

# Strategic Plan

2025-2026

Energy and Mines





## MESSAGE FROM THE MINISTER

In accordance with the **Transparency and Accountability Act** (the Act), I am pleased to present the 2025-2026 Strategic Plan for the Department of Energy and Mines, a category one Provincial Government entity under the Act. Developed in alignment with the strategic directions of Government applicable to the Department of Energy and Mines, the department's mandate and resources, this plan highlights key priorities, goals and objectives for the period October 29, 2025 – March 31, 2026. I am accountable for the preparation of the plan and for achieving the specific goals herein.

As Minister, I have been working with the department to expand our province's economy by developing and promoting our mining resources, standing up for our oil and gas sector, positioning us as a global green energy leader and working to develop natural resources that benefit the people of our province. My department's focus is on ensuring we establish the province as a leader in energy production, mineral exploration and mining opportunities. The Department of Energy and Mines will help guide the development of our renewable and non-renewable resources, and position Newfoundland and Labrador as a leading jurisdiction for resource development. We will work with stakeholders in the province to reach these goals and create a better future for all of us.

I am grateful to work alongside such a skilled and dedicated team within the department. Their commitment will make these goals achievable, and I deeply appreciate their ongoing service to the province and its people.

Sincerely,

Hon. Lloyd Parrott  
Minister of Energy and Mines

# Table of Contents

<b>Departmental Overview .....</b>	<b>3</b>
Mandate .....	3
Lines of Business .....	3
Vision .....	4
Staff Breakdown .....	4
Office Locations .....	4
Budget and Expenditures .....	5
<b>Issue One – Resource Exploration and Promotion .....</b>	<b>6</b>
<b>Issue Two – Resource Development and Oversight .....</b>	<b>7</b>
<b>Issue Three – Competitive Regulatory Environment .....</b>	<b>8</b>
<b>Annex A – Strategic Directions .....</b>	<b>10</b>

## Departmental Overview

### Mandate

The Department of Energy and Mines (EM) is responsible for the promotion, exploration, development and regulation of mineral, quarry and energy resources; energy supply, demand and royalties; energy economics; and the development and monitoring of regulatory and benefits activities. EM delivers its mandate via two branches: Energy Development; and Mines and Mineral Development.

### Lines of Business

#### 1. Resource Policy and Management

EM is responsible for the development of resource policy for energy, oil and gas, quarrying and mining; coordinating and facilitating sustainable development and resource management; developing and supporting regulatory and benefits activities; regulating mineral tenure, mineral exploration, and mineral and quarry development activities; and ensuring industries follow appropriate resource management practices and regulations.

#### 2. Resource Exploration and Assessment

Resource exploration and assessment includes all activities that precede resource development, i.e. gathering, interpreting and disseminating geoscience data, exploration approvals, and providing exploration incentives.

#### 3. Resource Development and Promotion

EM promotes the resource potential of the province and advances strategies targeting exploration and development companies, investors, and the public to highlight the opportunities and competitiveness of the province's geology, geoscience, and regulatory model. EM also supports innovation and growth in the supply and service industry.

## Vision

A prosperous and resilient Newfoundland and Labrador with a focus on continued development in the energy and mining sectors that benefits communities across all regions and is rooted in efficiency, innovation, and responsible stewardship.

## Staff Breakdown

As of October 29, 2025, EM had 169.5 active staff members, as outlined in the table below.

Branch/Functional Area	# of Employees
Executive/Minister's Office	16.5 <sup>1</sup>
Corporate and Strategic Services	27
Energy	59
Mines and Mineral Development	67
<b>TOTAL</b>	<b>169.5</b>

<sup>1</sup>The ADM Corporate Services function is shared with the Department of Jobs, Growth and Rural Development.

## Office Locations

The department is headquartered in St. John's with an office in Grand Falls-Windsor, and core storage locations in St. John's, Springdale, Buchans, Baie Verte, Pasadena, and Happy Valley - Goose Bay.

## Budget and Expenditures

EM's net budget for fiscal year 2025-26 is \$52 million.<sup>1</sup> The net budget by division/section is outlined in the table below:

Division/Section	Total (net)
Minister's Office/Executive Support/Corporate and Strategic Services <sup>2</sup>	\$4,857,300
Geological Survey	\$6,630,000
Mineral Lands	\$1,704,700
Mineral Development	\$4,709,300
Energy Policy	\$5,184,500
Petroleum Development	\$2,297,200
Royalties and Benefits	\$2,882,300
<b>TOTAL</b>	<b>\$28,265,300</b>

<sup>1</sup> Budget figures are for the full 2025-26 fiscal year.

<sup>2</sup> The Finance and General Operations Division is shared with the Department of Fisheries and Aquaculture and the Department of Forestry, Agriculture and Lands.

The total net budget also includes the following:

- Oil and Gas Industry Support - \$14,095,200
- Oil and Gas Corporation of Newfoundland and Labrador - \$9,686,800<sup>1</sup>
- Canada-Newfoundland and Labrador Offshore Energy Regulator (C-NLOER) - \$0<sup>2</sup>

<sup>1</sup> Includes capital budget.

<sup>2</sup> Expenditures fully offset by revenue.

For additional information about the Department of Energy and Mines, please visit:

<https://www.gov.nl.ca/EM/>

## Issue One – Resource Exploration and Promotion

Creating the conditions necessary to facilitate continued resource exploration, development and sector growth is key to ensuring Newfoundland and Labrador remains a competitive and attractive jurisdiction for investment. Exploring and developing the province's vast energy and mineral resource potential drives economic growth, creates jobs, and strengthens communities throughout the province.

