



Department of Agriculture and Fisheries

ANNUAL REPORT

2018-2019



Department of Agriculture and Fisheries



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2018-2019

Contact Information

Tel (902) 368-4880

Fax 902-368-4857

Email agr-feedback@gov.pe.ca

www.princeedwardisland.ca

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October, 2019



Bloyce Thompson, *Minister*
Agriculture and Land



Jamie Fox, *Minister*
Fisheries and Communities

Minister's Message

The Honourable Antoinette Perry
Lieutenant Governor of Prince Edward Island
P.O. Box 2000
Charlottetown, PE C1A 7N8

May it Please Your Honour:

We have the honour to submit herewith the Annual Report of the Department of Agriculture and Fisheries, for the fiscal year ending March 31, 2019.

Respectfully submitted,

A handwritten signature in black ink that reads "Bloyce Thompson".

Bloyce Thompson
Minister of Agriculture and Land

A handwritten signature in black ink that reads "Jamie Fox".

Jamie Fox
Minister of Fisheries and Communities

Deputy Minister's Message



Brian Matheson, *Deputy Minister*
Agriculture and Land

Hon. Bloyce Thompson, *Minister*
Agriculture and Land

Hon. Jamie Fox, *Minister*
Fisheries and Communities

Ministers:

We are pleased to submit the Annual Report of the Department of Agriculture and Fisheries for the fiscal year ending March 31, 2019. The report outlines the Department's activities from April 1, 2018 to March 31, 2019.

Respectfully submitted,



Bob Creed, *Deputy Minister*
Fisheries and Communities

A handwritten signature in blue ink, appearing to read 'B Matheson'.

Brian Matheson
Deputy Minister,
Agriculture and Land

A handwritten signature in blue ink, appearing to read 'Bob Creed'.

Bob Creed
Deputy Minister,
Fisheries and Communities

Overview¹

The Department of Agriculture and Fisheries works to advance Prince Edward Island's primary industries and its approach to food development, production, and sales. The Department's responsibilities include:

- Support the growth and sustained development of all elements of agriculture, fisheries and aquaculture in PEI to ensure economic and community prosperity and job creation, including strategies that encourage new product and new market developments;
- In collaboration with the Minister of Economic Development and Tourism, develop a Food Cluster in PEI that promotes food security and safety through a robust private sector and leading research organizations active in the province;
- Develop and initiate a local food initiative that promotes better understanding and choice built on the strength and quality of PEI's food sector, including school-based programs;
- Actively protect, through leading science and community engagement, the means of ensuring the ongoing strength of our resource sectors and the promotion of environmental stewardship;
- Work with our federal partner and the private sector to ensure the active support of innovation, sales and export possibilities in agriculture, fisheries and aquaculture;
- Work with our federal partner and industry to enhance public trust in PEI's food sector by strengthening and building on existing programs and by supporting initiatives that demonstrate why PEI's agriculture and seafood sectors can and should be trusted; and
- In collaboration with the Minister of Workforce and Advanced learning, develop a human capital strategy in our primary industries and food manufacturing that helps prepare a workforce in these fields for the next 10 years.

¹ The Department of Agriculture and Fisheries was disestablished on May 10, 2019 while the Department of Agriculture and Land and the Department of Fisheries and Communities were added to Government's portfolio (EC2019-306).

Mandate Letter

Agriculture and Fisheries Mandate Letter

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Honourable Robert L. Henderson
Minister of Agriculture and Fisheries
Government of Prince Edward Island

Dear Minister Henderson,

Thank you for your ongoing work on behalf of Islanders, and the leadership you are providing in Agriculture and Fisheries. As we move beyond the thirty-month point of our mandate, we have achieved much and are well-positioned to work from the current strength of the Province to deliver further positive results to and for Islanders as we help build a prosperous, collaborative and diverse society in Prince Edward Island.

As a Government, we have worked hard to deliver on the commitments made to Islanders in our policy platform, People, Prosperity and Engagement. We have led with integrity and purpose, and have held ourselves to the highest standards of ethical conduct in our decision-making. We have engaged actively with Islanders on a wide variety of initiatives. And we have been open and transparent in our effort to serve the best interests of our Province and its people.

This is an important period in our mandate, and we move forward knowing that our plan is focused, balanced and consistent. The plan confirms our commitment to families, health care, education, and employment opportunities for all Islanders. It reflects our collective responsibility to grow the economy while spending public dollars wisely in areas that matter most to Islanders. And it seeks to spread that growth to all parts of Prince Edward Island. I expect you and your Ministry to continue to play a leading role in fulfilling these core commitments.

As Minister, I encourage you to accomplish your work by working collaboratively across government and with partners from community, business and social organizations. I also expect you to continue to bring Islanders together to discuss and shape our path forward to progress and sustainable prosperity. We are a government that works on behalf of all Islanders, and we must never forget that central to our Province's future success will be the proper development and management of our most valuable resource: our people.

Building on our ambitious, multi-year plan, we will advance our efforts on building a prosperous economy, achieving growth above the national average, and attaining progress for all Islanders through our three core priorities: people, prosperity, and engagement. Over the past thirty months, we have made real progress and delivered significant results:

- Our economy is stronger than it ever has been, and growing faster than the region and the overall Canadian economy. Islanders are better off and our businesses and communities are growing and diversifying into new areas of activity.
- More Islanders are working, with more full-time jobs available, including more than 2,500 new full-time jobs in the last year.
- Total labour income in the province is experiencing the second fastest growth in the country.
- Our population is growing, reaching 152,000 in 2017, the fastest growth in Canada. For the first time since 1968, our median age has declined. We are well on track to meet the goal of a population of 160,000 Islanders by 2022.
- We have balanced our books, with the first balanced operating budget in a decade, allowing for more investments in health, education, children and families throughout PEI.
- The Generic Drug Program has provided 18,000 Islanders with greater access to needed medication at a reasonable cost to them.
- We have provided direct tax relief to 85,000 Islanders and 3,000 fewer Islanders are paying any provincial income tax than in 2015.
- Together with our Federal partner, we have made historic investments in infrastructure, including the PEI-New Brunswick Submarine Cable Project, the single largest infrastructure project since the Confederation Bridge. Further significant investments have been made in water and wastewater, transportation and strategic infrastructure throughout the Province.
- We have taken ambitious steps toward greater government transparency and accountability, including the establishment of the position of Ethics and Integrity Commissioner, the development of whistleblower policy and draft legislation, extended conflict of interest requirements, and more public disclosures.
- We have placed significant emphasis on modernizing the legislative foundations for our province and have pursued an active legislative agenda, with 113 bills across all aspects of life and governance.

The strength of accomplishment on behalf of all Islanders is supported by your active leadership in your portfolio, your commitment to work with your Cabinet colleagues, a professional public service and through openness and active engagement with Islanders. I encourage you to continue this approach as we seek to achieve further progress for our Province.

