect our province's environment.

### Goal

By March 31, 2026, the Department of Environment and Climate Change will have enhanced environmental protections for Newfoundland and Labrador.

### 2024-25 Objective

By March 31, 2025, the Department of Environment and Climate Change will have further enhanced environmental protections.

<b>Planned Indicator 1:</b> Finalization of semi-public water supply database.
<b>Actual Results:</b> During the reporting year, work continued on this multi-year initiative. The department's Water Resources Management Division (WRMD) advanced efforts to complete the centralized database for all semi-public water supplies. This repository is intended to support informed decision-making across government.  The finalization process is structured in two phases:  Data Collection: This initial phase involves gathering information from a variety of sources. The first phase is approximately 95 per cent complete. The remaining 5% is

incomplete due to quality assurance/quality control issues and lack of response from system owners.

**Data Verification:** The second phase focuses on validating the collected data through fieldwork. Due to the logistical demands of on-site verification, this work will continue into the next reporting year.

**Planned Indicator 2:** Completion of private groundwater supplies report.

**Actual Results:** As of March 31, 2025, work on the private groundwater supplies report has been completed. This report provides the identification of hot spots based on pilot survey results of water quality, providing useful guidance for selecting new well locations. The report will be made available in 2025 and new testing data will be added on a regular basis.

**Planned Indicator 3:** Continued work on the Boil Water Advisory Reduction Initiative through completion of the following supporting tasks:

- Expansion of the Regional Water and Wastewater Operator Program to additional regions;
- Delivery of a community-driven water improvements and consultant support project;
- Implementation of the decision matrix for water treatment; and
- Delivery of hands-on training sessions throughout the province.

**Actual Results:** Significant progress has been made on this multi-year initiative:

- Funding was provided for an additional operator position at the Burin Peninsula Regional Service Board and the Western Regional Service board, respectively, to address identified service gaps. The number of regional operators has increased from three to five during this reporting period.
- A decision matrix has been developed to guide the identification of training and funding needs related to water treatment. The decision matrix is currently being piloted, using actual data from various systems. Once pilot testing is complete, this tool will be publicly available on the Department's website for use by infrastructure stakeholders.
- Training for public drinking water system operators is being delivered through three Mobile Training Units (MTUs). These units are equipped with a variety of tools and components used in water and wastewater systems. Training is provided directly in communities at no cost to participants. Available training sessions include:
  - Disinfection
  - Hypochlorination
  - Gas Chlorination
  - Fire Hydrant Maintenance
  - Control Valve Maintenance
  - Pipe Tapping
  - Leak Detection
  - Distribution System Flushing
  - pH Adjustment
  - Flow Meter Operation and Maintenance
  - Gas Monitor Use
  - Rescue Systems

**Planned Indicator 4:** Completed final reports for flood risk mapping on the west coast, southwest coast, and Codroy Valley areas.

**Actual Results:** As of March 31, 2025, the development of the final flood risk mapping reports was in its concluding phase. These comprehensive reports will play a critical role in strengthening environmental stewardship, informing land-use planning, and enhancing resilience against flood-related hazards. Full completion of this initiative during the reporting period was impacted by delays in contract awarding and the time-intensive nature of essential field investigations.

**Planned Indicator 5:** Continue collecting samples, reporting and managing surveillance of the 20 sites as selected for the Permanent Program for Wastewater Surveillance. The department aims to collect approximately 1,212 samples.

**Actual Results:** During the reporting period, the department's infectious disease surveillance efforts were significantly strengthened through the use of a centralized dashboard and real-time data collection. This system has functioned as an effective early warning tool, enabling proactive monitoring and rapid response to emerging public health threats across the province.

While the department set an ambitious target of collecting 1,212 samples, a total of approximately 1,050 samples were successfully gathered. The shortfall of 162 samples was primarily due to logistical challenges encountered in the field. The high volume of data collected has provided valuable insights and continues to support timely, evidence-based decision-making.

**Planned Indicator 6:** Continued work towards establishing a Memorandum of Agreement with the Federal Government for the remediation of former military sites.

**Actual Results:**

The Impacted Sites Management Section made progress during the reporting period, completing advanced assessment activities at both Border Beacon and Northwest Point. These efforts are part of a broader initiative to refine and implement effective remediation strategies for impacted sites.

