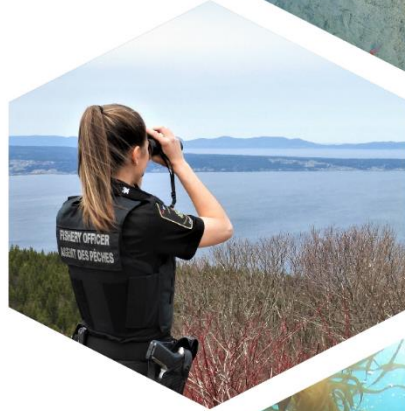




Fisheries and Oceans
Canada

Pêches et Océans
Canada



2024-25

Departmental Plan



Fisheries and Oceans Canada's 2024–25 Departmental plan at a glance

A departmental plan describes a department's priorities, plans, and associated costs for the upcoming three fiscal years.

- [Vision, mission, raison d'être](#) and [operating context](#)
- [Minister's mandate letter](#)

[\[Read the full departmental plan\]](#)

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Key priorities

Fisheries and Oceans Canada (DFO) and the Canadian Coast Guard (CCG) are responsible for a wide range of activities, including protecting fish stocks, promoting habitat restoration and marine protection, ensuring safe and accessible waterways, and supporting fishery workers and businesses. DFO and the CCG work with other federal departments, other levels of government, Indigenous partners, and stakeholders to grow Canada's ocean and freshwater economy, support the long-term sustainable growth of Canada's fish and seafood sector, and protect the safety of mariners in Canadian waters and Canada's marine environment, ensuring Canada is positioned to succeed in the fast-growing global ocean sectors while advancing reconciliation, conservation, and climate objectives. Across all activities, DFO and the CCG continue to prioritize reconciliation with Indigenous peoples and the recognition of rights related to fisheries, oceans, aquatic habitats, and marine waterways. This will include work to advance the implementation of measures according to the priorities identified in the United Nations Declaration on the Rights of Indigenous Peoples Act Action Plan. The following sections highlight some of this year's key departmental initiatives that will support Government of Canada priorities and mandate commitments.

Refocusing Government Spending

In Budget 2023, the government committed to reducing spending by \$14.1 billion over the next five years, starting in 2023–24, and by \$4.1 billion annually after that.

As part of meeting this commitment, the Department is planning the following spending reductions.

- **2024-25:** \$85,412,750
- **2025-26:** \$105,165,250
- **2026-27 and after:** \$135,370,800

DFO will achieve these reductions by doing the following:

- reducing travel and professional services through effective planning and use of the hybrid work model

- leveraging efficiencies in internal management and enabling functions including use of virtual technology, digital transformation, rationalizing real property, and vehicle fleet management activities
- reductions in transfer payments in areas with little impact and without any expected decline in service standards

The figures in this departmental plan reflect these reductions.

Highlights

A Departmental Results Framework consists of an organization's core responsibilities, the results it plans to achieve, and the performance indicators that measure progress toward these results.

Fisheries

Departmental results:

- Canadian fisheries are sustainably managed
- Canadian aquaculture is sustainably managed
- The commercial fishing industry has access to safe harbours
- Fisheries, oceans and other aquatic ecosystems are protected from unlawful exploitation and interference
- Scientific information on fisheries resources is available to inform management decisions
- Enhanced relationships with, involvement of, and outcomes for Indigenous people

Planned spending: \$1,038,740,576

Planned human resources: 3,658

To ensure the protection of Canada's species and stocks, the Department will continue to strengthen management regimes to help rebuild long-term abundance and support biodiversity. This means continuing to base fishery decision-making on the [Sustainable Fisheries Framework](#), which supports conservation and sustainable use of resources by establishing harvest strategies that incorporate both the ecosystem approach and precautionary approach as well as advancing work to maintain major fish stocks prescribed in regulation at sustainable levels under the Fish Stock Provisions. These measures are included in the modernized *Fisheries Act*, which the Department continues to implement to support the sustainability of Canada's marine resources for future generations.

As part of Canada's responsibility to recognize and implement Aboriginal and treaty fishing rights, DFO will work to further implement rights-based fisheries, such as the right to fish in pursuit of a moderate livelihood, and will continue to engage Indigenous communities to address the areas of priority for their respective fisheries while ensuring that fisheries remain sustainable and productive for all harvesters.

Through Canada's membership of several international fisheries management organizations, DFO will continue to work towards improving the state of global fish stocks by working to end unsustainable and illegal fishing practices, refining global fisheries management practices, and improving the health of ocean ecosystems. As part of Canada's Indo-Pacific Strategy, DFO will move forward activities to counter illegal, unreported and unregulated fishing efforts and improve the health of marine ecosystems through the Shared Ocean Fund.

DFO will continue to prioritize science and research to study the impacts of climate change on fisheries, ecosystems, and coastal infrastructure. This research provides both decision makers and Canadians with the information they need to plan and adapt to a changing climate. DFO is also a supporter of the United Nations Decade of Ocean Science for Sustainable Development and will continue working with the Canadian ocean community and other partners to advance efforts to stimulate ocean science and knowledge generation to reverse the decline of the state of the ocean system through projects that contribute in advancing solution-oriented ocean science.

More information about Fisheries can be found in the full Departmental Plan.

Aquatic Ecosystems

Departmental results:

- Negative impacts on Canada's oceans and other aquatic ecosystems are minimized or avoided
- Scientific information on Canada's oceans and other aquatic ecosystems is available to inform management decisions
- Enhanced relationships with, involvement of, and outcomes for Indigenous people

Planned spending: \$458,054,031

Planned human resources: 1,892

DFO is focusing on the protection and restoration of Canada's aquatic ecosystems, which are undergoing significant impacts due to climate change and other human pressures, in an effort to support the rebuilding of aquatic biodiversity and the long-term availability of the resources that these ecosystems provide. In 2024–25, the Department will build on its previous work to conserve 25 per cent of Canada's oceans by 2025 and 30 per cent by 2030, which will help to protect biodiversity for generations to come as well as its championing of ocean protection in international fora.

DFO will also continue to advance the implementation of the Pacific Salmon Strategy Initiative and work closely with partners to develop a strategy to restore and rebuild wild Atlantic salmon populations and their habitats. These collective efforts will help stabilize and restore salmon, which have social, cultural, and economic significance for many Canadians and their communities.

DFO will continue efforts to implement the renewed Oceans Protections Plan, including the continued enhancement of the [Aquatic Ecosystem Restoration Fund](#), which provides funding support for groups to undertake projects to restore aquatic habitat in coastal and marine areas.

The Department will continue to advance the implementation of the modernized *Fisheries Act*, which improves the protection of Canada's fisheries and their ecosystems. The Act reinstates lost protections by providing comprehensive protection for all fish and fish habitat and restores the previous prohibition against the harmful alteration, disruption, or destruction of fish habitat. In support of the Government of Canada's Clean Growth agenda, DFO will work with other federal departments and agencies to explore new approaches to advance clean growth projects in a timely manner, while working to address permitting challenges by reviewing its regulatory review process to identify ways to reduce inefficiency.

DFO continues to develop an environmentally, economically, and socially sustainable aquaculture industry in collaboration with Indigenous peoples, industry, local communities, and local governments

to achieve this goal. This collaboration is facilitating the development of a responsible plan to transition from open-net pen salmon farming in coastal British Columbia waters by 2025.

More information about Aquatic Ecosystems can be found in the full Departmental Plan.

Marine Navigation

Departmental results:

Departmental results:

- Mariners safely navigate Canada's waters
- A Canadian maritime economy that is supported by navigable waters
- Enhanced relationships with, involvement of, and outcomes for Indigenous people

Planned spending: \$376,795,478

Planned human resources: 1,778

Working in close collaboration with other federal departments and Indigenous communities, DFO-CCG will continue to maintain Canada's waterways to ensure safe navigation.

More information about Marine Navigation can be found in the full Departmental Plan.