EM plays a pivotal role in supporting exploration, promoting the province's wealth of natural resources, and facilitating timely and efficient project approvals that can lead to resource development. By working closely with industry, municipalities, Indigenous governments and organizations, and other stakeholders, EM seeks to attract new investment, expand exploration activity and position Newfoundland and Labrador as a leading jurisdiction for resource development.

In support of Government's Strategic Directions (Annex A), throughout the 2025-26 planning period, EM will implement initiatives to support exploration activity and showcase the province's resource potential to global investors. These efforts will support a strong, sustainable economy and long-term prosperity throughout the province.

**GOAL/OBJECTIVE: By March 31, 2026, the Department of Energy and Mines will have commenced advanced initiatives to promote the province's natural resources and facilitate exploration.**

**Indicators:**

- Developed and implemented initiatives to support natural resource exploration.
- Promoted Newfoundland and Labrador's abundant natural resources.

## Issue Two – Resource Development and Oversight

Developing natural resources in a responsible and accountable manner is essential to ensuring Newfoundland and Labrador realizes the full economic and social benefits of its resources. Fostering an environment for development that is accountable to the communities of the province will maximize the province's resource potential to drive economic growth and deliver lasting benefits to Newfoundlanders and Labradorians.

EM provides regulatory oversight of renewable and non-renewable resource projects to ensure alignment with regulatory standards, community priorities and long-term economic objectives. Natural resource developments provide opportunities for EM to optimize provincial benefits associated with development, ensuring that resource development projects result in the best possible outcome for the province, including any agreement related to the development of the Churchill River and Gull Island.

In support of Government's Strategic Directions (Annex A), EM will implement initiatives throughout the 2025-26 planning period that support resource development and the establishment of benefits agreements and enhance oversight of natural resource projects. These efforts will contribute to a strong, sustainable, and resilient economy, with Newfoundlanders and Labradorians as the principal beneficiaries.

**GOAL/OBJECTIVE: By March 31, 2026, the Department of Energy and Mines will have commenced and advanced initiatives to support the development and oversight of natural resources.**

### **Indicators:**

- Developed and implemented initiatives to support resource development and oversight.
- Established new and/or monitored compliance for existing benefits agreements for all applicable projects.
- Monitored and supported electricity supply, reliability, and resource adequacy.



## Issue Three – Competitive Regulatory Environment

Newfoundland and Labrador has abundant developed and undeveloped world-class natural resources, including oil and gas, minerals, and renewable energy sources such as hydro-electric and wind-hydrogen projects. An efficient, competitive regulatory framework that positions the province as a global leader for investment and development is vital to ensuring the prosperity and competitiveness of Newfoundland and Labrador. By fostering a competitive regulatory environment, EM drives exploration and responsible resource development while maximizing returns for Newfoundlanders and Labradorians.

Mining projects continue to be discovered and developed, creating much-needed benefits and employment to rural Newfoundland and Labrador, including critical minerals vital to clean economic growth. In addition, the world will continue to produce and consume oil and gas products. During this period of transition, Newfoundland and Labrador's oil, with its lower upstream emissions per barrel relative to the international average, is needed to displace higher emitting sources. As Government continues efforts to enable wind development in the province, EM fosters an environment that supports the economy by embracing renewable energy and maximizing the province's low carbon oil and gas advantage. As these opportunities develop, legislative and regulatory frameworks that align with jurisdictional standards and best practices, and balance industry and public needs, are necessary to maximize investments and the benefits to the province's residents.

In support of Government's Strategic Directions (Annex A), throughout the 2025-26 planning period, EM will advance targeted initiatives to enhance its regulatory competitiveness and create the conditions necessary to attract investment and support the development of the province's world-class resources in a manner that optimizes benefits for Newfoundlanders and Labradorians.

**GOAL/OBJECTIVE: By March 31, 2026, the Department of Energy and Mines will have implemented initiatives to achieve a regulatory framework that is efficient and competitive.**

**Indicators:**

- Advanced work on legislation governing the province's resource sectors.
- Progressed work on fiscal frameworks for natural resource development.
- Continued work with the Federal Government on the development of a modern offshore regulatory framework.

## **Annex A – Strategic Directions**

The **Transparency and Accountability Act** requires departments and public bodies to consider Government's strategic directions in the area of the entity's mandate as communicated by the Minister, in the preparation of their performance-based plans. Strategic directions are the articulation of a desired physical, social or economic outcome that would normally require action or involvement of more than one government entity. The following strategic directions have been identified for the 2025-26 planning cycle for EM and entities which report to the Minister of EM.

### **1. Unearthing the Potential of Mining**

Outcome: Position Newfoundland and Labrador as a globally competitive, top-tier jurisdiction for mineral exploration and development.

### **2. Standing up for Oil and Gas**

Outcome: Internationally showcase the province's high-quality offshore oil and gas reserves and world-class workforce, reignite offshore exploration and support production growth.

### **3. Global Green Energy Leader**

Outcome: Leverage major hydro assets and emerging renewable opportunities (e.g. wind-hydrogen) to establish long-term energy security, economic growth, and global competitiveness.

### **4. Resource Development that Benefits Newfoundlanders and Labradorians**

Outcome: Maintain oversight of natural resource development and ensure any development results in jobs and benefits for Newfoundlanders and Labradorians.