As Minister of Agriculture and Fisheries, your overarching goals will be to advance Prince Edward Island's primary industries and our approach to food development, innovation, production and sales while building on our reputation as Canada's Food Island. Working closely with your Deputy Minister, you will ensure that departmental focus will be on supporting the overall plan outlined in the 14 November Speech from the Throne while addressing priorities specific to your mandate:

- Support the growth and sustained development of all elements of agriculture, fisheries and aquaculture on PEI to ensure economic and community prosperity and job creation, including strategies that encourage new product and new market developments;

- In collaboration with the Minister of Economic Development and Tourism, develop a Food Cluster in PEI that promotes food security and safety through a robust private sector and leading research organizations active in the province;
- Develop and initiate a local food initiative that promotes better understanding and choice built on the strength and quality of PEI's food sector, including school-based programs;
- Actively protect, through leading science and community engagement, the means of ensuring the ongoing strength of our resource sectors and the promotion of environmental stewardship;
- Work with our federal partner and the private sector to ensure the active take up of innovation, sales and export possibilities in agriculture, fisheries and aquaculture;
- Work with our federal partner and industry to enhance public trust in PEI's food sector by strengthening and building on existing programs and by supporting initiatives that demonstrate why PEI's agriculture and seafood sectors can and should be trusted; and
- In collaboration with the Minister of Workforce and Advanced learning, develop a human capital strategy in our primary industries and food manufacturing that helps prepare a workforce in these fields for the next 10 years.

Our Government has made progress on matters that are most important to Islanders and we are right to be proud of the results that have been accomplished. Our ongoing commitment is to work hard to achieve more on behalf of all individuals, families and communities in our Province. I encourage you to build on the momentum that we have created with the help of Islanders, to work with your Deputy Minister and departmental staff to advance our plan forward, and to make decisions that contribute to sustained prosperity for all.

I look forward to our work together in the coming months.

Sincerely,

Wade MacLauchlan
Premier

Published date:
January 10, 2018

Strategic Plan

The Department's Strategic Plan was reviewed in 2018. It includes 7 goals for the Department: 1) New product and market development, 2) Develop a Food Cluster on PEI that promotes food security, 3) Develop and initiate a local food initiative, 4) Actively protect the resource sectors and the promotion of environmental stewardship, 5) Ensure the active support of innovation, 6) Enhance public trust in PEI's food sector, and 7) Develop a human capital strategy in our primary industries and food manufacturing.



Strategic Plan

Goals

We will work towards our goals within the parameters of a comprehensive budget and effective human resources. The Premier of Prince Edward Island outlined the strategic priorities of all departments. The goals of the PEI DAF are based on these strategic priorities.

Human Resources

The PEI DAF aims to encourage and support the development of an innovative, diverse, and inclusive workforce which enables the organization to realize the goals and priorities of Government. This includes building the capacity of our current human resources, attracting and retaining people with talent, and maintaining a commitment to providing quality programs and services to the residents of PEI.

Budget

The budgeting process is an essential part of Government's overall management process. The PEI DAF has been entrusted to spend public money responsibly and in the best interest of all residents of PEI.

Values

Being a public servant is a privilege and a responsibility. The values of the PEI DAF set out what our clients and partners can expect from us and what we can expect from each other. These values match those which have been developed by the PEI Public Service Commission as a means to set out public expectations for the conduct of employees within the provincial civil service.

GOAL	HOW THE PEI DAF WORKS TOWARDS THE GOAL
New product and market development.	Projects with outcomes related to market and product development.
Develop a Food Cluster in PEI that promotes food security and safety.	Projects related to assurance systems. Partnerships with departments and community organizations related to community food security and cluster development.
Develop and initiate a local food initiative.	Aligning policies and programs which support the local food system.
Actively protect the resource sectors and the promotion of environmental stewardship.	Projects with outcomes related to environmental sustainability and climate change.
Ensure the active support of innovation.	Projects which support innovative research, processes, and products.
Enhance public trust in PEI's food sector.	Projects and initiatives which support ensuring a safe food system that aims to increase consumer confidence in PEI's food sector.
Develop a human capital strategy in our primary industries and food manufacturing.	Partnerships with other departments related to agriculture and seafood labour development.

References

- Prince Edward Island. (2017). Agriculture and Fisheries Mandate Letter.
 Prince Edward Island, Public Service Commission. (2002). Human Resource Strategy, 2.01 Corporate HR Planning (Sec. 1.01)
 Prince Edward Island, Public Service Commission. (2016) Values.
 Prince Edward Island, Treasury Board. (2012). Budgeting and Financial Management, 6.01 Appropriation/Budget Process (Sec. 1).



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Highlights and Accomplishments

This year, the Department of Agriculture and Fisheries was actively engaged in launching the five-year Canadian Agricultural Partnership Agreement (2018-2023). This involved meeting with producers, communicating programs, supporting the first intake of applications, and working closely with federal government colleagues at Agriculture and Agri-Food Canada.

The Department continued to focus on activities related to improving Soil Health, including hiring a Soil Health Development Coordinator and developing a framework for soil health testing at the PEI Analytical Laboratories.

The Department delivered a renewed Future Farmer Program that supported new farmers to improve the establishment of profitable and sustainable commercial farm businesses through the implementation of on-farm projects.

Commodity groups were partnered with to deliver a range of information sessions for producers to increase knowledge to enable them to make informed production and financial decisions.

The Dairy Laboratory partnered with second year UPEI Engineering students in the development of a milk mixer to allow for automated mixing of samples in preparation for analysis. The Laboratory plans to partner with UPEI Engineering students in 2019 on other automation projects.

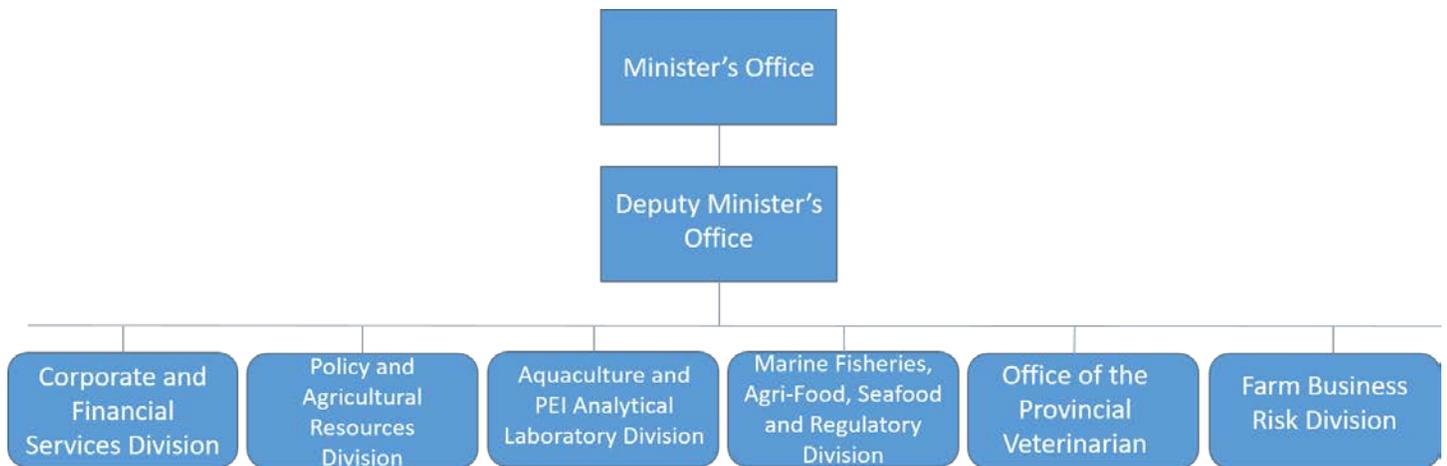
The Department of Agriculture and Fisheries supported agriculture awareness activities, including Farm Day in the City, Open Farm Day, and Canadian Agriculture Literacy Month.

The Office of the Provincial Veterinarian continued to deliver services for emergency preparedness and response including Incident Command System training for all commodity associations.