Marine Operations and Response

Departmental results:

- Canadian Coast Guard has the capability to respond to on-water incidents
- Canada's civilian fleet has the capability to meet established service standards for clients
- Enhanced relationships with, involvement of, and outcomes for Indigenous people

Planned spending: \$2,182,367,818

Planned human resources: 4,611

The Department will also work in close collaboration with other federal departments and Indigenous communities to enhance preparedness to proactively mitigate and respond to emerging maritime incidents and hazards. To this end, the CCG will continue to advance the renewal of its fleet, which will ensure that the CCG has the marine assets needed to support coastal communities and ensure safe and secure waters.

DFO-CCG will engage communities, first responders, and governing authorities to support recovery efforts following environmental emergencies, such as hurricanes or pollution incidents. The Department's efforts will be focused on increasing proactive monitoring and response capacity on water, developing a comprehensive response system for spills on water, and addressing the impacts to critical infrastructure.

More information about Marine Operations and Response can be found in the full Departmental Plan.

Key Risks

DFO delivers programs and services from coast to coast to coast, supporting communities large and small, urban and remote. This complex and dynamic operating context leads to new challenges and opportunities, such as the important and evolving relationships between DFO and its Indigenous partners. To mitigate and manage risks in this area, the Department will continue to work to strengthen its relationships with Indigenous partners to better provide support that meets their needs and better aligns with their respective traditional ways of knowing and being. At the same time, the Department will continue to actively monitor domestic and global economic and social conditions and climate change impacts to be able to respond to and mitigate potential adverse impacts, which could impair achievement of the Department's mandate.

Fisheries and Oceans Canada's 2024–25 Departmental plan

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From the Minister



As Minister of Fisheries, Oceans and the Canadian Coast Guard, I am pleased to present the 2024-25 Departmental Plan.

This plan details how Fisheries and Oceans Canada and the Canadian Coast Guard will protect Canada's waters, aquatic ecosystems, and habitats; support sustainable fishing and aquaculture; keep Canada's waterways safe, secure, and navigable; enable marine trade and resupply of goods; advance reconciliation with Indigenous peoples; and leverage science, technology, and partnerships.

The health of our fish and aquatic resources are most certainly linked to the health of the environment.

Addressing environmental challenges like pollution, habitat degradation, and climate change are essential if we are to help these species and populations thrive.

Conservation plays an important role in meeting this objective, and I'm proud of my Department's continued contribution to the Government of Canada's goals to conserve 25 per cent of Canada's oceans by 2025, and 30 per cent by 2030.

To date, we have conserved more than 14 per cent of our marine and coastal areas, and by continuing to work with our partners and stakeholders on all coasts, we will help Canada meet its marine

conservation targets. This is crucial in safeguarding diverse marine habitats and the fish and other species that depend on them.

While we are increasingly working to protect Canada's fish and other aquatic life by protecting the habitat and ecosystems they call home, we also recognize that sustainable management practices play a vital role in maintaining the integrity of the entire aquatic ecosystem, both in Canadian waters and around the world.

Through the Sustainable Fisheries Framework as part of the modernized *Fisheries Act*, we will continue to support conservation and sustainable fishing and harvesting strategies, so that future generations are able to enjoy and benefit from Canada's vast marine resources. We will also continue to work closely with international partners to address the global threat of illegal, unreported, and unregulated fishing practices.

Our Government continues to make investments to modernize the Canadian Coast Guard fleet. This includes investing in fleet renewal and vessel life extension, which will allow Canadian Coast Guard personnel to continue providing critical services to Canadians, such as icebreaking, search and rescue, and environmental response. These investments also support economic opportunities for the marine sector across Canada.

This year we will welcome new, modern vessels to the fleet, and continue to invest in the Canadian Coast Guard to ensure we can continue to support our partners and provide critical services to mariners of all stripes.

Our scientists will continue to conduct research to address emerging questions and deliver quality science for decision-making about our oceans and aquatic ecosystems. We will also share science results and data with Canadians to help everyone be informed about key priorities.

Finally, our Department will continue to advance reconciliation with First Nations, Inuit, and Métis peoples by fostering a collaborative and respectful relationship that acknowledges and respects their traditional rights, knowledge, and cultural practices.

The contributions of Indigenous peoples are integral to Canada's marine safety regime, the conservation of the marine ecosystem, and the long-term sustainability of fisheries. Our government will work with Indigenous governments and communities as they bring together other partners and the philanthropic community to support sustainable financing for large-scale, Indigenous-led conservation initiatives.

The coming year will be another busy one for the Department, and it is my pleasure to work with talented public servants who are committed to better understanding and protecting the health of our oceans and freshwater species and habitats, and keeping people safe on the water.

The Honourable Diane Lebovillier, P.C., M.P.
Minister of Fisheries, Oceans and the Canadian Coast Guard

Plans to deliver on core responsibilities and internal services

Core responsibilities and internal services:

- [Fisheries](#)
- [Aquatic Ecosystems](#)
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Fisheries

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Description

Manage Canada's fisheries, Indigenous fisheries programs, aquaculture activities, and support commercial fishing harbours while applying relevant legislation.

Quality of life impacts

Quality of Life Framework - Prosperity

Canada's [Quality of Life Framework](#) contains five domains, which were selected based on evidence of the determinants of well-being to reflect what matters most for quality of life in Canada. One example of the Department's work to improve the quality of life in Canada in the domain of [Prosperity](#) is its maintenance of a network of small craft harbours that are essential to the fishing industry. As well, public investment in climate resiliency for small craft harbour infrastructure drives economic growth by supporting the capacity of Canada's commercial and recreational fisheries, tourism, transportation, and other marine users.

Results and targets

The following tables show, for each departmental result related to Fisheries, the indicators, the results from the three most recently reported fiscal years, the targets and target dates approved in 2024–25.

Table 1: Indicators, results and targets for departmental result: “Canadian fisheries are sustainably managed”

Indicator	2020–2021 result	2021–2022 result	2022–2023 result	Target	Date to achieve
Percentage of key fish stocks that have limit reference points and harvest control rules	48% ¹	50%	44% ²	At least 52%	March 31, 2025
Percentage of decisions for fisheries on key fish stocks where harvest control rules were followed	98% ³	99%	98% ⁴	Exactly 100%	March 31, 2025
Percentage of key fish stocks in the cautious and healthy zone	46% ⁵	44%	48% ⁶	At least 55%	March 31, 2026

Table 2: Indicators, results and targets for departmental result: “Canadian aquaculture is sustainably managed”

Indicator	2020–2021 result	2021–2022 result	2022–2023 result	Target	Date to achieve
Percentage of aquaculture farms that are compliant with the <i>Fisheries Act</i> regulations	95%	99%	96%	At least 90%	March 31, 2025
Level of Canadian aquaculture production	187,026 tonnes	170,805 tonnes	191,249 tonnes	At least 170,000 tonnes	December 31, 2024

¹ The 2020–21 result is higher than previous years due to a combination of a stabilization of the number of stocks in the survey and progress in the development of harvest control rules and limit reference points.

² In the 2020 survey, 90 out of 180 stocks had LRPs and HCRs. In 2021, 12 stocks were added, but with a net loss of 5 stocks that have both an LRP and an HCR, which has led to a lower result.

³ For 2020–21, the Department used a two-year average to set the total allowable catches in two areas. This was to account for fluctuations in the total allowable catches for the fishery but was not in line with the harvest control rule. The harvest control rule will be followed for 2021–22.

⁴ The advice for three of the fisheries stocks was not available before applying the harvest control rules.

⁵ Due to a large number of stocks being added and having a default status of "uncertain," the percentage of stocks in the cautious and healthy zone has declined. DFO continues the work needed to identify reference points for all the stocks in the survey.

⁶ While the trend is increasing, 40 per cent of the stocks on the 2021 survey had an uncertain stock status and while they are counted as key stocks, they do not add to the number of stocks in the cautious or healthy zone. DFO continues the work needed to identify reference points for all the stocks in the survey.