The assessment work included:

- Extensive Environmental Testing: Additional soil, groundwater, and surface water samples were collected and analyzed for a wide range of chemical parameters. This work was critical in addressing existing data gaps and ensuring the accuracy of site characterizations.
- Aerial Drone Surveys and Aquatic Assessments: High-resolution drone imagery and aquatic ecosystem evaluations were conducted to enhance understanding of the sites.
- Risk Assessment Updates: The newly acquired data will directly inform updated human health and ecological risk assessments, ensuring that remediation plans are both scientifically robust and aligned with current site conditions.

The Department of Environment and Climate Change is actively drafting a cost-sharing Memorandum of Agreement with the Federal Government, which will support the continued advancement of this important environmental initiative.

**Planned Indicator 7:** Continued assessment and development of mitigation activities for impacted sites.

**Actual Results:** As part of this ongoing annual initiative, the 2024–25 Impacted Sites Liability Assessment review was conducted, with the final report scheduled for submission to Public Accounts in Spring 2025.

This comprehensive review involved the collection of information on all potentially impacted sites across government departments. Officials from the Pollution Prevention Division evaluated each site to determine whether it meets the criteria for recognition under Public Sector Accounting Standard PS 3260.

For sites that qualified, department officials estimated the associated environmental liabilities to the extent possible. These estimates were compiled into a detailed report, which is shared with the respective departments and the Office of the Comptroller

General, ensuring transparency and accountability in the management of environmental risks across government.

**Planned Indicator 8:** Continued to engage with Indigenous governments and organizations and the general public on at minimum, four additional proposed protected areas.

**Actual Results:** During the reporting period, the department provided key support to the Wilderness and Ecological Reserves Advisory Council (WERAC) in advancing public and stakeholder engagement for six proposed protected areas across the province.

Key activities included:

- Ripple Pond and Halls Gullies Proposed Protected Areas: The department supported both in-person open houses and online engagement sessions through the summer and fall, facilitating meaningful public input into the planning process.
- Conne River North and Facheaux Bay Proposed Protected Areas: Initial engagement efforts were launched with the Miawpukek First Nation, local governments, and industry stakeholders, laying the groundwork for collaborative planning and consultation.
- Northern Peninsula Proposed Protected Areas: To support future engagement in this region, the department expanded its team, hiring additional staff to begin preliminary planning and coordination efforts.

**Planned Indicator 9:** Continued engagement with the Memorandum of Understanding partners on feasibility of the establishment of a National Marine Conservation Area and National Park on the South Coast of Newfoundland.

**Actual Results:** Throughout the reporting period, the department actively participated in the ongoing assessment of establishing a National Marine Conservation Area and a National Park along the South coast of Newfoundland.

Key highlights include:

- Regular Intergovernmental Collaboration: Departmental officials met multiple times per month with key partners, including Parks Canada, the Town of Burgeo, Qalipu First Nation, and Miawpukek First Nation to advance discussions and planning efforts.
- Broad Stakeholder Engagement: The department also engaged with a wide range of stakeholders—spanning industry representatives, non-governmental organizations, Indigenous groups, local governments, and the general public—to gather diverse perspectives and foster inclusive dialogue.
- Cross-Departmental Coordination: Internally, the department worked closely with other provincial departments to ensure that a whole-of-government approach was reflected in the feasibility assessment process.

## Discussion of Results

In 2024–25, the Department of Environment and Climate Change continued to make meaningful progress toward enhancing environmental protections throughout the province. Through collaboration with stakeholders, communities, and Indigenous partners, the department advanced initiatives that reflect a commitment to inclusive, transparent, and forward-thinking environmental stewardship.

Key achievements during the reporting period include the development of reports, databases, and decision-support tools designed to inform policy and guide evidence-based decision-making. These resources play a critical role in safeguarding the province's natural environment.

This work underscores the department's dedication to protecting Newfoundland and Labrador's ecological integrity while honoring the cultural and community values that shape its diverse landscapes.

By March 31, 2026, the Department of Environment and Climate Change will have implemented mechanisms to protect the province's environment.

#### **Indicators:**

- Advanced work on coastal protection.
- Continued to work on introducing new environmental protection mechanisms and programs, and updating environmental assessment guidance and procedures documents.
- Continued to enhance engagement activities with the public, industry, and Indigenous government and organizations on environmental protection and proposed protected areas in the province.
- Continued work to enhance collaboration with the federal government on environmental protection in the province.

