

**April 25, 2002 RMC MEETING:**  
**RECORD OF DECISIONS**

In attendance: J. Boland; J. Davis; S. Farlinger; M. Henderson; D. Innell; R. Kadowaki; L. Kinney; J. Lubar (by phone); P. Macgillivray; C. Masson; A. Murdoch; J. Norris; R. Reid; L. Richards, B. Rosenberger; J. Wild; Ed Woo; G. Zealand (by phone)

Absent: D. Carson; C. Webb

Visitors: Heather Manly; Christine Van Horne; G. Brooke

**1. Standing Items**

- Record of Decisions and Action Log: March 11, 2002 - approved
- Review of Issues: issues to be scheduled into planning agenda
- High Profile Litigation - Regional Scan: deferred
- Area Directors' - Review of Minutes of Meetings - reviewed minutes of March 11/02; agenda was as follows: Update on workload survey by James Boland; Area/Oceans support for implementing the Shorekeepers/Reefkeepers program'; Salmon escapement responsibilities issue identification; approach to March 13<sup>th</sup> Corporate/Communications Business Plan - Coast Guard - for more details on each item refer to the minutes of March 11, 2002
- RMEC: Issue flagged: COSEWIC status report of interior Fraser coho P. Macgillivray is overall spokesperson for fish issues with Ted Perry be appointed as the science person.
- DMC Debrief: discussed Government priorities, improving relationships with Aboriginal and youth; strong push with USA re Border /Trade issues; big issue was budget situation; Environment: need for better cross-cutting collaborative approach with Environment Canada and other agencies
- Regional Budget Allocations:
  - It is anticipated that there will be less money available in 2002/03 than was spent last year. In addition to the identified gaps, Pacific region must address the \$10 million newly identified reductions identified in the Notional Funding Reallocation document.
  - On a pro rata basis 5% from large Sectors and 2% from small sectors will be the percentage applied to the A-Base to deal with the \$10M reduction.
  - The Area Chiefs and RMC are making progress through the regional challenge process (next meeting dates: May 6-7; May 23-24) and expect to have workable allocations for areas and programs by the end of May.
  - In the interim, managers and staff will continue to exercise restraint in their spending.

**b. National Policy Committee - Record of Decisions on WSP (Update)**

**Issue:** To update RMC members on the National Policy Committee Record of Decisions on the Wild Salmon Policy

Decision sought from National Policy Committee: (1) Approval of three principles of the WSP (from the six principles in the Consultation Paper); (2) Approval of the Response to the Consultations on the WSP Discussion Paper; and the Salmonid Enhancement Program; and (3) Approval of the Next Steps including the drafting of Decision-Making Frameworks and Operational Guidelines for resource management, habitat enhancement and aquaculture.

Decision from the National Policy Committee on WSP

National Policy Committee discussed relationship between the three principles of the Wild Salmon Policy (WSP), the Response Document and the Operational Guidelines. With regard to the release of the Response Document, National Policy Committee agreed on the following:

- The Response Document should be released in six months along with the WSP principles, the Decision-Making Frameworks and the Operational Guidelines; and
- The department should take the next 4-6 months to revise the WSP principles and develop the Decision-Making Frameworks and Operational Guidelines prior to the release. During this time, Pacific Region should also revise the Response Document.

**With regard to the WSP principles, National Policy Committee made the following recommendations:**

- Refine the principles to ensure that they provide more detailed direction for the development of the Policy and Decision-Making Frameworks and the Operational Guidelines; and
- Ensure that definitions, terms and principles are consistent with those found in other DFO policy initiatives.

**With regard to revisions to the Response Document, National Policy Committee made the following recommendations:**

- Update the Response to reflect the progress the department has made in other policy areas including in aquaculture and habitat management;
- Include the results of consultations with First Nations communities;
- Provide a summary of all comments raised in consultations to give a better balance of all points of view raised; and
- Ensure coherent and consistent messages and communications in the Response.