Table 3: Indicators, results and targets for departmental result: “The commercial fishing industry has access to safe harbours”

Indicator	2020–2021 result	2021–2022 result	2022–2023 result	Target	Date to achieve
Percentage of core harbours that are in fair or better condition	91%	92%	90%	At least 87%	March 31, 2025

Table 4: Indicators, results and targets for departmental result: “Fisheries, oceans and other aquatic ecosystems are protected from unlawful exploitation and interference”

Indicator	2020–2021 result	2021–2022 result	2022–2023 result	Target	Date to achieve
Percentage of inspection activities that have resulted in compliance actions	N/A ⁷	57%	60%	At most 60%	March 31, 2025

Table 5: Indicators, results and targets for departmental result: “Scientific information on fisheries resources is available to inform management decisions”

Indicator	2020–2021 result	2021–2022 result	2022–2023 result	Target	Date to achieve
Percentage of approved requests to the Canadian Science Advisory Secretariat (CSAS) for peer-reviewed science advice on fisheries completed each year	79% ⁸	69% ⁹	82% ¹⁰	At least 90%	March 31, 2025
Percentage of sustainable aquaculture research projects which provide information and/or advice to policy and decision-makers ¹¹	92%	84%	79% ¹²	At least 90%	March 31, 2025

⁷ N/A indicates that the performance indicator was not in effect at that time, and therefore, historical data may not be available. In cases where historical data is available, past results are presented.

⁸ Some of the planned advisory processes were deferred due to COVID-19 restrictions and other challenges or were withdrawn.

⁹ Additional advice was provided early in 2022–23 and some planned processes were deferred based on consultations with clients and operational challenges.

¹⁰ Some planned processes were deferred based on consultations with clients and operational challenges.

¹¹ This indicator was expanded in 2021–22 to include aquaculture research projects under additional programs.

¹² This metric includes all projects underway. Aquaculture research projects often take several years to complete and in most instances advice for decision-makers is only available at the end of the project.

Table 6: Indicators, results and targets for departmental result: “Enhanced relationships with, involvement of, and outcomes for Indigenous people”

Indicator	2020–2021 result	2021–2022 result	2022–2023 result	Target	Date to achieve
Number of agreements / arrangements involving Indigenous groups	388	457	517	At least 491	March 31, 2025
Number of Indigenous people trained through agreements / arrangements ¹³	639	524	1,310	At least 646	March 31, 2025
Number of Indigenous people employed through agreements / arrangements ¹⁴	4,727	5,183	5,369	At least 5,024	March 31, 2025

The financial, human resources and performance information for DFO’s program inventory is available on [GC InfoBase](#).

Plans to achieve results

The Fisheries Core Responsibility is focused on advancing the following Departmental Results:

- Canadian fisheries are sustainably managed
- Canadian aquaculture is sustainably managed
- the commercial fishing industry has access to safe harbours
- fisheries, oceans and other aquatic ecosystems are protected from unlawful exploitation and interference
- scientific information on fisheries resources is available to inform management decisions
- enhanced relationships with, involvement of, and outcomes for Indigenous people

The indicators used to measure progress towards these results appear in the Results and targets table above.

DFO works to support conservation and healthy and sustainable fishing and aquaculture sectors. Programs in the Fisheries core responsibility ensure that fisheries, aquaculture, and the seafood industry are well-managed; that the rights of Indigenous peoples are respected and Indigenous interests are supported (including enhanced access in recognition of rights); that safe commercial harbours support the industry; and that fish are harvested and farmed in a safe, orderly, and sustainable manner. On top of these ongoing activities, the following are some of the Department’s plans for 2024–25.

A prosperous and sustainable blue economy

In 2024-25, DFO will continue to work with partner departments to develop Canada’s Blue Economy Strategy (BES). The BES will set forth a vision for Canada’s blue economy in which technology, innovation, and ecosystem restoration will drive renewed prosperity and opportunity for Canadians, and more particularly for

¹³ These targets also includes people employed/trained under Indigenous-led activities funded by agreements if the program cannot validate individuals’ Indigenous status.

¹⁴ These targets also includes people employed/trained under Indigenous-led activities funded by agreements if the program cannot validate individuals’ Indigenous status.

Canada's coastal and Indigenous communities to further advance the Department's efforts towards reconciliation. The Department will enter into the next phase of the Blue Economy Regulatory Review with the publication of the "What We Heard" report and inclusions in the regulatory roadmaps, which will be led by the Treasury Board of Canada Secretariat, that will lay out the government's plans to advance regulatory modernization in support of sustainable economic growth and innovation.

Sustainable fisheries

DFO will continue to support sustainable, prosperous fisheries. For example, after careful monitoring of an exploratory fishery for economic and biological sustainability, the Department will launch a [new commercial whelk fishery](#) in Nova Scotia that will generate economic opportunities and benefits for communities in the region.

The Department's provision of funding to Indigenous groups, industry, and academia for [three seal science projects in eastern Canada and one sea lion project in western Canada](#) is another example of DFO's continuing work to ensure that fisheries management decisions are informed by the best available advice. These projects, which will incorporate seal observations from harvesters and First Nation Traditional Knowledge holders, will develop tools the Department can use to better understand seal and sea lion diets and predict their impact on fish communities.

DFO will continue to prioritize science and research to study the impacts of climate change on fisheries, ecosystems, and coastal infrastructure. This research provides both decision makers and Canadians with the information they need to plan and adapt to a changing climate.

The Department will continue to develop its Wild Atlantic Salmon Conservation Strategy. Through the Pacific Salmon Strategy Initiative (PSSI), the Department will continue to take decisive steps to conserve and restore Pacific salmon and their ecosystems across B.C. and the Yukon, in collaboration with First Nations and other partners. Over 2024-25, many projects and targeted actions will continue, including increasing Indigenous and partner capacity through investments under the renewed B.C. Salmon Restoration and Innovation Fund, modernizing DFO's approach to salmon hatchery management, identifying potential new salmon harvest opportunities (i.e. terminal fisheries for Indigenous food-social-ceremonial harvesters and mark selective fisheries for recreational harvesters), continuing the Pacific Salmon Commercial Licence Retirement Program, delivering on key *United Nations Declaration on the Rights of Indigenous Peoples* Action Plan commitments to advance Indigenous reconciliation, and modernizing DFO's approach to salmon data and availability.

The Department will also continue to develop Canada's first-ever national strategy to restore and rebuild wild Atlantic salmon, in collaboration with Indigenous peoples, partners, and stakeholders. The strategy will seek to provide cohesive direction for Atlantic salmon actions on the ground, across the species' Canadian range. A final draft of the strategy will be available for review and comment in early 2024.

Through the Ghost Gear Program, DFO will establish fisheries management measures to reduce fishing gear loss, conduct regulatory reviews to address impediments for lost gear retrieval, and continue to support commitments to Canada's Zero Plastic Waste Action Plan. These efforts will contribute to the 2027 National Ghost Gear Action Plan, which will continue to demonstrate Canada's leadership in addressing the issue of abandoned, lost, or discarded fishing gear. These measures will provide impactful action towards addressing ghost gear, which continues to be a major risk to our oceans, including endangered species such as North Atlantic Right Whales. DFO will also continue to protect

endangered whales, including the North Atlantic Right Whale, the St. Lawrence Estuary Beluga, and British Columbia’s Southern Resident Killer Whale through surveillance, adaptive fishing area closures, entanglement prevention, and working with harvesters and experts to develop a made-in-Canada approach on whale-safe fishing gear. In 2024, DFO will finalize a five-year Whalesafe Gear Strategy, developing an ambitious, long-term vision for Whalesafe fishing operations in Canada through collaboration with industry, experts, and Indigenous groups.

DFO will continue to implement the Fish Stocks provisions, which focuses on managing prescribed major fish stocks at levels necessary to promote sustainability. This includes developing rebuilding plans for depleted stocks. This work involves the engagement of stakeholders, including industry and Indigenous groups, to develop rebuilding plans in accordance with the regulatory timelines. Preventing the decline of stocks by managing them sustainably will preserve important ecosystem functions and improve economic outcomes for the fish and seafood sector in Canada.