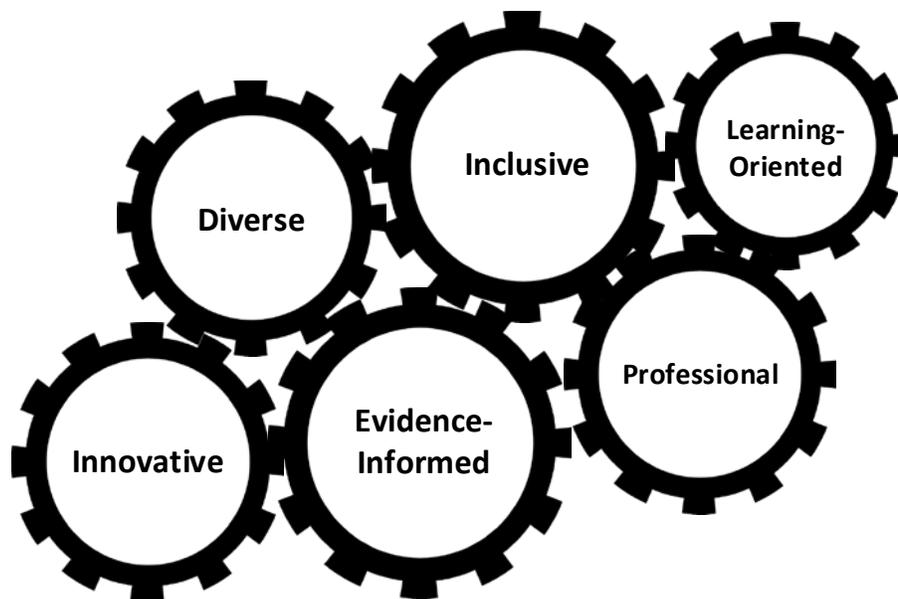
Research and planning was completed to support PEI finfish operations in meeting the requirements to transfer fish from and into the other Atlantic Provinces and beyond.

The Federal Government was partnered with to offer the Atlantic Fisheries Fund (AFF) for the seafood sector in PEI. The Department worked closely with all areas of PEI's seafood industry to promote awareness of the AFF and the supports that are available to improve outcomes for industry in PEI.

Organizational Structure



The Department's Organizational Culture



The Goals of the Department



Lines of Business

Policy and Agriculture Resources Division

The Policy and Agriculture Resources Division has a wide ranging mandate which includes

- delivery of farm extension and sustainable resource programs and services for the Department,
- management of Federal-Provincial-Territorial (FPT) planning,
- policy and program development and evaluation,
- performance monitoring,
- stakeholder engagement,
- representation on Assistant Deputy Minister agriculture/agri-food policy and regulatory committees,
- domestic and foreign trade analysis, and
- assurance systems program delivery (on-farm food safety, traceability, biosecurity, and emergency preparedness).

The Policy and Agriculture Resources Division is comprised of three sections: The Policy, Planning & FPT Relations Section; the Sustainable Agriculture Section; and the Agriculture Industry Development Section.

Policy, Planning and FPT Relations Section

This section manages the planning, development, and implementation of agriculture, aquaculture, fisheries and rural development policies and programs, and provides evidence-based research advice to the Minister, Deputy Minister and staff. The section supports statistical reporting, stakeholder engagement activities, strategic planning, program evaluation, and the management of horizontal initiatives.

Policy Section, Areas of focus for 2018-2019

- ✓ Coordination of information among provincial, federal, and industry stakeholders to support the launch of the Canadian Agricultural Partnership (CAP)
- ✓ Policy research and public engagement for the development of a Food Awareness Act
- ✓ Evaluations of the Community Food Security and Food Education Program, the Public Trust Program, and the Government of PEI's Policy Hackathon Program
- ✓ Jurisdictional scans for policy and program planning
- ✓ Information coordination and information provision to support meetings with stakeholders
- ✓ Continued support for the appointment process for the Department's agencies, boards, and commissions in cooperation with EngagePEI
- ✓ Policy research for a gender inclusion in agriculture, aquaculture and fisheries project
- ✓ Capacity development and training in program evaluation and change management
- ✓ Development and management of Performance Monitoring and Reporting Plans (PMRP) for major funding agreements
- ✓ Development of performance indicators for programs in agriculture, aquaculture, and fisheries
- ✓ Continued management of the Policy Capacity Development and Mentorship Program (PCDMP) to support recent graduates in gaining experience in public policy

Sustainable Agriculture Section

This section supports the agriculture sector in contributing to the priorities of clean soil, water and air resources, improved biodiversity, food safety, traceability and biosecurity by encouraging producers to voluntarily implement beneficial management practices (BMPs) and on-farm assurance systems through delivery of the Agriculture Stewardship, Future Farmer, and Assurance Systems programs.

The section provides technical assistance and advice related to: soil conservation, integrated pest management, successful and sustainable farm operations, and delivering programs that address risks related - but not limited to - on-farm and post-farm food safety, animal welfare, biosecurity, traceability, animal and plant health, emergency management, quality assurance, and surveillance.

Sustainable Agriculture Section, Areas of focus for 2018-2019

- ✓ Continued focus on activities related to improving Soil Health, including hiring a Soil Health Development Coordinator and developing a framework for soil health testing at the PEI Analytical Laboratories
- ✓ Developed partnerships to implement additional beneficial management practices under the Alternative Land Use Services Program, including working with ALUS Canada to support a delayed hay cut incentive to protect the bobolink; and working with Environment Canada to incorporate the Carbon Capture Tree Planting feature
- ✓ Provided support to a remote soil moisture monitoring project, with a small group of farmers, to enhance irrigation scheduling
- ✓ Delivered a renewed Future Farmer Program that supported new farmers to improve the establishment of profitable and sustainable commercial farm businesses through the implementation of on-farm projects

Agriculture Industry Development Section

This section provides resources to support agriculture industry development. Development Officers with crop and livestock commodity expertise are available to work with producers and partner with industry organizations and commodity groups on specific production-related topics, industry development projects, on-farm innovative technology demonstrations, and applied research trials. In addition, the section is involved with the delivery of program funding.

Agriculture Industry Development, Areas of focus for 2018-2019

- ✓ The first annual Potato Conference and Trade Show was held in collaboration with the PEI Potato Board with an attendance of 270. The event featured speakers on soil health, digital farming, alternative crop rotations and mental health
- ✓ Burger Love 2018. There were 85 participating restaurants with \$2.6 million in sales from 180,000 burgers. Burger Love partnered with the United Way to support Food Security Grant programs which supports programs designed to increase access to local and affordable food for Islanders
- ✓ The Department of Agriculture and Fisheries partnered with commodity groups to deliver a diverse range of practical information sessions for producers to increase their knowledge enabling them to make informed production and financial decisions.
 - Small ruminant sessions focused on basic production principles, breed selection, nutrition, forages, health protocols and marketing.
 - Large ruminant sessions focused on leadership training for effective board governance skills to apply in industry organizations and on-farm. The Maritime Beef Conference and topics included information sessions on records management, production clubs, value chain management and on-farm food safety. The highlight

of the conference was several sessions on humane animal handling with world renowned speaker Dr. Temple Grandin.

- ✓ To mitigate the risk of importing Small Hive Beetle with Ontario hives, the Department implemented an import protocol that restricted imports from the regions known to have SHB.
- ✓ The Department assisted producers with the application process of the Agriculture Canada Dairy Farm Investment Program (DFIP). Twenty-five dairy producers received approvals of funding through the DFIP. PEI producers were approved for \$1.3 million in funding. Many producers who did not qualify for funding have applied to the second phase of the program.
- ✓ The Department continued to facilitate the Pesticide Continuing Education Course (CEC) where pesticide applicators have the option to renew their certification for Class A without rewriting an exam if they participate in two Continuing Education (CEC) training days over the 5-year period before their license expires.

