

Implementation of the *National Habitat Compliance Protocol* (2010)

Amendments to the roles and responsibilities in the *National Habitat Compliance Protocol* will affect the delivery of the integrated habitat compliance program for the Habitat Management Program (HMP) and Conservation & Protection (C&P). The preferred approach is to implement the following two-year implementation strategy to enable staff to carry out their duties, effective from the date of signature of the National Protocol. Vital to successful rollout of this strategy will be clear internal communications informing staff of their new roles and providing key messages related to the objectives of these changes.

Implementation Strategy 2010-2012

The following implementation strategy will ensure that required changes in roles and responsibilities of HMP and C&P staff are implemented so as to achieve the purpose and objectives of the revised National Protocol.

With the change in lead responsibility of C&P to issue Inspector's directions, HMP staff will no longer have the powers and authority of an inspector designated by the Minister under the *Fisheries Act*. Fishery officers who are not already designated as Inspectors will require Inspector designation and training on the issuance of Inspector's directions.

It is recommended that HMP staff with valid Inspector identification cards be requested to turn in their certificate of designation and identification card to their respective RDG in the coming months. In the meantime, to facilitate HMP staff to carry out their compliance monitoring duties, they will be class designated as fishery guardians with limited powers. C&P, NHQ, will manage the class designation of and the replacement of fishery guardian identification cards. Discussion is currently underway to establish the appropriate level of interim guidance or training required for HMP staff receiving class designation.

The issuance of designations will require that HMP and C&P staff receive proper training for the roles and powers they will be authorized to execute. Historically, the FA-LP 301 Habitat Inspection & Investigations course was the pre-requisite to be designated as either a fishery guardian or inspector and it was managed and tracked by HMP, NHQ, in the Habitat Training System. Both programs have agreed that C&P, NHQ will now manage and deliver FA-LP 301. Regions will be responsible for the training costs and C&P, NHQ will cover the administrative costs of delivering the course.

FA-LP 301 was delivered October 5-8, 2010, in Kamloops, British Columbia; a second course was delivered October 26-29, 2010, in St. John's, Newfoundland. Upon completion of these two courses, C&P, NHQ, will conduct a review of the course contents with the aim of delivering training of the essential components for both programs' needs. There are insufficient resources to deliver additional courses this fiscal year. However, the Regions will be requested to identify and prioritize staff that will need

habitat training in the next two years. The largest training gaps exist in Quebec, Gulf, Newfoundland and Central & Arctic Regions.

With respect to establishing HMP as the lead for occurrence screening, work has begun to assess current occurrence management processes in all Regions. This will allow for development of a standardized national approach to the triage of observed or reported incidents of potential violations. Both programs are committed to the development of a standardized method to refer files from HMP to C&P once the occurrence screening process has been completed and HMP has determined that the occurrence is a significant (high) risk, based on the decision framework.