**With Regard to Next Steps, National Policy Committee gave the following direction:**

- Prepare as soon as possible a proposal to DMC outlining how Pacific Region will proceed to develop the WSP, the Decision-Making Frameworks and the Operational Guidelines over the next six months;
- Develop a cost strategy, including science needs, for the WSP; and
- Bring forward decisions regarding changes to the Salmon Enhancement Program.

Responsibility: S. Farlinger  
Deadline: Complete

## **2. Community Enforcement Model (Endorsement) / Compliance Strategy (Awareness)**

**Issue:** Increase proactive management of enforcement operations via compliance mechanisms. These are advanced with the completion of a Community Enforcement Model and the beginning of a Regional Compliance Strategy which are presented for review.

**Considerations for the Regional Management Committee:**

- Need for horizontal, cross-sectoral, multi-jurisdictional involvement in the development of an effective compliance strategy.
- Difficulty is often encountered in trying to make that linkage between the theory (compliance strategy) and the practical application (community enforcement model).

Need to develop a way to tie compliance and enforcement together and think about where we want to be in three years with the integration of compliance into overall business planning with a more consistent delivery of these programs. Develop clear priorities; link in with the Outreach strategy, think about what RMC would like to see in the Strategy and how this strategy can help with your program. With future RMC meetings engaging RMC members in discussion on setting context to develop a clear approach and think about how to use existing resources. The Compliance Strategy development team currently consists of Christine Van Horne and Heather Manly and they will start to seek out members to participate on a project team. A Community Enforcement Model was presented to RMC for endorsement. Request support for establishment of a Community Enforcement Working Group as outlined in the model.

**Decision sought from Regional Management Committee:** (1) RMC endorsement of the Community Enforcement Model; (2) The Compliance Strategy was provided as an information item to introduce the concept to RMC

**Outcome:**

- The Community Enforcement Working Group should continue and be expanded beyond C&P, and the proposed reporting structure be amended to report to the Director, C&P. RMC will look forward to further details and discussion.
- Linkages with C&P policy in NHQ are required.

Responsibility: P. Macgillivray, (C. Dragseth, C. Van Horne; H. Manly)

Deadline: Future RMC

## **3. Proposal for Implementing SARA - 2002/2003 (Decision)**

**Issue:** To provide an overview of the SARA program for 2002-03. And seek RMC decision on 3 issues.

**Background:** In August 2000 Treasury Board approved \$180M over five years to fund the SARA strategy. Of this \$180M, the following relates to DFO:

- Allocated \$42.5 M (over 5 years) to conduct Species at Risk work
  - 2002-03: Total national funding approximately \$9.9M

- 2003-04: Total national funding anticipated to increase to \$11.0M
- Access to \$45M (over 5 years) allocated to Environment Canada for the HSP
  - 2002-03: Pacific and Yukon Region allocated \$1.4M.

Considerations for Regional Management Committee:

- Program Implementation: Use the core area funds (\$240) to: (1) *Fund a Recovery Co-ordinator*. (CO-3-100K) reporting to either Policy or Fisheries Management Branch and allocate the remaining \$140K based on proposals from Areas/Branches and the distribution of SARA workload. Workload factors include support to HSP projects and staff support to recovery and action plan development and implementation. (2) *Habitat Stewardship Program*: Shift responsibility for managing and co-ordinating the HSP program to HEB or Oceans; (3) *Abalone Recovery Strategy*: Approve the Abalone Recovery Strategy regionally and forward to ADM Science
- Propose to keep the horizontal co-ordination lead in Policy but send activities out to appropriate branches or areas.

Decision sought from Regional Management Committee: (1) Implementation framework (2) Habitat Stewardship Program (HSP) Management and Co-ordination; (3) Approval of Abalone Recovery Strategy for forwarding to ADM Science.

Decision from the Regional Management Committee

- HEB to put HSP into workplan, Habitat Stewardship Program is a workload issue; requires resources;
- Agreed to take recovery planning into in Fish Management; RMC was clear that the role included actually doing the plans with support from Branches and programs.
- More work on support to areas to be included in a revised proposal to RMC.
- In regards to the Abalone Recovery Strategy members should sign off on an individual basis and inform Mary Hobbs.

