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**From:** Antcliffe, Bonnie [Bonnie.Antcliffe@dfo-mpo.gc.ca]  
**Sent:** 2007-Aug-15 1:40 PM  
**To:** LeBlanc, Patrice  
**Cc:** Reid, Rebecca; Reid, Bruce (Pacific)  
**Subject:** EPMP Report  
**Attachments:** Phase 1 program review report(2).doc

Hello Patrice,

I would like to touch base regarding the EPMP project, work plan projects, and results of the Diagnostic (initial review/engagement process), including implications of results for the national program. We also need to discuss inclusion of this work in the SLA.

The draft Diagnostic report is attached. It is draft and we may need to work on the language/presentation.

I would like to make sure that we discuss the approach at an early stage. In particular, I think we need to discuss the following issues:

1. Context/Precedent:

The purpose of the Phase 1 Diagnostic was to review how successful EPMP implementation has been to date in Pacific Region and to identify gaps and opportunities to strengthen implementation. We conducted this review through an internal staff engagement process. Results will be used to develop the work plan for the EPMP project. The review identified some key issues for EPMP Implementation within region and nationally.

I believe that the results are reflective of other Regions. I would not advocate repeating this process in other Regions as it was too time consuming, however, we should discuss. Some of the key findings and implementation gaps, if not most, have national implication. It may suffice to share our findings with other Regions and ask for confirmation whether they think these are the key issues that we need to work on. Or perhaps the National EPMP survey planned for next spring could be designed to test if these gaps/issues apply to other regions.

2. Implications of Results and Communication

The results of the Diagnostic could have significant implications and we need to carefully consider how we present the results and communicate them externally. I would assume that the report, once final, would have to be released externally, to both ENGOs, industry, etc.

A key finding was that most staff in Pacific Region do not believe that EPMP will protect habitat, and they attribute little or no benefit to the other objectives of EPMP including coherence, transparency, and predictable decision-making, etc. EPMP has had a high impact on values and emotions of staff and Managers, and many individuals indicated that their personal beliefs or values conflict with the Departmental values under EPMP. There are some key policy issues including the link to sustainable development and how social-economic considerations come into play. The report concludes that the Region is making progress implementing the six elements of EPMP, but there is little or no evidence to indicate whether we are achieving the objectives of EPMP.

3. Work Plan Projects

We identified 13 areas or opportunities to improve EPMP implementation and address staff concerns with EPMP. I would eventually like to discuss each of these in terms of their scope (regional vs national), and which ones are priorities items. There may also be existing processes or plans in place to address some of these issues.

We should add EPMP to the upcoming HPSP meeting in September.

**Bonnie Antcliffe**

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