In 2022, the Fish Stocks provisions (FSP) of the modernized *Fisheries Act* introduced new legally-binding obligations to maintain major fish stocks prescribed in regulation at sustainable levels, and to develop and implement rebuilding plans for the prescribed stocks that have declined to or below their limit reference point (LRP, the line between the cautious and critical zones) to restore the stock to a level above the LRP. There are currently 30 fish stocks subject to the FSP. In 2024-25, DFO aims to add a second, larger batch of stocks to the list of those subject to the FSP by prescribing these additional stocks in regulation.

Internationally, DFO recognizes the global challenge of illegal, unreported and unregulated (IUU) fishing, and the devastating impacts on ecosystems and economies around the world. The Department will continue to combat IUU fishing globally by improving detection of illegal activity and supporting the development of effective international rules through regional fisheries management organizations, multilateral bodies, and bilateral relationships.

As part of Canada’s Indo-Pacific Strategy, DFO has received \$84.3 million over five years to undertake counter-IUU fishing efforts and improve the health of marine ecosystems through the Shared Ocean Fund. This funding will allow DFO to expand its engagement in the Pacific, with the objective of having Canada take a more prominent role in strengthening and enforcing the rules-based international order.

United Nations Declaration of the Rights of Indigenous Peoples Act (UNDA)

Looking ahead, DFO will continue to advance efforts towards reconciliation with Indigenous peoples, aligned with Section 35 of the Constitution Act, as well as with the United Nations Declaration of the Rights of Indigenous Peoples Act and its Action Plan. In consultation and cooperation with Indigenous partners, work will continue toward ensuring the consistency of government laws, policies, and practices, with the principles of the United Nations Declaration on the Rights of Indigenous Peoples. Working together, and building off current departmental processes, partnerships, and collaborative arrangements in fisheries, marine conservation, and habitat restoration, the Department will work to deepen co-operation and develop innovative, accountable, practical, and predictable processes that support a principled approach to reconciliation consistent with the UN Declaration.

Reconciliation with Indigenous peoples

The Department will continue its work to build a future of enhanced distinctions-based relationships with, involvement of, and outcomes for Indigenous peoples, based on recognition of rights, respect, cooperation, and partnership.

For example, DFO will implement the [Action Plan for the Renewal and Expansion of DFO's Indigenous Programs](#) through ongoing co-development, co-design, and co-delivery with Indigenous organizations and communities. The Action Plan outlines the Department's multi-year strategy to respond to the recommendations of the Indigenous Program Review (a collaboration with the National Indigenous Fisheries Institute) to strengthen DFO's commercial and collaborative Indigenous programs and bring them into greater alignment with Indigenous definitions of success.

Recognition and implementation of Aboriginal and treaty rights, including the right to fish for food, social, and ceremonial purposes and the right to fish in pursuit of a moderate livelihood, is an ongoing and incremental process. In 2024-25, the Department will continue to work in partnership with Crown-Indigenous Relations and Northern Affairs Canada and Indigenous groups to chart the path forward to recognize and further implement Aboriginal and treaty rights and demonstrate that DFO remains committed to reaching agreements that address fisheries matters. As part of Canada's responsibility to recognize and implement Aboriginal and treaty fishing rights, DFO will work to further implement rights-based fisheries, such as the right to fish in pursuit of a moderate livelihood (i.e. the Supreme Court of Canada's Marshall decisions). DFO has heard that there is no one-size-fits-all approach to rights implementation and will continue to engage Indigenous communities to address the areas of priority for their respective fisheries while ensuring that fisheries remain sustainable and productive for all harvesters.

The collaborative work related to developing and implementing the *United Nations Declaration on the Rights of Indigenous Peoples Act* (UNDA) Action Plan will complement and inform other initiatives underway across Canada with Indigenous partners. In 2024-25, DFO will collaborate with Indigenous Modern Treaty Partners to pursue possible changes to federal fisheries legislation, regulations, and policies to ensure they align with Canada's Modern Treaty relationships, the UNDA Action Plan, and Canada's Collaborative Modern Treaty Implementation Policy. In the near term, this will result in renewed relationships with Indigenous Modern Treaty Partners by advancing a key priority of our Partners in the area of fisheries legislation, regulations and policies.

As part of meeting DFO's commitments under the UNDA Action Plan, DFO will continue to work with our partners on the Nunavut Fishery Regulations Working Group to advance the co-development of the Nunavut Fishery Regulations. An important component of this work is the ongoing conversations around exploring the concept of Communal Fish Plans. The Nunavut Fishery Regulations will support Inuit self-determination and help to advance Canada's reconciliation efforts with Inuit.

Also as part of meeting DFO's commitments under the UNDA Action Plan, the PSSI will continue to advance work to specifically address Action Plan measure 41¹⁵. This includes a commitment from DFO to advance discussions with B.C. First Nations and the Province of B.C. on a provincial-scale, Indigenous-led trilateral collaborative process for Pacific salmon. Once formalized, the goal is to support trilateral collaboration on shared salmon rebuilding and recovery priorities and find ways to support the salmon

¹⁵ Action Plan Measure 41: "Through meaningful consultation and collaboration and partnership with Indigenous groups and British Columbia and Yukon Partners, Fisheries and Oceans Canada will implement the Pacific Salmon Strategy Initiative to protect and revitalize salmon populations and their habitats".

conservation interests of B.C. First Nations. This is one example of the ways in which the UNDA Action Plan will inform the Department's continued support for agreements in 2024-25 and beyond, including in areas such as the incorporation of Indigenous Knowledge, the provision of funding, and the collaborative design, development, delivery, and management of fisheries, as well as conservation and protection of fish habitat.

Sustainable aquaculture

Informed by [consultations](#) and other engagement, DFO will work with the province of British Columbia and Indigenous communities on a responsible plan to transition from open-net pen salmon farming in coastal British Columbia waters. Work has been underway, including several rounds of engagement with stakeholders and partners, and will continue with the objective of developing a transition plan.

Small craft harbours

DFO operates and maintains a national network of harbours that are not only critical to the success of the commercial fishing industry, but also support businesses involved in many other aspects of the blue economy, including fish processing, transportation, commercial recreational operations, aquaculture, and tourism. Through Budget 2021, DFO invested \$300 million to repair, renew, and replace small craft harbours. The Department expects all of the 228 planned projects to be completed by the end of 2024-25.

DFO will also work to ensure that future modifications to small craft harbour assets, such as wharves and breakwaters, appropriately take into consideration the impacts of climate change and are designed and built using the best climate-resilience information available. This work could leverage tools such as the Canadian Extreme Water Level Adaptation Tool and the Coastal Infrastructure Vulnerability Index. The impact of climate change and significant weather events was clearly demonstrated during Hurricane Fiona in 2022, when 142 small craft harbours in Atlantic Canada and Eastern Quebec were damaged, of which 83 required significant interventions to ensure they were safe and operational. The remaining 59 harbours will require repairs in future years.

Innovation

The Department will continue to support innovation through funding promising pilot projects. Proposals from across the Department are rigorously assessed against a set of criteria to select those that best demonstrate innovation, allow for an acceptable level of risk, and have the potential to achieve important results. This targeted funding allows the Department to advance initiatives that improve program delivery using innovative approaches to achieve results for Canadians. In March 2024, the Department will make final decisions on which projects will be funded for 2024–25.

Through the Innovative Solutions Canada program, in 2024-25 the Department is expected to complete testing of new drone technology to support the efficient inspection of concrete structures (e.g., fishing wharves) and identification of maintenance requirements.

DFO continues to explore innovative approaches to leverage the vast amounts of data collected by the Department to support decision-making while improving the quality of results, realizing efficiencies, and reducing costs. For example, in 2024-25, DFO intends to expand pilots of Artificial Intelligence (AI) assisted solutions that can help modernize the Electronic Monitoring Program. These solutions, designed to reduce the costs and time of monitoring fishing activities, analyze video footage from onboard cameras to identify fish species and estimate catch sizes, providing evidence-based insights.