Responsibility: S. Farlinger (M. Hobbs)  
 Deadline: Future RMC

#### **4. Departmental Assessment - Science (Update – no decision)**

**Issue:** Departmental Assessment for Science. The draft DECK that was distributed to RMC was prepared for presentation to DMC on April 25, 2002.

**Background:** Current Mandate: to provide scientific advice and services to support policy and decision-making for oceans management; fisheries and habitat management; aquaculture development and marine safety and maritime commerce. There were some resource issues identified as well as global trends that affect DFO science. Expanding mandates, integrated oceans management and ecosystem approach, changing nature of the Fishery/structural changes in the industry, support to Aboriginal resource management; ocean mapping demands and increased focus on freshwater responsibilities are some of the departmental drivers. Challenges that are being considered are evolving science programs to address integrated oceans management and

ecosystem approach; cost of science for conservation increases with greater exploitation rate(s) and growing costs of at-sea research. Opportunities for Change include setting ecosystem objectives and plans, establishing priorities based on risk management, greater use of partnerships to secure the science needed for decision making and exploring further cost recovery opportunities, or shift some costs to clients who demand additional advice/services and changing the way we do business. A vision for DFO Science would be to provide scientific advice and services to support policy and decision-making in DFO; establish its priorities based on a priority-setting framework; support the ecosystem approach and integrated oceans management, respond effectively to emerging trends and use partnerships as a means of delivering science advice. Future directions for Science identified at an April 9 workshop would have Science supporting an integrated management approach to oceans and aquatic resources to address challenges for new knowledge and science advice in support of DFO's mandate. As well, DFO Program sectors support this approach. This approach will achieve a more integrated and effective use of science resources to meet future requirement.

Considerations for the Regional Management Committee: L. Richards will keep members informed of any decisions made. Further discussions will take place at the national Science level to determine how they will structure themselves to live within the resources allocated to them. The current Science Resources by Program areas are broken into these 5 program areas: Hydrography, Fisheries Science; Environmental Science; Oceanography and Aquaculture. These groups are meeting and working within a tight timeframe to go back to DMC in early June..

Regional contact: L. Richards

## **5. Leading Transition (Information only – no decision)**

Issue: Review of CCMD Course " Leading Transitions", held on November 26-30, 2001. The course was attended by Gordon McEachen A/Area Chief, Conservation Management, Central Coast Area and Brian Assu, director Hamatla Treaty Society; Chairman, A'tlegay Fisheries Society; Cape Mudge Band Councillor.

Background: The course provided a personal leadership development experience by requiring participants to honestly assess their reactions to change; to explore the common emotional and behavioural responses to change and to examine real-life transitions in their lives and organizations.

Considerations for Regional Management Committee:

- This is an excellent course for building personal and organization capacity and is strongly recommended to other managers, whether they are in government, First Nation or other organizations. The course, and its setting, provides an excellent opportunity for building relationships between DFO managers and First Nations leaders.

Outcome: L. Kinney and R. Reid sponsored two people to attend the course. The end result was that these two participants developed working relationships provide by the opportunity to network with managers across the country, and in particular, an opportunity

to further build on a personal relation between a DFO manager and First Nation Client. It was recommended to other members that the course would be worth pursuing if the resources were available.

## **6. Contracting with Public Servants (Information only - no decision)**

**Issue:** Recently, a number of issues related to contracting with existing public servants or their family members have come to light in this region, and in most cases, Treasury Board contracting policies as well as the Conflict of Interest and Post-Employment Code for the Public Service have not been followed.

**Background:** The key issues identified that this situation has arisen in a variety of different formats. The number of these incidents, inconsistent applications, as well as the fact that these issues span over differing areas within the region, indicates a need for the circulation of proper policies and procedures as it relates to these areas. Related policies are as follows: TB Policy 16.9 Contracting with public servants, and Criminal Code Section 121 Frauds on the government.