#### **Issue 2: Addressing Climate Change Challenges**

In alignment with the provincial targets to reduce greenhouse gas emissions by 30 per cent below 2005 levels by 2030 and to achieve net-zero emissions by 2050, the department actively advanced the development of two key strategic frameworks:

- The Climate Change Mitigation Action Plan (2025–2030), which will outline targeted measures to reduce emissions across sectors.
- The Climate Change Adaptation Action Plan (2025–2030), designed to enhance the province's resilience to the impacts of a changing climate.

These new action plans will build on the previous Climate Change Action Plan (2019–2024) and represent a renewed, forward-looking commitment to climate leadership.

#### **Goal**

By March 31, 2026, the Department of Environment and Climate Change will have continued initiatives to reduce the provincial carbon footprint and support communities to adapt to a changing climate.

## 2024-25 Objective

By March 31, 2025, the Department of Environment and Climate Change will have continued to build on its efforts towards reducing the provincial carbon footprint and adapting to a changing climate.

**Planned Indicator 1:** Finalized ongoing projects under the extended Low Carbon Economy Fund agreement. There are five projects which include the Memorial University electrification project, three health care facility projects led by Health and Community Services, and one private sector project.

**Actual Results:** The projects funded under the extended Low Carbon Economy Fund agreement projects were complete at the end of the reporting period, with the exception of the Memorial University electrification project.

The Memorial University project has experienced delays due to supply chain disruptions. Memorial University has submitted an updated project timeline, confirming that the work will be completed by Fall 2025 and within the existing budget framework.

**Planned Indicator 2:** Continued to work on the transition to electric vehicles throughout the province through distribution of rebates and building on current electric vehicle infrastructure.

**Actual Results:** The departmental Electric Vehicle Incentive Program expenditures in 2024-25 totaled \$1.63 million for 768 rebates.

Electric vehicle infrastructure expenditures totaled \$1.08 million in 2024-25. This provided for three ultra-fast chargers (owned by NL Hydro) and 30 level 2 chargers (owned by NL Health Services). All stations will be operational in 2025.

**Planned Indicator 3:** Continued engagement with public, Indigenous, and provincial and federal government departments in the development of new climate change mitigation and adaptation strategies for 2025-2030.

**Actual Results:** The Department made substantial progress in the development of the Climate Change Mitigation Action Plan and the Climate Change Adaptation Action Plan for 2025–2030 during the reporting period. Both plans were released in June 2025.

These plans were shaped through extensive public and stakeholder engagement:

Mitigation Action Plan Engagement Highlights:

- 245 questionnaire responses and 13 written submissions were received via EngageNL.
- Engagement sessions were held with 24 groups, including:
  - Industry associations
  - Academic institutions
  - Municipalities and local service districts
  - Indigenous governments and organizations

Adaptation Action Plan Engagement Highlights:

- 174 questionnaire responses and 13 written submissions were received via EngageNL.
- Ongoing engagement was conducted with international, national, and local stakeholders.
- Sessions were held with 24 groups, including:
  - Environmental, health, and industry associations
  - Academic institutions

- Municipalities and local service districts
- Indigenous governments and organizations

**Planned Indicator 4:** Continued participation in intergovernmental and interprovincial working groups and committees, and continued to provide guidance to stakeholder industries, associations, communities, and organizations on climate change adaptation and mitigation measures.

**Actual Results:** Throughout the 2024-25 planning period, the Department continued to actively participate in a range of bilateral, multilateral and regional processes to advance climate action and policy coordination.

These included existing bilateral processes with the federal government, multilateral processes involving other provinces and territories and the federal government, and regional processes such as the New England Governors and Eastern Canadian Premiers.

These processes include a range of work, including engagement related to new federal regulations, federal-provincial funding arrangements, federal reporting requirements to the United Nations Framework Convention on Climate Change, and information-sharing processes.

Partnerships with third-party organizations, including CLIMAtlantic, continued through the reporting period to enhance climate data access, knowledge exchange, and regional adaptation capacity.

The Department also participated in the Nunatsiavut Climate Change Committee on Adaptation and Monitoring, supporting Indigenous-led climate resilience efforts and monitoring in northern communities.