These insights will inform policy and quota decisions, promoting the sustainable use of fishery resources and reducing marine habitat destruction. Building on work begun in 2023-24, DFO also plans to continue pilots of AI solutions in the upcoming years to improve the detection and mapping of ghost gear.

Snapshot of planned resources in 2024–25

- Planned spending: \$1,038,740,576
- Planned full-time resources: 3,658

Related government priorities

Gender-based analysis plus

The Department will continue to use gender-based analysis plus (GBA Plus) to understand who is impacted by the issues or opportunities being addressed by the Department's initiatives, identify how the initiative could be tailored to meet diverse needs of the people most impacted, and anticipate and mitigate any barriers to accessing or benefitting from the initiative. For example, DFO will seek to minimize disruption to Indigenous commercial and recreational fisheries, as well as food, social and ceremonial fisheries, due to fishing closures that protect whale habitat.

In Newfoundland and Labrador, DFO will provide small craft harbour proposals that consider the funding investments on gender groups and Indigenous users. The Department will use internal data and expertise and work with stakeholder organizations and partners to better understand the demographics of the community and to assess how these funding decisions may affect different users and communities.

United Nations 2030 Agenda for Sustainable Development and the UN Sustainable Development Goals
More information on DFO's contributions to Canada's Federal Implementation Plan on the 2030 Agenda and the Federal Sustainable Development Strategy can be found in our [2023–2027 Departmental Sustainable Development Strategy](#).

Program inventory

The Fisheries Core Responsibility is supported by the following programs:

- Fisheries Management
- Aboriginal Programs and Treaties
- Aquaculture Management
- Salmonid Enhancement
- International Engagement
- Small Craft Harbours
- Conservation and Protection
- Fish and Seafood Sector
- Aquatic Animal Health
- Biotechnology and Genomics
- Aquaculture Science
- Fisheries Science
- Economics and Statistics

Supporting information on planned expenditures, human resources, and results related to DFO's program inventory is available on [GC Infobase](#).

Aquatic Ecosystems

In this section

- [Description](#)
- [Quality of life impacts](#)
- [Results and targets](#)
- [Plans to achieve results](#)
- [Snapshot of planned resources in 2024-25](#)
- [Related government priorities](#)
- [Program inventory](#)

Description

Conserve and protect Canada’s oceans and other aquatic ecosystems and species from human impact and invasive species.

Quality of life impacts

Quality of Life Framework - Environment

One example of the Department’s work to improve the quality of life in Canada in the domain of [Environment](#) is its protection of fish and fish habitats in marine and coastal ecosystems so that they can continue to sustain coastal communities. One example of the Department’s work to improve the quality of life in Canada in the domain of Environment is its protection of fish and fish habitats so that they can continue to sustain coastal communities. For example, the Department’s work towards establishment of marine protected areas (MPAs) and Project Finance for Permanence (PFP) agreements can contribute to the economic and socio-cultural wellbeing of coastal communities, as discussed below.

Results and targets

The following tables show, for each departmental result related to Aquatic Ecosystems, the indicators, the results from the three most recently reported fiscal years, the targets and target dates approved in 2024–25.

Table 7: Indicators, results and targets for departmental result “Negative impacts on Canada’s oceans and other aquatic ecosystems are minimized or avoided”

Indicator	2020–2021 result	2021–2022 result	2022–2023 result	Target	Date to achieve
Percentage of Canada’s oceans that are conserved	13.81%	13.90%	14.66%	At least 25%	December 31, 2025
Percentage of development projects occurring in or near water that effectively avoid, mitigate or offset impacts to fish and fish habitat	95% ¹⁶	96%	93%	Exactly 100%	March 31, 2025
Percentage of aquatic species / populations at risk listed under the	86%	87%	90%	At least 80%	March 31, 2025

¹⁶ Of the 613 projects monitored, 31 projects were assessed as having compliance and effectiveness measures that were not adequate.

Indicator	2020–2021 result	2021–2022 result	2022–2023 result	Target	Date to achieve
<i>Species at Risk Act</i> for which a recovery strategy / management plan is completed					
Percentage of approved requests to the Canadian Science Advisory Secretariat (CSAS) for peer-reviewed science advice on aquatic invasive species completed each year	67% ¹⁷	50% ¹⁸	100%	At least 90%	March 31, 2025

Table 8: Indicators, results and targets for departmental result “Scientific information on Canada’s oceans and other aquatic ecosystems is available to inform management decisions”

Indicator	2020–2021 result	2021–2022 result	2022–2023 result	Target	Date to achieve
Number of science products related to aquatic ecosystems that are available	60	60	60	At least 100	March 31, 2025
Percentage of approved requests to the Canadian Science Advisory Secretariat (CSAS) for peer-reviewed science advice on aquatic ecosystems completed each year	77% ¹⁹	69% ²⁰	76% ²¹	At least 90%	March 31, 2025

Table 9: Indicators, results and targets for departmental result “Enhanced relationships with, involvement of, and outcomes for Indigenous people”

Indicator	2020–2021 result	2021–2022 result	2022–2023 result	Target	Date to achieve
Number of agreements / arrangements involving Indigenous groups	52	297	300	At least 180	March 31, 2025
Number of Indigenous people trained through agreements / arrangements	Data not available	Data not available	At least 211	At least 310	March 31, 2025

¹⁷ Some of the planned advisory processes were deferred due to COVID-19 restrictions and other challenges or were withdrawn.

¹⁸ A number of requests were deferred to 2022–23 and an additional advisory process was undertaken early in 2022–23.

¹⁹ Some of the planned advisory processes were deferred due to COVID-19 restrictions and other challenges or were withdrawn.

²⁰ Additional processes were deferred due to operational challenges.

²¹ Some of the planned advisory processes were cancelled or deferred due to operational challenges.

Indicator	2020–2021 result	2021–2022 result	2022–2023 result	Target	Date to achieve
Number of Indigenous people employed through agreements / arrangements	Data not available	Data not available	At least 53	At least 60	March 31, 2025

The financial, human resources and performance information for DFO’s program inventory is available on [GC InfoBase](#).

Plans to achieve results

The Aquatic Ecosystems Core Responsibility is focused on advancing the following Departmental Results:

- negative impacts on Canada’s oceans and other aquatic ecosystems are minimized or avoided
- scientific information on Canada’s oceans and other aquatic ecosystems is available to inform management decisions
- enhanced relationships with, involvement of, and outcomes for Indigenous people

The indicators used to measure progress towards these results appear in the Results and targets table above.

DFO has a significant responsibility to protect the health of Canada’s oceans and aquatic ecosystems. Programs in the Aquatic Ecosystems core responsibility work to protect fish habitats and species at risk, manage aquatic invasive species, and perform scientific research to support decision-making. On top of these ongoing activities, the following are some of the Department’s plans for 2024–25.

Protection and restoration of aquatic ecosystems

The health of communities, economies, and the planet depend on respecting and protecting finite ocean resources. DFO, in partnership with Indigenous peoples and provincial and territorial governments and in consultation with stakeholders, will continue to both respond to the realities of today and prepare for the challenges of tomorrow, such as climate change and resiliency.

In 2024-25, the Department will build on its previous work to conserve 25 per cent of Canada’s oceans by 2025 and 30 per cent by 2030, as well as its [championing of ocean protection in international fora](#), to help to protect biodiversity for generations to come. DFO is also continuing its collaborative work on establishing new [marine protected areas](#) (MPAs) and [other effective area-based conservation measures](#) (OECMs). For example, DFO is working to establish the proposed Fundian Channel-Browns Bank, Tang.gwan — ḥačxwiqak — Tsigis, and Southampton Island MPAs, along with additional sites located in the Qikiqtani region of Nunavut and in the Northern Shelf Bioregion. The Department will also continue to effectively manage and monitor all existing MPAs and OECMs to ensure these areas are meeting their conservation objectives.