Aquaculture and PEI Analytical Laboratory Division

The Aquaculture and PEI Analytical Laboratory Division works to sustainably develop the aquaculture and shellfish industries while supporting agriculture clients with best management agricultural practices through high quality laboratory analysis of dairy, feed, soils and plant disease diagnostics. The Aquaculture and PEI Analytical Laboratory Division is comprised of two sections: The Aquaculture Section and the PEI Analytical Laboratories Section.

Aquaculture Section

The Aquaculture Section conducts a wide spectrum of activities in support of the aquaculture and estuarine shellfishing industries. The role of the section is to provide quality advice, assistance, and information to support the sustainable development of both industries. The section acts as an advocate for the PEI aquaculture and shellfishing industries, and participates on a variety of committees with the federal, provincial, and territorial governments and industry associations. The section is responsible for the delivery of both financial and technical programs in support of the sustainable development of the aquaculture and shellfishery sectors. Programs are designed to support sustainable growth, promote innovation, and support development and applied research. The section is also responsible for the delivery of monitoring programs that provide technical information required by industry.

Aquaculture Section, Areas of focus for 2018-2019

- ✓ Renewed funding for the Aquaculture Technology Program and the Aquaculture Futures Program
- ✓ Worked with the PEI Shellfish Association to deliver the Shellfish Enhancement Program
- ✓ Increased funding, through partnership with the Atlantic Canada Opportunities Agency and the Department of Fisheries and Oceans, for the Quality Oyster Aquaculture Program
- ✓ Worked with the federal government to jointly fund and implement Year 2 of a 7-year, \$325 million federal-provincial investment in Atlantic Canada fisheries and aquaculture, known as the Atlantic Fisheries Fund
- ✓ Continued support for industry through the Mussel Monitoring Program and the Oyster Monitoring Program
- ✓ Continued engagement through the Canadian Council of Fisheries and Aquaculture Ministers' committees and task groups

- ✓ Worked with the Provincial Veterinarian to provide services to support PEI finfish operations in meeting the requirements to transfer fish from and into the other Atlantic Provinces and beyond
- ✓ Partnered with industry, federal and provincial government, and academia on field-based applied research trials to sustainably grow shellfish products, including conducting analysis of water quality and optimal shellfish growing environments
- ✓ Supported the aquaculture and fishing industries to provide access to the Atlantic Employee Assistance Program, for confidential, professional counselling services.

PEI Analytical Laboratories Section

Located in the Bio-Commons Park in Charlottetown, the PEI Analytical Laboratories Section is cooperatively managed by the Department of Agriculture and Fisheries and the Department of Communities, Land and Environment. This allows for a sharing of staff, equipment and supplies. The lab is accredited by the Standards Council of Canada (SCC) to the international standard for the competence of calibration and testing laboratories, ISO/IEC 17025. This section has responsibilities for delivering high-quality laboratory services including:

Dairy Lab – The Dairy Laboratory provides microbiological and compositional analysis of raw milk and finished dairy products.

Plant Health Diagnostics – The Plant Diagnostics Laboratory provides disease identification services for commercial crops and home gardens. The laboratory operates on a seasonal basis from spring until fall.

Soil and Feed – The Soil and Feed Testing Laboratory provides chemical analysis of soil, feed, plant tissue, compost, and greenhouse media.

Water– The Water Laboratory provides microbiological analysis of drinking water, surface water and wastewater.

PEI Analytical Laboratories Section, Areas of focus for 2018-2019

- ✓ Agricultural Samples Analyzed in 2018/2019:
 - Raw Milk – 301,460
 - Processed Dairy Products – 424
 - Soil – 9,343
 - Feed – 3,162
 - Leaf Tissue – 2,553
 - Seed – 429
 - Special Products – 376
- ✓ Work continued on the development of a Soil Health testing package. This project was undertaken in 2016 in conjunction with Dalhousie University (Truro campus), Agriculture and AgriFood Canada and PEI Department of Agriculture and Fisheries. The project is based on the Comprehensive Assessment of Soil Health (CASH) framework developed by Cornell University in Ithaca, New York and it includes soil texture, active carbon, aggregate stability, nitrogen supply, compaction, and respiration tests. This program will be piloted in the Spring and Summer of 2019, with the goal of offering the service to the general public in the Fall of 2019.
- ✓ The Dairy laboratory partnered with second year UPEI Engineering students in the development of a milk mixer to allow for automated mixing of samples in preparation for analysis. PEIAL plans to partner with UPEI Engineering students in 2019 on other automation projects.

Marine Fisheries, Agri-Food, Seafood, and Regulatory Division

The Marine Fisheries, Agri-food, Seafood and Regulatory Division is comprised of two sections: The Agri-Food and Seafood Services Section and Marine Fisheries and Regulatory Section.

Agri-Food and Seafood Services Section

Agri-food services include delivering programs and expertise to assist the agri-food industry in value-added food product development, market development, and strategic industry growth initiatives. The section also delivers programs in support of agri-food growth and promotion, agricultural awareness, buy local initiatives, season extension, and business development.

Seafood services include the administration of licenses pertaining to processing, buying, and peddling under the *PEI Fisheries Act & Regulations*. The section is responsible for gathering, compiling and publishing fisheries information including statistical data relating to the maintenance and development of commercial fishery resources. Additionally, seafood services includes developing, executing, and participating in seafood marketing and promotional activities in collaboration with industry, other government departments, and agencies in local, national, and international markets.

Agri-Food and Seafood Services Section, Areas of focus for 2018-2019:

- ✓ Product development assistance for agri-food processors
- ✓ Agri-food growth and promotion initiatives to assist the agri-food industry
- ✓ Strategic investments to help grow the agri-food industry
- ✓ Seafood promotional activities, including: Best of Sea, PEI International Shellfish Festival, and Love Our Lobster
- ✓ Market Development support for agri-food producers and processors
- ✓ Support for agriculture awareness activities, including Farm Day in the City, Open Farm Day, and Canadian Agriculture Literacy Month
- ✓ Support for the seafood sector through strategic initiatives to address opportunities and challenges such as market development, labour constraints, new product development, productivity and automation

Marine Fisheries and Regulatory Section

Marine fisheries services includes representing the interests of PEI fishers within the federal advisory committee process and providing advice, assistance and programs for the commercial fishing industry. This section collaborates with industry, other government departments and agencies on scientific research projects and initiatives to assess the commercial fishery resources. Marine Fisheries coordinates the Lobster Resource Monitoring Program and delivers the Future Fisher Program to the benefit of industry participants.

Regulatory services includes managing the development, monitoring, enforcement and collection of information relating to the legislation for which the Department is responsible. The section undertakes the monitoring, management and control of regulated plant diseases, the enforcement of minimum planting standards, virus testing programs, measures related to seafood quality as well as animal health and protection.

Marine Fisheries and Regulatory Section, Areas of focus for 2018-2019:

- ✓ Partnered with the Federal Government to offer the Atlantic Fisheries Fund (AFF) to the seafood sector in PEI. Worked closely with all aspects of the seafood industry to promote awareness of the AFF and the supports that are available to improve outcomes for industry in PEI.
- ✓ Worked with the various sectors of the seafood industry to improve food quality and food safety.
- ✓ Supported the PEI lobster industry through the Lobster Resource Monitoring Program.
- ✓ Continued to support of the PEI potato industry through the Potato Wart Program and Post Harvest Testing Program.
- ✓ Continued to build awareness, understanding, and compliance with the agriculture sector and the general public in regards to animal welfare and plant health legislation.