**Planned Indicator 5:** Continued support of the provincial Net Zero Advisory and Greenhouse Gas Reduction Fund Advisory Councils.

**Actual Results:** The Department continued to serve as the secretariat for both the Net Zero Advisory Council and the Greenhouse Gas Reduction Fund Advisory Council, providing administrative and strategic support to advance their mandates.

The Net Zero Advisory Council convened 12 times during 2024-25 and submitted 54 recommendations to government on key sectors, including: transportation, oil and gas, space heating in buildings, waste management, and industry. These recommendations informed the forthcoming Climate Change Mitigation Action Plan (2025–2030).

The Greenhouse Gas Reduction Fund Advisory Council met four times in 2024–25 to fulfill its mandate of advising the Minister on the allocation of funds. Following a call for proposals in June 2024, the Council reviewed submissions and recommended support for one project, which has since been contracted with NL Hydro. The Council is scheduled to reconvene before the end of 2025 to determine whether to recommend a second call for proposals in 2025–26.

These advisory bodies continue to play a critical role in shaping the province's climate policy and investment strategies, ensuring that expert insight and stakeholder perspectives guide Newfoundland and Labrador's path to net-zero.

## Discussion of Results

The department remained committed to reducing the province's carbon footprint and building resilience to climate change through the development and forthcoming implementation of two new strategic frameworks: the Climate Change Mitigation Action Plan and the Climate Change Adaptation Action Plan (2025–2030).

During the reporting period, the province reached a significant milestone—greenhouse gas (GHG) emissions in Newfoundland and Labrador reaching their lowest levels since

1994, falling significantly below the 10.1 million tonne average recorded over the past decade.

The department is clearly committed to evidence-based climate policy, ensuring that the perspectives of communities, Indigenous partners, industry, and experts are central to shaping a sustainable and climate-resilient future for Newfoundland and Labrador.

By March 31, 2026, the Department of Environment and Climate Change will have furthered initiatives to reduce the provincial carbon footprint and support communities to adapt to a changing climate.

#### **Indicators:**

- Begin implementation of the **Climate Change Mitigation and Adaptation Action Plans** for 2025-2030
- Begin execution of key initiatives outlined in both Action Plans
- Continue to assist communities and residents in preparing for and responding to climate impacts.
- Continue to strengthen collaboration with industry stakeholders to align operations with provincial net-zero target.

#### **Issue 3: Supporting Provincial Labour Relations and Labour Standards**

The Department will continue to work with employers, employees and unions in support of an improved employment relations climate, and in continued responsive labour policy in the province.

#### **Goal**

By March 31, 2026, the Department of Environment and Climate Change will have worked to improve labour relations supports and maintained a responsive labour policy framework.

## 2024-25 Objective

By March 31, 2025, the Department of Environment and Climate Change will have further advanced initiatives to support labour relations and maintain responsive labour policy.

<b>Planned Indicator 1:</b> Continued engagement with labour organizations.
<b>Actual Results:</b> By March 31, 2025, proactive outreach was conducted with approximately 80 unionized employers across Newfoundland, spanning a diverse range of sectors. This strategic engagement reflects a sustained commitment to fostering collaborative relationships with labour organizations. Additional outreach initiatives are scheduled for the upcoming reporting period to further expand these connections.
In parallel, the Labour Standards Division has continued to enhance its communication tools by updating and modernizing key informational resources, including fact sheets and the Division's website. These efforts are designed to support transparency, accessibility, and ongoing dialogue with labour stakeholders.
<b>Planned Indicator 2:</b> Continued work on bringing together labour organizations in support of improved labour relations.
<b>Actual Results:</b> By March 31, 2025, the Labour Branch successfully completed a series of targeted outreach and consultation focused on proposed amendments to the Labour Standards Act. These consultations engaged labour organizations around the introduction of new unpaid, job-protected leave provisions, including Long-Term

Illness Leave, Long-Term Injury Leave, and Organ Donation Leave, as well as updates to Reservist Leave.

In addition, the 2024 Minimum Wage Review featured a consultation process involving labour organizations, business stakeholders, and members of the public. These discussions played a critical role in shaping recommendations for minimum wage adjustments.

## Discussion of Results

In 2024–25, the Department continued to advance its commitment to supporting labour relations through ongoing engagement with labour organizations. During the reporting period, it proposed amendments to the Labour Standards Act aimed at strengthening job protection and helping businesses improve continuity planning. These efforts furthered the Department's objective of maintaining a responsive and adaptive labour policy in the province.