In 2024-25, DFO will also continue to address gaps in federal coordination and management of ocean noise by engaging on recommendations from Canada’s Ocean Noise Strategy. The Department will also update national guidelines, including the [Statement of Canadian Practice with respect to the Mitigation of Seismic Sound in the Marine Environment to minimize the impact of ocean noise on marine life](#). In addition to continuing to manage the deployment of passive acoustic monitors on the east coast to collect information, the Department will also work on the development of a framework for ocean noise

management on the west coast to address this issue collaboratively. A key priority for 2024-25 and beyond will be to enhance coordination, support partners, and establish *Oceans Act* measures that address various marine stressors such as nutrient enrichment, sedimentation, and marine debris. This work is expected to foster collaboration and evidence-based decision-making, ultimately strengthening marine protection and conservation efforts.

Another important priority will be advancing the implementation of the modernized *Fisheries Act*, which restores lost protections, rebuilds fish populations, enables the consideration of Indigenous Knowledge, and incorporates modern safeguards so that fish and their habitats are protected for future generations.

The Fish and Fish Habitat Protection Program (FFHPP) is mandated to regulate impacts to fish and fish habitat. To support emerging government priorities, FFHPP will improve the predictability and transparency of its regulatory requirements. Efforts will be launched in 2024-25 to identify areas in the Department's regulatory processes that can be adjusted to support the clean growth projects. Information products for proponents that clarify the project review process will be developed, as well as making information readily available through improvements to DFO's Projects Near Water website, while continuing the development of guidance like standards and codes of practice.

In 2024-25, DFO will complete the ongoing engagement with partners, stakeholders, and Indigenous groups following the 2023 publication of a national [Framework to Identify Fish Habitat Restoration Priorities](#), which informs the development of regional fish habitat restoration priorities that identify important species, areas, and ecosystem functions and define restoration goals. The framework and the regional restoration priorities aim to improve coordination of marine and freshwater restoration and inform resource management decisions by leveraging partnerships to help reverse habitat loss and degradation.

As part of the renewed Oceans Protection Plan, projects funded through the Department's Aquatic Ecosystem Restoration Fund will address human impacts on Canadian aquatic species and habitats. For example, Memorial University of Newfoundland is working to establish healthy coastal habitats for species such as Atlantic salmon, cod, American eel, and lobster through the restoration of eelgrass beds and artificial reefs, as well as the removal of barriers to fish passage to enhance habitat productivity and conserve biodiversity. The project is being undertaken in partnership with the Mi'kmaq Alsumk Mowimsikik Koqoey Association.

The Department will continue to conduct scientific research to better understand the chemical, physical, and biological ocean processes, how they are changing, and their impact on aquatic ecosystems and fisheries through collaborations with national and international partners. The Department will collaborate with the Blue Carbon Canada research alliance that was recently funded by the Natural Sciences and Engineering Research Council. This project aims to produce, over the next three-to-five years, a first national assessment of the extent of blue carbon habitats, namely salt marshes, seagrasses, kelp forests, and soft sediments, in all of Canada's three oceans. The Department will seek to better understand how oceans respond to the evolving climate crisis through its collaboration with researchers from Dalhousie, Memorial, Université du Québec à Rimouski, and Université Laval on the Transforming Climate Action: Addressing the Missing Ocean initiative.

DFO is also a supporter of the United Nations Decade of Ocean Science for Sustainable Development (Ocean Decade) and will continue working with the Canadian ocean community and other partners to advance efforts to stimulate ocean science and knowledge generation to reverse the decline of the state of the ocean system through projects that contribute in advancing solution-oriented ocean science.

Conservation and recovery of species

DFO has a leadership role in managing aquatic species at risk in Canada to maintain biodiversity and habitat resiliency for generations to come, and in response to commitments under the International Convention on Biological Diversity. Historic investments made under the Nature Legacy and Enhanced Nature Legacy initiatives have set the stage for the enhanced protection and conservation of aquatic ecosystems and aquatic species, including species at risk, through the application of multi-species, place, and threat-based approaches and meaningful collaboration with Indigenous peoples.

Following the announcement in Budget 2023, the Canada Nature Fund for Aquatic Species at Risk will be supported by up to \$39 million in incremental funding over the next three years. This initiative aims to build relationships with Indigenous peoples, provinces and territories, industry, and other partners by supporting and encouraging in-the-water stewardship actions. Under this contribution program, DFO has identified two priority marine threats and nine priority places to focus project funding.

In 2024-25, DFO will take action, where possible, toward streamlining listing processes to reduce delays in providing advice on the listing of aquatic species at risk to Schedule 1 of the *Species at Risk Act*, the List of Wildlife Species at Risk. Policies and guidance documents that support the listing process will be reviewed and updated, as required.

In addition, the Government of Canada acknowledges that ongoing and long-term protection measures are needed to support Southern Resident Killer Whale recovery. Canada will continue to work with Indigenous groups and stakeholders to develop and implement longer-term measures through regulatory amendments (e.g., amending the *Marine Mammal Regulations* to consider adjustments to Pacific killer whale approach distances) and integrating measures into existing federal processes (e.g., consulting on fishing closures as part of the Southern B.C. Salmon Integrated Fisheries Management Plan process) to stabilize the approach for Southern Resident Killer Whale recovery going forward.

Through the Pacific Salmon Strategy Initiative, the Department will continue to take decisive steps to conserve and restore Pacific salmon and their ecosystems across B.C. and the Yukon, in collaboration with First Nations and other partners. In 2024-25, DFO will advance many salmon habitat restoration actions through the Department's new Habitat Restoration Centre of Expertise. DFO also will support a number of targeted projects to mitigate the impacts of climate change (such as flood, drought, and wildfire) on Pacific salmon, alongside local First Nations, the Province of B.C., and other partners.

Aquatic invasive species

Invasive species can change and harm native habitats, and one of DFO's responsibilities is to prevent and mitigate their presence in Canadian waters. Since the Government of Canada announced in its 2022 Fall Economic Statement that it will be investing \$37 million over five years, DFO's Aquatic Invasive Species Program has been expanding. From 2024–25 to 2026–27, the Aquatic Invasive Species Prevention Fund will support over \$5 million worth of small stakeholder-led projects to address aquatic invasive species in areas such as outreach and education; citizen science and early detection; small scale response activities to new invaders; activities to prevent introduction, establishment and spread; small scale control management; and research.

DFO's Asian Carp Program will continue to work with partners to prevent the introduction and spread of Asian carps in the Great Lakes. In 2024-25, additional eDNA surveillance work by partners will supplement DFO's early detection surveillance using traditional fishing nets.

In 2024–25, DFO will work towards potential amendment to the *Aquatic Invasive Species Regulations* to improve the efficiency and environmental protections of authorized control activities for aquatic invasive species (AIS) that use pesticides.

DFO will actively work with provinces, territories, partners, and the Canada Border Services Agency and international partners and stakeholders on the management of the spread of Quagga and Zebra mussels in Canada. Once established, these invasive mussels quickly take over, posing a serious threat to Canada’s aquatic ecosystems by altering food webs, damaging habitats, and out-competing native species for food, as well as damaging and clogging infrastructure. Along with continuing ongoing prevention initiatives, in 2024–25, DFO will work with partners to start implementing a network of boat decontamination stations in New Brunswick to educate boat users and to prevent the movement of Zebra mussels and other aquatic invasive species from infested areas.

Reconciliation with Indigenous peoples

The Department remains committed to working to build a future of enhanced distinctions-based relationships with, involvement of, and outcomes for Indigenous peoples, based on recognition of rights, respect, cooperation, and partnership.

Many aquatic species at risk have cultural significance to Indigenous peoples, and DFO is committed to exploring opportunities to collaborate with Indigenous groups on the recovery and management of aquatic species at risk. In 2024-25, DFO will continue to work with the Cree Nation Government to finalize the management plan for Lake Sturgeon, create a collaborative vision for its implementation, and explore other opportunities for meaningful collaboration with Indigenous peoples to protect and conserve aquatic species at risk.