Office of the Provincial Veterinarian

The Provincial Veterinarian's Office supports the agriculture and aquaculture sectors in animal health protection, promotion, emergency preparedness, and animal health disease prevention. This Section also provides expertise in research and epidemiology.

Office of the Provincial Veterinarian, Areas of Focus for 2018-2019

- ✓ Emergency preparedness and response including Incident Command System training for all commodity associations.
- ✓ Engagement in provincial, regional, national and international animal health discussions
- ✓ Finfish health surveillance activities and biosecurity standards
- ✓ Terrestrial animal health surveillance activities
- ✓ Assurance programs including on-farm biosecurity
- ✓ Communication with industry and veterinarians on issues of national importance (e.g., traceability, food safety, and antimicrobial resistance)
- ✓ Wireworm/ click beetle research

Farm Business Risk Division

The Farm Business Risk Division is responsible for the administration of the Business Risk Management programs under the Federal Provincial Territorial Canadian Agricultural Partnership (CAP). Located in Kensington, the PEI Agricultural Insurance Corporation (AIC) administers AgriInsurance, AgriStability and AgriRecovery. The division is also responsible for AgriInvest.

AgriInsurance insures agricultural crops against production losses from specified perils (weather, pests, disease). It includes production insurance, color rider, un-harvested acreage rider, storage insurance, forage insurance, phytosanitary, and livestock insurance.

AgriRecovery is a disaster assistance framework and is designed to cover extraordinary costs of activities necessary to resume business. The extraordinary costs must be significant and beyond the producers' capacity to manage after considering assistance available through existing BRM programs, other federal and provincial assistance mechanisms, and private sector risk management tools. The program is requested by the Province when a disaster situation occurs which meets the framework requirements.

AgriStability offers protection against declines greater than 30% in farm income caused by circumstances such as low prices, rising input costs, and production losses.

AgriInvest allows farmers flexibility to manage small financial risks and declines and to stabilize farm incomes and operations. Farmers contribute 1% of their Allowable Net Sales to a savings account and the Federal and Provincial government match the deposit on a 60/40 basis to a maximum of \$10,000 per farm per year.

Farm Business Risk Division, Areas of focus for 2018-2019:

- ✓ Continued application of the five-year federal-provincial guidelines for programming with a focus on increasing participation in the programs.
- ✓ Continued participation in various federal-provincial-territorial groups which monitor business risk management programs.
- ✓ Consultation with industry groups to improve business risk management programs.
- ✓ Commitment to providing timely AgriInsurance payments when triggered by an insurable peril.

Human Resources

The Human Resource Section supports performance excellence and is committed to the development and sustainability of its human resources. The Department is working with the Public Service Commission to develop a new HR plan that will provide consistency across government. The planning process has incorporated government's strategic direction, critical corporate human resource priorities, and departmental HR needs.

Human Resources Section

The Department's Human Resources Section is part of the PEI Public Service Commission and has been assigned to the Department of Agriculture and Fisheries to assist with building working relationships that promote wellbeing and productivity of all employees through the advice, support and assistance with regard to all aspects of human resources and labour relations. The section ensures that human resource policies and programs are consistent and aligned with the Department's strategic direction, while also supporting the Department in advancing its mandate. It provides a full range of human resource services and support including human resource planning, classification, recruitment and selection, payroll, occupational health and safety, the employee assistance program, diversity and inclusion, learning and development, and French language training.

Annual Report: 2018-2019 HR as of March 31, 2019			
<i>Division</i>	<i>Full Time</i>	<i>Part Time</i>	<i>Total</i>
Corporate Office	4	0	4
Policy and Agriculture Resources	29	1	30
Aquaculture and PEI Analytical Laboratory	19	5	24
Marine Fisheries, Agri-food, Seafood and Regulatory	15	3	18
Office of the Provincial Veterinary	4		4
Farm Business Risk	24	6	30
TOTAL	95	15	110

Demographics

	Female	Male
Average Age	44.12	48
Gender Distribution	49%	51%
25 Years of Service and Over	12%	13%

Human Resources, Areas of focus for 2018-2019:

- ✓ Continued focus on talent development and planning
- ✓ Occupational Health and Safety accomplishments:
 - Provided information sessions on the new Drug, Alcohol and Medication Policy
 - Introduced a Working Alone Policy
 - Rejuvenation of Occupational Health and Safety committee representation
 - Updated departmental occupational health and safety policy manual
- ✓ Regularly communicated and promoted learning opportunities available to employees (e.g., Pathways to Learning; Labour Relations Training; etc.)
 - Leaders in Action Program – 3 employees attended
 - Change Management Program – 2 employees attended
- ✓ Continued enrichment of staffing services , as well as better utilization of social media to recruit
- ✓ Continued to encourage a supportive, safe, diverse, inclusive and respectful workplace
- ✓ Encouraged accountability, innovation, and professional development for employees
- ✓ In conjunction with the Department's Policy Section continued to implement the Junior Policy Internship Program

Key Indicators²

The Policy Section collects, analyzes, and communicates 41 key program performance indicators on six primary priority areas: 1) Value-Added Agriculture and Agri-Food Processing, 2) Public Trust, 3) Environmental Sustainability and Climate Change, 4) Markets and Trade, 5) Risk Management, and 6) Science, Research and Innovation.

Priority Area:	Value-Added Agriculture and Agri-Food Processing
Outcome:	Increase competitiveness, productivity, profitability and expand domestic and international markets.
Objective:	Expand the growth and competitiveness of value-added agriculture and agri-food processing.
Indicators	<ol style="list-style-type: none"> 1. # of capital investment projects completed by type of industry 2. # of training/knowledge transfer events by event type 3. # of participants at training/knowledge transfer events by event type 4. # of participants entering new markets or diversifying markets by type of industry 5. # of new technologies (products, practices, processes, and systems) that are developed by type of industry 6. # of new technologies (products, practices, processes, and systems) that are demonstrated on-farm or in-plant by type of industry 7. # of new technologies (products, practices, processes, and systems) that are utilized by type of industry

Priority Area:	Public Trust
Outcome:	Improve the anticipation, mitigation and response to risks.
Objective:	The sector is examining new and effective mechanisms to engage and respond to domestic and international consumers and citizens.
Indicators	<ol style="list-style-type: none"> 1. # of public trust strategies developed by industry or nongovernment organizations 2. # of public trust research activities completed by industry or nongovernment organizations 3. # of education and awareness activities undertaken by industry or nongovernment organizations addressing public trust 4. # of training/knowledge transfer events by event type 5. # of participants at training/knowledge transfer events by event type 6. # of new knowledge transfer products developed (e.g., brochures, factsheets, flyers, guides, articles in trade magazines, technical bulletins, and social media items)

² The Policy Section developed these key indicators in 2018/2019 through consultation with stakeholders. Data from these indicators will be reported in the 2019/2020 Annual Report.