**Considerations for Regional Management Committee:** It is strongly encouraged that all employees be made aware of the policies outlined above. If managers are aware of any instances where these policies are not being properly applied, they should contact Corporate Services, Contracting Services for assistance in rectifying these situations.

**Outcome:** There is a need for RMC to heighten employee awareness of the danger associated with these kinds of arrangements.

Responsibility: D. Innell/RMC

Deadline: Immediate

## **7. Pacific Region Radio and Telecommunication Network and Systems (Decision)**

**Issue:** Perform a review of the Pacific Region radio and telecommunications systems, their uses, costs, operational issues, and possible future directions,

**Background:** Currently the Department operates a number of telecommunications and radio systems in the Pacific Region. While some of these systems are similar, and parts are linked to each other, each sub-system is engineered and operated to meet different user requirements.

**Considerations for Regional Management Committee:** The varied geography and high mountains in BC and Yukon present numerous communication challenges that do not exist elsewhere in Canada or North America. The diverse user requirements throughout the region necessitate additional design complexity, despite advances in a number of existing and emerging technologies individually, they may not adequately meet operation

requirements, with growing emphasis and increased world wide use of new technologies these systems continue to become less expensive at the same time as increasing functionality, and opportunities exist for collaborative initiatives with other agencies that have similar user requirements. These have not been fully explored.

Decisions sought from Regional Management Committee: (1) An in-depth review of the existing Departmental communications systems, including functionality, confirmation of user requirements, design limitations and feasibility of implementing full integration and/or emerging technologies. The lead for a consolidated review would be the Canadian Coast Guard; (2) Develop objectives and evaluation criteria against which to evaluate proposed option; (3) complete a detailed benefit-cost analysis of recommended options for an integrated and/or upgraded telecommunications network; reinstatement of the Regional Telecommunications Working Group.

Decision from the Regional Management Committee: It was noted that a

- post-merger decision was made that Canadian Coast Guard Technical Services is the lead functional authority for wireless communications.
- In terms of the working group CCG needs to work together with IM to create a good mix of technical and operational people.
- M. Henderson to develop a Terms of Reference around timelines and issues and will draft a framework based on that.
- Members are to identify potential contacts and RMC support was given for the initiative.

Responsibility: M. Henderson; G. Brooke  
Deadline: Fall RMC

## **8. Electrofishing Equipment Certification (Decision)**

**Issue:** Certification testing of DFO electroshockers against recognized national standard.

**Background:** In June 2000, regional staff raised the concern that electroshockers in use in the Pacific Region had not been certified against an appropriate national standard.

**Considerations for the Regional Management Committee:**

- DFO does not fall under the jurisdiction of the EEDSB or WCB. However, in light of the current development in industry practices, it would be prudent for DFO to adopt approaches which demonstrate a similar level of due diligence.
- From the perspective of due diligence, DFO needs to ensure that electrofishing machines in use are safe. The easiest way to accomplish this is to ensure that the machines meet appropriate design standards. Given that CSA Standard C22.2, No. 1010.1 is a national standard, is adopted by WCB, and there are no other national standards which are more suitable, it is recommended that DFO adopts this Standard.

A workable 3-phase approach has been drafted for consideration.

**Decisions sought from Regional Management Committee:** (1) It is recommended that a senior manager be assigned to monitor the progress on this issue and to ensure that agreed implementation plans are carried out. (2) Updates regarding operator training and safe work procedures will be provided to RMC when they become available.

Decision from the Regional Management Committee : restate the decision – i.e. all staff will be notified....all electroshockers will be tested.....

- Assign C. Masson as senior executive (A/AD Lower Fraser) to the file. Dale Paterson will stay on as project manager,
- RMC directed testing to go ahead on the 3 models,
- Memo to be drafted (Colin/Dale) to all managers from RDG reminding staff of issue, attaching RMC note, and instructing staff to arrange to check all units, ensure that if any are not in good repair, they are not to be used, and to provide additional inventory information.

Responsibility: L. Kinney  
 Deadline: Immediate

*Original signed by James Boland (for)*  
 Approved by: \_\_\_\_\_  
 Regional Director General

Date: *May 15, 2002*  
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