By March 31, 2026, the Department will have implemented initiatives to support labour relations and maintain responsive labour policy.

### Indicators:

- Enhance stakeholder engagement and available supports.
- Supported analysis of minimum wage increases and related recommendations.

## Opportunities and Challenges

The Department of Environment and Climate Change is responsible for developing policies, regulations, strategies, and programs that support environmental protection, pollution prevention, and climate change adaptation and mitigation. These efforts aim to ensure a healthy environment for both current and future residents of the province.

Climate change presents a significant challenge for governments across Canada and around the world. In response, the department is preparing to implement new Climate Change Adaptation and Mitigation Plans. These plans build on past successes and represent a continued commitment to reducing greenhouse gas emissions and achieving the province's goal of net-zero emissions by 2050.

The department also recognizes the ongoing challenge of balancing environmental protection with economic development. This balance is a key consideration throughout the environmental assessment process, particularly in relation to project development and the province's commitment to protected areas.

## Financial Information

### Department of Environment and Climate Change

	2024-25	2024-25
	<u>Budget</u>	<u>Expenditures</u>
<b>1.1.01 - Minister's Office</b>	258,600	265,261
<b>1.2.01 - Executive Support</b>	899,000	1,304,817
Revenue	<u>(188,100)</u>	<u>(189,908)</u>
	710,900	1,114,909
<b>Total Executive &amp; Support Services</b>	<b>969,500</b>	<b>1,380,170</b>
<b>2.1.01 - Pollution Prevention</b>	6,749,200	3,214,901
Revenue	<u>(2,325,000)</u>	<u>(211,343)</u>
	4,424,200	3,003,558
<b>2.2.01 - Water Resources Management</b>	8,563,100	7,029,916
Revenue	<u>(3,111,900)</u>	<u>(1,394,590)</u>
	5,451,200	5,635,326
<b>2.2.02 - Water Quality Agreement</b>	1,740,300	1,701,128
Revenue	<u>(1,451,800)</u>	<u>(1,493,887)</u>
	288,500	207,241
<b>2.3.01 - Environmental Assessment and Sustainable Development</b>	1,316,000	1,182,403

Revenue	<u>(224,000)</u>	<u>(149,137)</u>
	1,092,000	1,033,267
<b>Total Environment</b>	<b>11,255,900</b>	<b>9,879,392</b>
 <b>3.1.01 - Climate Change</b>		
Revenue	<u>-</u>	<u>(472,500)</u>
	2,354,100	2,682,481
 <b>3.1.02 – Federal / Provincial Programs</b>		
Revenue	<u>(57,826,800)</u>	<u>(44,320,092)</u>
	82,217,400	47,883,271
	24,390,600	3,563,179
 <b>3.2.01 - Policy, Planning and Natural Areas</b>		
Revenue	<u>(401,500)</u>	<u>(335,188)</u>
	2,107,700	2,116,033
	1,706,200	1,780,845
 <b>Total Climate Change</b>	<b>28,450,900</b>	<b>8,026,505</b>
 <b>4.1.01 - Labour Relations</b>		
	535,300	500,753
 <b>4.1.02 - Standing Fish Price Setting Panel</b>		
	209,000	179,890
 <b>4.1.03 - Labour Standards</b>		
Revenue	<u>(170,000)</u>	<u>(173,700)</u>
	693,600	611,551
	523,600	437,851
 <b>Total Labour</b>	<b>1,267,900</b>	<b>1,118,494</b>

<b>5.1.01 - Labour Relations Board</b>	767,800	763,179
<b>Total Labour Relations Board</b>	767,800	763,179
<b>6.1.01 – Workers’ Compensation Independent Review Board</b>		
Revenue	<u>1,605,400</u>	<u>1,328,887</u>
	-	1,900
<b>Total Workers’ Compensation Independent Review Board</b>	-	1,900
<b>Total Department</b>	42,712,000	21,169,640
<b>Total Gross Expenditures</b>	110,016,500	71,236,971
<b>Total Gross Revenues</b>	<u>(67,304,500)</u>	<u>(50,067,300)</u>
<b>Total Net</b>	<b>42,712,000</b>	<b>21,169,640</b>