Invasive species can be detrimental to the places where Indigenous peoples live and work. In 2024-25, DFO will engage Indigenous groups to build capacity to conduct early detection surveillance of Asian carps using eDNA, and to conduct outreach on the topic of Asian carps in their communities. These activities further DFO’s goal of prevention and early detection of these high risk invasive species.

In collaboration with Environment and Climate Change Canada, Parks Canada Agency, and Crown-Indigenous Relations and Northern Affairs Canada, DFO is working in partnership with Indigenous groups on the establishment of large-scale, Indigenous-led conservation initiatives supported through the innovative Project Finance for Permanence (PFP) initiative of \$800 million announced in 2022. This will support Indigenous-led conservation and reconciliation, as well as Canada’s ambitious goals of conserving 25 per cent of land and waters by 2025, and 30 per cent of each by 2030. PFP agreements are being advanced by Indigenous groups and as a whole-of-government effort in four areas across Canada, with DFO leading the effort for the Qikiqtani and Great Bear Sea PFPs.

Through PFP, DFO will contribute to the implementation of a number of the *United Nations Declaration on the Rights of Indigenous Peoples Act* (UNDA) Action Plan measures. For example, the Department will continue to support Indigenous leadership and collaboration in marine conservation stewardship and restoration activities, including through its commitment to lead the implementation of UNDA Action Plan item number 42, “Through meaningful consultation and collaboration and partnerships with Indigenous governments, organizations, communities and other partners, advance marine Indigenous Protected and Conserved Areas to support Canada’s commitments to reconciliation and marine conservation.” This will include continued progress towards the development and implementation of new PFP initiatives and continued participation in ongoing collaborative discussions with Indigenous partners, as well as other federal departments, to advance a distinctions-based approach to supporting marine Indigenous-led conservation, including marine Indigenous Protected and Conserved Areas.

In addition to longer-term collaborative, integrated planning and rebuilding efforts, DFO will continue its work to respond to increasingly frequent extreme environmental conditions on the West Coast, which have the potential to threaten salmon and other aquatic species and the habitats they depend on. DFO is working with the Province of B.C., local First Nations, and stewardship organizations like the Pacific Salmon Foundation to collaboratively plan for and respond to these kinds of emergency situations, including higher water temperatures, extreme or prolonged drought, increasingly earlier freshets (an annual high water event on rivers resulting from melting snow and ice) and major fires and floods. Collaboration is essential to the effective and timely conservation and protection of species affected by climate emergencies.

Innovation

As discussed in the Fisheries core responsibility, the Department will continue to invest in innovation by funding promising pilot projects.

Through the Innovative Solutions Canada program, the Department has supported the development and commercialization of technologies and services to support monitoring of the biological and physical health of the marine environment, including the detection of invasive species and monitoring of marine protected areas.

DFO will continue to investigate the use of artificial intelligence (AI) to detect anomalies in conductivity, temperature, and depth (CTD) data. Changes in CTD data can indicate shifts in oceanic conditions, which may have implications for marine life. For example, rising temperatures could lead to coral bleaching or disrupt marine species' reproductive patterns. Early detection of such changes may allow for more timely interventions. The scientific information obtained from analyzing CTD data can guide resource management decisions. It can help identify areas needing protection, monitor the effects of climate change, track pollution, or manage fisheries sustainably.

Snapshot of planned resources in 2024–25

- Planned spending: \$458,054,031
- Planned full-time resources: 1,892

Related government priorities

Gender-based analysis plus

Species at risk in aquatic environments sometimes occur in the traditional territories of Indigenous peoples. These communities regularly confront the consequences of species becoming at risk, especially for numerous species of cultural, food, and socio-economic importance (e.g. salmonids, sturgeons, eulachon, American eel, and others). Indigenous peoples also have the traditional knowledge to support recovery efforts and the interest, sense of obligation to future generations, and commitment to sustainability that makes them a natural partner for DFO. The collection of demographic information regarding participants in Indigenous environmental monitoring activities could also assist in providing data to support future GBA Plus reviews. However, reporting burdens and confidentiality issues can arise when asking Indigenous communities or band-owned enterprises for employee information. Going forward, relevant DFO staff will work with experts in the *Access to Information Act* and *Privacy Act* to develop methods to collect and protect sensitive data to further analyses.

Through the Oceans Management Contribution Program, funding will be provided to support Indigenous initiatives related to conservation activities, such as conducting Traditional Knowledge studies, involvement in biological and ecological overview assessments, and education and outreach activities.

These resources aim to provide capacity for Indigenous participation in processes that support establishing MPAs and OECMs that may adversely impact Indigenous and treaty rights.

Also, the Marine Conservation Targets initiative will administer a questionnaire to understand if Indigenous peoples engaged in marine planning and conservation feel that the engagement is meaningful.

United Nations 2030 Agenda for Sustainable Development and the UN Sustainable Development Goals More information on DFO's contributions to Canada's Federal Implementation Plan on the 2030 Agenda and the Federal Sustainable Development Strategy can be found in our [2023–2027 Departmental Sustainable Development Strategy](#).

Program inventory

The Aquatic Ecosystems Core Responsibility is supported by the following programs in the program inventory:

- Fish and Fish Habitat Protection
- Aquatic Invasive Species
- Species at Risk
- Marine Planning and Conservation
- Aquatic Ecosystem Science
- Oceans and Climate Change Science

Supporting information on planned expenditures, human resources, and results related to DFO's program inventory is available on [GC Infobase](#).

Marine Navigation

In this section

- [Description](#)
- [Quality of life impacts](#)
- [Results and targets](#)
- [Plans to achieve results](#)
- [Snapshot of planned resources in 2024-25](#)
- [Related government priorities](#)
- [Program inventory](#)

Description

Provide information and services to facilitate navigation in Canadian waters.

Quality of life impacts

Quality of Life Framework – Environment

One example of the Department's work to improve the quality of life in Canada in the domain of the [Environment](#) is to ensure the safe and efficient movement of vessel traffic to support strong supply chains, and to protect the marine environment and marine mammals. The CCG will continue to advance the digitalization of marine navigation services, including e-navigation, to support the long-term implementation of a federal integrated maritime single-window approach to increase maritime supply-chain efficiencies.

Results and targets

The following tables show, for each departmental result related to Marine Navigation, the indicators, the results from the three most recently reported fiscal years, the targets and target dates approved in 2024–25.

Table 10: Indicators, results and targets for departmental result “Mariners safely navigate Canada’s waters”

Indicator	2020–2021 result	2021–2022 result	2022–2023 result	Target	Date to achieve
Rate of marine incidents versus vessel movements	0.03%	0.02%	0.02%	At most 1%	March 31, 2025
Number of official navigational products created and/or updated per year, from incorporation of new and modern hydrography and/or navigationally significant information	673	895	1,174	At least 200	March 31, 2025

Table 11: Indicators, results and targets for departmental result “A Canadian maritime economy that is supported by navigable waters”

Indicator	2020–2021 result	2021–2022 result	2022–2023 result	Target	Date to achieve
Rate of marine incidents versus vessel movements	0.03%	0.02%	0.02%	At most 1%	March 31, 2025
Percentage of ship ice escort requests south of the 60th parallel north that are delayed beyond level of service response time standards	4% ²²	4.8% ²³	3.6% ²⁴	Exactly 0%	March 31, 2025
Average time (in hours) beyond level of service response time	33.03 ²⁵	13.29 ²⁶	13.12 ²⁷	Exactly 0 (hours)	March 31, 2025

²² Of the 161 escort requests received in 2020–21, 6 were delayed.

²³ Of the 415 ice escort requests received, 20 were delayed beyond the level of service response time standards.

²⁴ Twelve of the 333 ice escorts were delayed. For this reporting cycle, Icebreaking Services is including freeing beset vessels and escorts. In previous years, only escorts were included. This change provides a more complete image on Icebreaking Services’ escort performance. Caution should therefore be used when comparing 2022–23 results to those of previous years.