Priority Area:	<i>Environmental Sustainability and Climate Change</i>
Outcome:	Increase environmental sustainability.
Objective:	Facilitating clean growth in the agriculture sector, while achieving progress on environmental sustainability and climate change mitigation and adaptation.
Indicators	<ol style="list-style-type: none"> 1. # of environmental risk assessments (e.g., Environmental Farm Plans or equivalent) developed or updated by recipient type, by type of industry 2. # of training/knowledge transfer events by event type 3. # of participants at training/knowledge transfer events by event type 4. # of extension and information materials and products produced (e.g., factsheets, reference manuals, online videos, etc.) 5. # of on-farm beneficial management practices (BMP) projects completed by type of BMP 6. # of new technologies (products, practices, processes, and systems) that are demonstrated on-farm or in-plant by type of industry 7. # of participants entering new markets or diversifying markets by type of industry 8. # of education and awareness activities undertaken by governments addressing public trust considerations

Priority Area:	<i>Markets and Trade</i>
Outcome:	Expand domestic and international markets.
Objective:	Companies receive the targeted assistance they need from a coordinated suite of FPT and industry resources.
Indicators	<ol style="list-style-type: none"> 1. # of participants who completed business assessment and/or planning and/or mentoring activities by recipient type, by type of industry 2. # of market development activities by type of industry 3. # of participants in market development activities 4. # of training/ knowledge transfer events by event type 5. # of participants in training/ knowledge transfer events by event type 6. # of market information and intelligence products created, updated or disseminated by type of industry 7. # of new technologies (products, practices, processes, and systems) that are demonstrated on-farm or in-plant by type of industry

Priority Area:	Risk Management
Outcome:	Improve the anticipation, mitigation and response to risks.
Objective:	Help the sector coordinate and integrate prevention and mitigation, preparedness, response and recovery activities to maximize the resilience of the sector.
Indicators	<ol style="list-style-type: none"> 1. # of sector-oriented risk management/assurance activities completed by activity type 2. # of risk management/ assurance projects completed on-farm by activity type 3. # of risk management/ assurance projects completed at processing facilities by activity type 4. # of training/ knowledge transfer events by event type 5. # of participants at training/ knowledge transfer events by event type 6. # of new technologies (products, practices, processes and systems) that are demonstrated on-farm or in-plant by type of industry

Priority Area:	Science, Research and Innovation
Outcome:	Increase competitiveness, productivity, profitability, and increase environmental sustainability.
Objective:	To enhance the Sector’s resilience, improve the Sector’s productivity and accelerate the commercialization of products with new and improved attributes.
Indicators	<ol style="list-style-type: none"> 1. # of new technologies (products, practices, processes, and systems) that are assessed under research conditions by type of industry 2. # of new technologies (products, practices, processes, and systems) that are demonstrated on-farm or in-plant 3. # of new technologies (products, practices, processes and systems) that are utilized by type of industry 4. # of highly qualified personnel working on funded activities (including Masters and PhD students) 5. # of training/knowledge transfer events by event type 6. # of participants at training/knowledge transfer events by event type 7. # of new knowledge transfer products developed (i.e. brochure, factsheet, flyers, guides, articles in trade magazines, technical bulletins, and social media items)

Financial Statements

Department of Agriculture and Fisheries
Expenditures and Revenue Summary³
2018/19 Fiscal Year

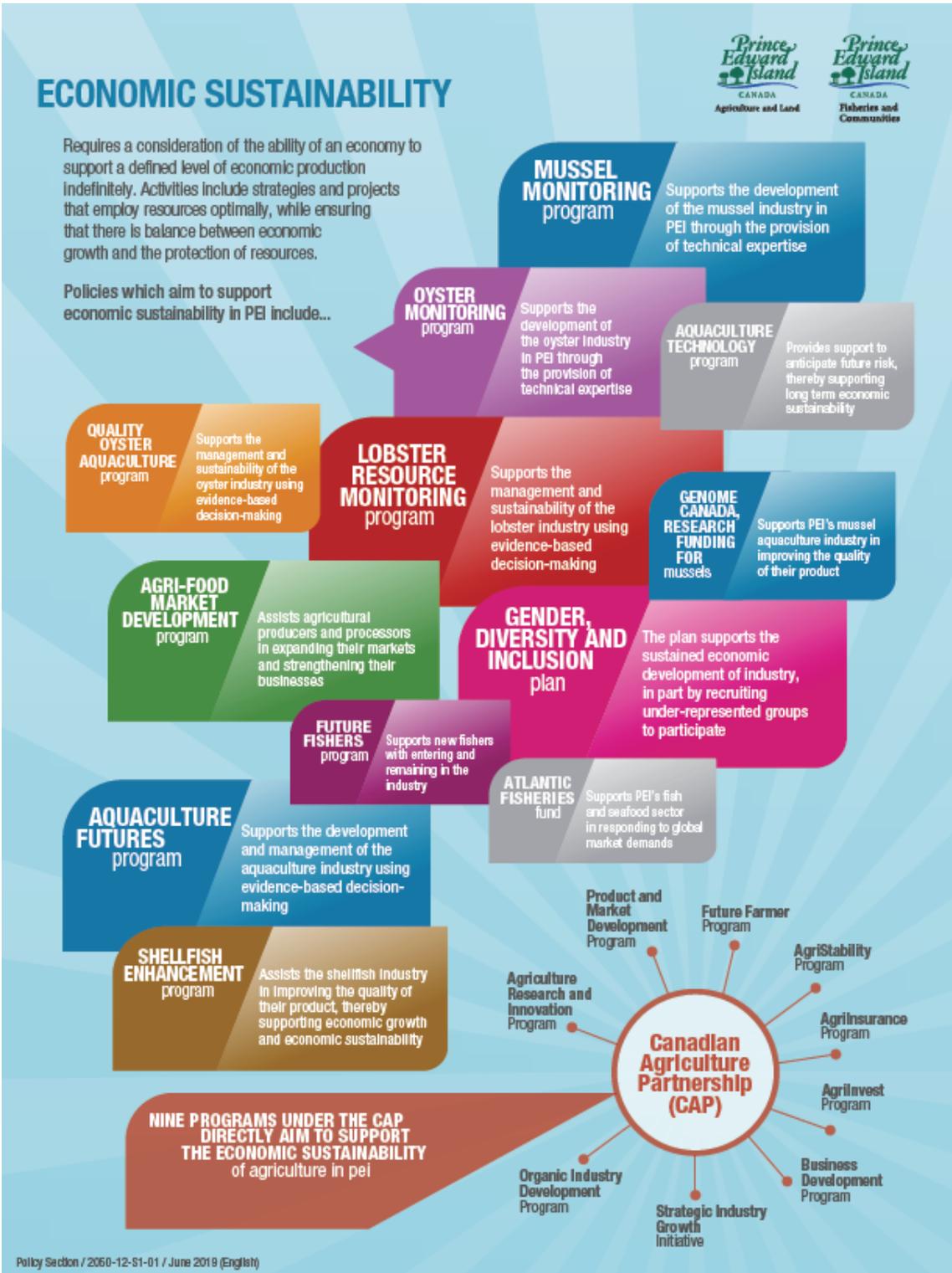
Division	Original Budget	Revised Budget	Actual Expenditures/Revenue
EXPENDITURE BUDGET			
Department Management	\$571,500	\$514,300	\$472,142
Farm Business Risk Management	\$13,641,800	\$12,393,700	\$11,907,630
Policy and Agriculture Resources	\$8,336,400	\$8,390,400	\$7,659,460
Office of the Provincial Veterinarian	\$407,300	\$327,400	\$317,540
Marine Fisheries, Agrifood, Seafood and Regulatory Services	\$6,366,100	\$6,067,800	\$5,601,235
Aquaculture and P.E.I. Analytical Laboratories	\$3,190,100	\$3,059,100	\$3,102,364
Total Expenditure	\$32,513,200	\$30,752,700	\$29,060,371
REVENUE BUDGET			
Department Management	\$3,829,500	3,829,500	\$3,229,827
Farm Business Risk Management	\$1,675,000	\$1,900,000	\$1,856,008
Policy and Agriculture Resources	\$53,500	\$97,000	\$70,737
Office of the Provincial Veterinarian	-	-	-
Marine Fisheries, Agrifood, Seafood and Regulatory Services	\$312,900	\$203,900	\$199,119
Aquaculture and P.E.I. Analytical Laboratories	\$577,800	\$557,800	\$698,779
Total Revenue	\$6,448,700	\$6,588,200	\$6,054,470
TOTAL NET	\$26,064,500	\$24,164,500	\$23,005,901

³ Information is based on Financial Reports of August 2019

Appendix: Sustainability

Appendix A

This fiscal, the Policy Section reviewed the Department’s policies and programs to identify those which aim to support economic, organizational, social, and environmental sustainability. The results of this review are shown in the infographics below.

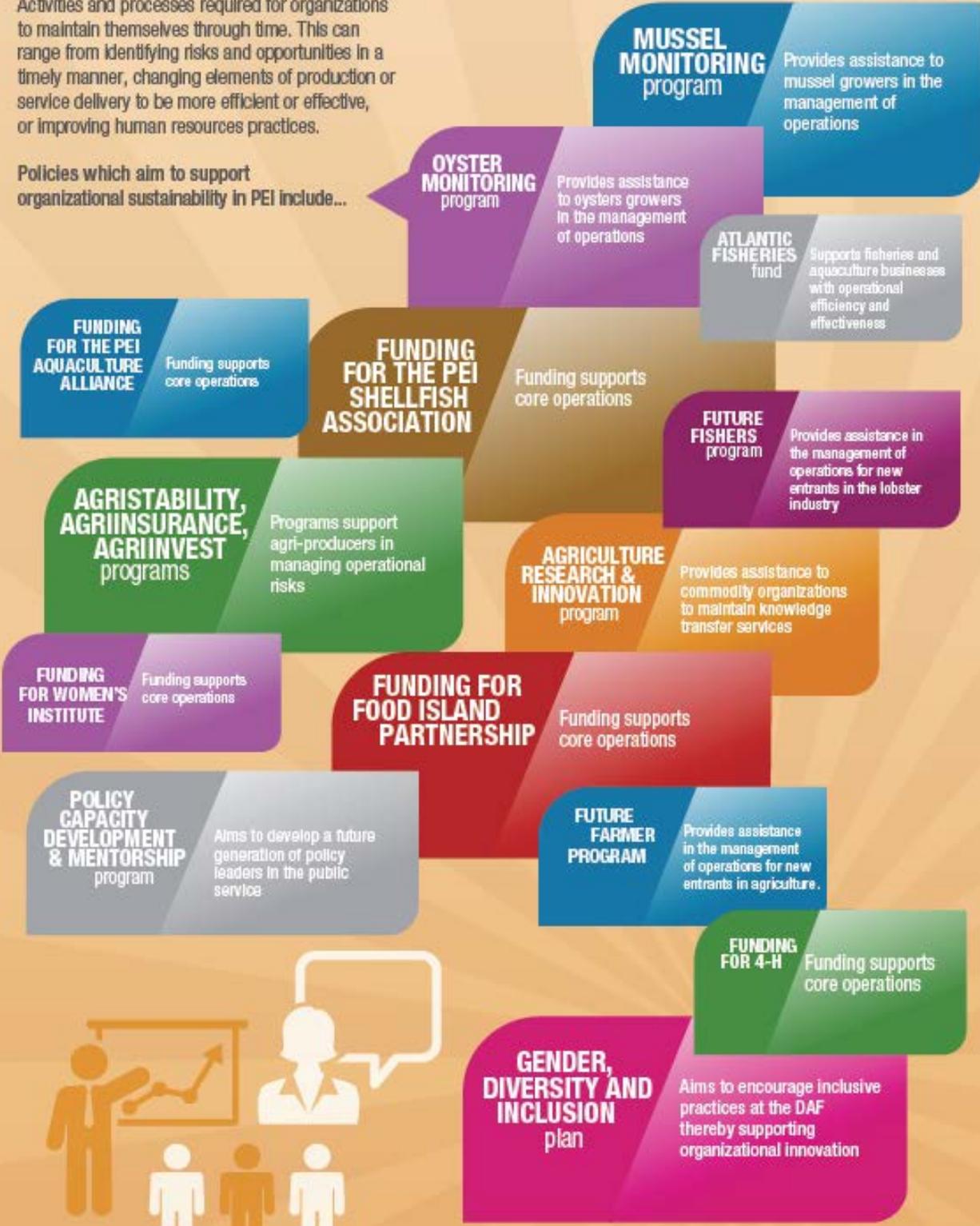


ORGANIZATIONAL SUSTAINABILITY



Activities and processes required for organizations to maintain themselves through time. This can range from identifying risks and opportunities in a timely manner, changing elements of production or service delivery to be more efficient or effective, or improving human resources practices.

Policies which aim to support organizational sustainability in PEI include...



SOCIAL SUSTAINABILITY



Involves the provision of equitable access to public goods and services to all persons regardless of gender, race, ability, age, etc. It also aims to improve quality of life, especially for disadvantaged groups. Finally, social sustainability requires that economic development in the present day not endanger or diminish the ability of future generations to provide for their needs, maintain their health, and enjoy their lives.

Policies which aim to support social sustainability in PEI include...

GENDER, DIVERSITY AND INCLUSION plan

Aims to encourage the participation of under-represented groups in agriculture, aquaculture, and fisheries in part by identifying root-cause issues of marginalization

FUNDING FOR 4-H

Funding supports youth participation in agriculture

FUNDING FOR WOMEN'S INSTITUTE

Funding supports social connections among women in agriculture

FARMER ASSISTANCE program

Provides confidential, professional counselling services to farmers, farm employees and their families.

COMMUNITY FOOD SECURITY & AGRICULTURE AWARENESS program

Aims to encourage under-represented groups' access to the local food system

PUBLIC TRUST program

Aims to encourage cross-sectoral and community connections to facilitate agriculture information sharing



ENVIRONMENTAL SUSTAINABILITY



Involves processes of the natural world, and the impact of human activity on renewable and non-renewable resources. Environmental sustainability considers the way humans relate to the natural world, and includes a variety of environmental ethics and the proper management of healthy ecosystems.

Policies which aim to support environmental sustainability in PEI include...

QUALITY OYSTER AQUACULTURE program
Aims to maintain the long term sustainability of the environment in which growers operate, at minimal environmental costs

OYSTER MONITORING program
Collects environmental data, which is used to support best management practices and ecosystem monitoring

MUSSEL MONITORING program
Collects environmental and biological data, which is used to support best management practices and ecosystem monitoring

AQUACULTURE TECHNOLOGY program
Projects which aim to support the long term sustainability of the aquaculture ecosystem are eligible for funding

LOBSTER RESOURCE MONITORING program
Collects biological data, which is used to support the management and long term sustainability of the lobster industry

AGRICULTURE STEWARDSHIP program
Supports producers to implement beneficial management practices that lead to improved environmental outcomes related to resource conservation and the health of Island ecosystems

SUPPORT FOR ENVIRONMENTAL FARM PLANS program
Encourages producers to understand and plan for the implementation of improved production practices that support resource conservation and the health of Island ecosystems

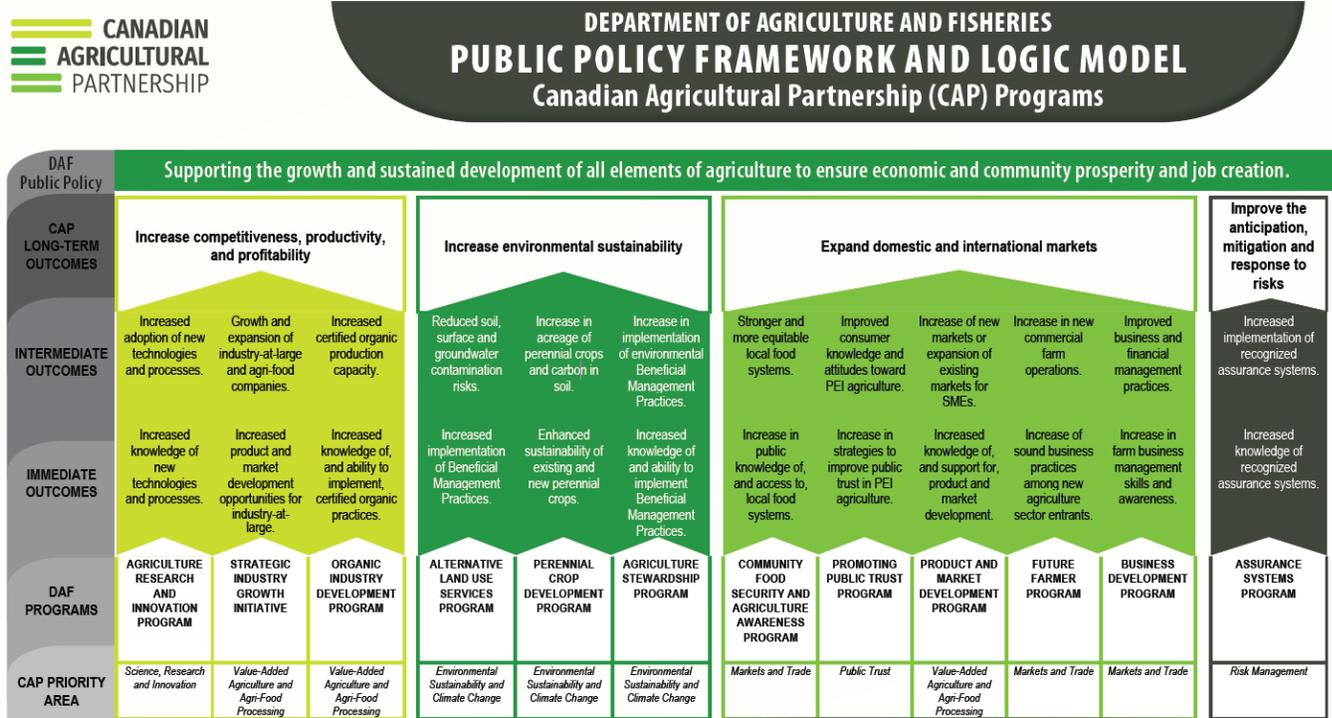
ALTERNATIVE LAND USE SERVICES program
Encourages producers to implement beneficial management practices or remove environmentally sensitive land from agricultural production that could lead to improved resource use and healthier ecosystems

PERENNIAL CROP DEVELOPMENT program
Supports environmental sustainability through encouraging the establishment of perennial crops to improve resource use; such as through soil conservation and improved water and nutrient use efficiency



Appendix B

In 2018/2019 the Policy Section at DAF developed a comprehensive Global Logic Model for CAP Programs to ensure that each worked towards strategic policy objectives.



CANADIAN AGRICULTURE PARTNERSHIP (CAP), 2018-2023 • Strategic Agriculture Programs at the PEI Department of Agriculture and Fisheries • Logic Model Background • Prince Edward Island, Canada

The Canadian Agricultural Partnership (CAP) is a five-year, \$3 billion investment by federal, provincial and territorial (FPT) governments to strengthen the agriculture, agri-food and agri-based products sector. Through strategic agriculture programs at the Prince Edward Island Department of Agriculture and Fisheries (PEI DAF), the CAP provides sixty per cent federal funding and forty per cent provincial funding for the administration of twelve programs. The total CAP investment in strategic agriculture programs at the DAF is \$37 million.

LONG-TERM OUTCOMES FOR PROGRAMS AT THE DAF

As per the Multilateral Framework Agreement (MFA) signed by all FPT Ministers of Agriculture, all programs administered under the CAP at the DAF must work towards one of the following **four outcomes**:

1. Increase competitiveness, productivity and profitability;
2. Increase environmental sustainability;
3. Expand domestic and international markets; and
4. Improve the anticipation, mitigation and response to risks.

These outcomes were developed following broad-based consultations with national, regional, and provincial groups representing the agriculture industry in Canada. These four outcomes direct the activities of each program and represent the DAF's public policy agenda for agriculture development in PEI. Programs are evaluated based on their contributions towards each of these outcomes.

PROGRAMS AT THE DAF

The twelve strategic agriculture programs administered at the DAF under the CAP includes the continuation of programs from the *Growing Forward 2* Initiative (2013-2018) and the addition of new programs which further align the suite of programs to CAP's outcomes and priority areas. The development of CAP programs at the DAF were informed by: consultations with industry groups on PEI feedback received from the public; and peer-reviewed literature on agriculture development. Consultation reports can be found at www.princeedwardisland.ca/CAP.

PROGRAM PERFORMANCE MEASUREMENT, MONITORING AND EVALUATION AT THE DAF

The DAF continuously monitors the performance of CAP programs through the following types of metrics. In addition, evaluations to determine program performance, relevancy and impact is a part of the Department's planning cycle.

PRIORITY AREAS FOR PROGRAMS AT THE DAF

In addition to the outcomes, as per the CAP Multilateral Framework Agreement, all programs must also align with one of the following **six priority areas**:

1. **Science, research, and innovation** – Support for the identification of innovative priorities, research, development and knowledge transfer activities which enhance the sector's resiliency, productivity and accelerates the commercialization of products with new and improved attributes.
2. **Markets and trade** – Support for market development and access activities as well as actions which improve the domestic competitiveness of the sector.
3. **Environmental sustainability and climate change** – Support for the facilitation of clean growth while achieving progress on environmental sustainability and climate change mitigation and adaptation.
4. **Value-added agriculture and agri-food processing** – Support for strategic capital investments, innovation performance improvements, and the expansion of domestic and global market shares.
5. **Public trust** – Support for new and effective mechanisms for the sector to engage and respond to domestic and international consumers and citizens.
6. **Risk Management** – Support for the implementation of proactive strategies to help prevent and mitigate events that impact the sector's sustainability and competitiveness.

These priority areas were developed based on feedback from national, regional, and provincial groups representing the agriculture industry in Canada. These priority areas establish parameters for the types of activities supported by each program.

CAP Outcome	Performance Measurement Metrics Include (but are not limited to)
Increase competitiveness, productivity, and profitability	# training/knowledge transfer events, # of new technologies assessed, demonstrated, utilized, # participants entering new markets or diversifying markets, etc.
Increase environmental sustainability	# of on-farm BMP projects completed, # of new technologies that are demonstrated, # of training/knowledge transfer events, etc.
Expand domestic and international markets	# of training/knowledge transfer events, # of market development activities, # of participants entering new markets or diversifying markets, etc.
Improve the anticipation, mitigation and response to risks	# of sector-oriented risk management/assurance activities, # of risk management/assurance projects completed, # of training/knowledge transfer events, etc.



DEPARTMENT OF AGRICULTURE AND FISHERIES
PUBLIC POLICY FRAMEWORK AND LOGIC MODEL
 Canadian Agricultural Partnership (CAP) Programs