²⁵ There were a total of six delays totaling 198.17 hours beyond levels of service (79.18 hours in Atlantic, 0.62 hours in St-Lawrence, 118.37 hours in Great Lakes), for an average time of 33.03 hours.

²⁶ Twenty requests were delayed, totaling 265.97 hours beyond levels of service response time standards (43.5 hours in Atlantic, 69.68 hours in St. Lawrence, 152.79 hours in Great Lakes), for an average time of 13.29 hours.

²⁷ Atlantic – 64.90 Hours over, St. Lawrence – 23.52 hours over, Great Lakes – 69.08 hours over. For this reporting cycle, Icebreaking Services is including freeing beset vessels and escorts. In previous years, only escorts were included. This change provides a more complete image on Icebreaking Services' escort performance. Caution should therefore be used when comparing 2022–23 results to those of previous years.

Indicator	2020–2021 result	2021–2022 result	2022–2023 result	Target	Date to achieve
standards for ice escort requests south of the 60th parallel north					

Table 12: Indicators, results and targets for departmental result “Enhanced relationships with, involvement of, and outcomes for Indigenous people”

Indicator	2020–2021 result	2021–2022 result	2022–2023 result	Target	Date to achieve
Number of agreements / arrangements involving Indigenous groups	Data not available	8	11	N/A ²⁸	N/A ²⁹
Number of Indigenous people employed through agreements / arrangements	Data not available	N/A ³⁰	N/A ³¹	N/A ³²	N/A ³³

The financial, human resources and performance information for DFO’s program inventory is available on [GC InfoBase](#).

Plans to achieve results

The Marine Navigation Core Responsibility is focused on advancing the following Departmental Results:

- mariners safely navigate Canada’s waters
- a Canadian maritime economy that is supported by navigable waters
- enhanced relationships with, involvement of, and outcomes for Indigenous people

The indicators used to measure progress towards these results appear in the Results and targets table above.

DFO and the CCG are responsible for ensuring that Canada’s waters are safe and navigable for mariners through the charting and provision of marine navigation information and services through the management of marine communications and traffic services, aids to navigation, waterways

²⁸ N/A indicates that the performance indicator was not in effect at that time, and therefore, historical data may not be available. In cases where historical data is available, past results are presented.

²⁹ N/A indicates that the performance indicator was not in effect at that time, and therefore, historical data may not be available. In cases where historical data is available, past results are presented.

³⁰ N/A indicates that the performance indicator was not in effect at that time, and therefore, historical data may not be available. In cases where historical data is available, past results are presented.

³¹ N/A indicates that the performance indicator was not in effect at that time, and therefore, historical data may not be available. In cases where historical data is available, past results are presented.

³² N/A indicates that the performance indicator was not in effect at that time, and therefore, historical data may not be available. In cases where historical data is available, past results are presented.

³³ N/A indicates that the performance indicator was not in effect at that time, and therefore, historical data may not be available. In cases where historical data is available, past results are presented.

management, and icebreaking services. On top of these ongoing services, the following are some of the Department's plans for 2024–25.

DFO and the CCG's Arctic Regions will continue to work together to develop an Inuit Nunangat Policy implementation plan in collaboration with Inuit governments, as well as a Northern Recruitment and Retention Strategy in collaboration with Inuit, First Nations, and Métis governments and organizations and Northerners, to ensure the Department meets hiring obligations under the Nunavut Agreement and other modern treaties. In addition, the Arctic Regions will co-host the DFO-CCG Inuit Nunangat Arctic Committee with Inuit Tapiriit Kanatami, which is the key governance mechanism for the Department with Inuit governments.

Modernized marine navigation

The CCG, in collaboration with the Canadian Hydrographic Services, will continue to advance the modernization of marine navigation programs to meet international standards that will come into force by 2026. Planning is ongoing to transition to digital, real-time, and integrated marine navigation services that will provide streamlined services to mariners to maximize routes, avoid collisions and groundings, minimize impacts to marine mammals, and reduce transport-related carbon emissions.

The implementation of e-navigation³⁴ will remain at the core of the CCG's work to modernize marine navigation services in Canada and to digitalize its tools and services to meet international requirements. The shift towards e-navigation will provide digital information and tools for the benefit of maritime safety, security, and protection of the marine environment, reducing administrative burden and increasing the efficiency of maritime trade and transport in Canada.

As part of this work, the CCG and Canadian Hydrographic Service will continue to lead on an interdepartmental committee monitoring progress aimed at achieving international standards in a timely manner to ensure a whole-of-government coordinated effort on Canada's implementation of the S-100 Universal Hydrographic Data model of the International Hydrographic Organization.

Hydrography

As part of the renewal of the Oceans Protection Plan (OPP), the new [Community Hydrography program](#) will support Indigenous and coastal communities' collection and use of hydrographic data, advancing their understanding of the local seafloor.

Also, in the coming years, as part of the renewed OPP, DFO and the CCG will increase their collaboration to collect modern bathymetric data of the Arctic, which is critical to gaining a better understanding of changes occurring in the region and their impact on marine ecosystems and marine safety and navigation.

Reconciliation with Indigenous peoples

As part of the Department's ongoing commitment to build a future of enhanced distinctions-based relationships with, involvement of, and outcomes for Indigenous peoples, DFO will continue to be guided by the *United Nations Declaration on the Rights of Indigenous Peoples Act* (UNDA) and the *United Declaration on the Rights of Indigenous Peoples Action Plan*. All Core Responsibilities across the Department will continue to seek opportunities for co-development, co-design, and co-delivery with

³⁴ Electronic navigation (e-navigation) is the collection, integration, exchange, presentation, and analysis of marine information on-board and ashore by electronic means to enhance navigation and related services for safety and security at sea and protection of the marine environment.

Indigenous partners to improve programs and will continue to implement the DFO-CCG [Reconciliation Strategy](#).

In 2024-25, the CCG will support the implementation of departmental and other government departments' [UNDA Action Plan](#) measures, providing subject matter expertise specific to the marine safety system. The Agency will also further explore governance approaches to collaborate and cooperate with Indigenous partners on UNDA implementation at the CCG.

Innovation

In 2024-25, the CCG will be in the second year of a three-year project to inform the transition from diesel generators to renewable/hybrid power systems at its remote radio communications sites. The project, funded through the Greening Government Fund, aims to make the remote infrastructure more resilient and flexible, and to reduce the agency's operational green house gas emissions. Over the three years, the project will:

- validate the performance and suitability of renewable/hybrid power systems to deliver reliable power to critical remote infrastructure
- inform the CCG's future renewable energy investment decisions based on validation results and lessons learned
- create a national inventory of CCG remote site power systems to guide expansion across the CCG

Snapshot of planned resources in 2024–25

- Planned spending: \$376,795,478
- Planned full-time resources: 1,778

Related government priorities

Gender-based analysis plus

The Department will continue to use gender-based analysis plus (GBA Plus) to understand who is impacted by the issues or opportunities being addressed by the Department's initiatives, identify how the initiative could be tailored to meet diverse needs of the people most impacted, and anticipate and mitigate any barriers to accessing or benefitting from the initiative.

United Nations 2030 Agenda for Sustainable Development and the UN Sustainable Development Goals
More information on DFO's contributions to Canada's Federal Implementation Plan on the 2030 Agenda and the Federal Sustainable Development Strategy can be found in our [2023–2027 Departmental Sustainable Development Strategy](#).

Program inventory

The Marine Navigation Core Responsibility is supported by the following programs in the program inventory:

- Icebreaking Services
- Aids to Navigation
- Waterways Management
- Marine Communications and Traffic Services
- Shore-based Asset Readiness
- Hydrographic Services, Data and Science

Supporting information on planned expenditures, human resources, and results related to DFO's program inventory is available on [GC Infobase](#).

Marine Operations and Response

In this section

- [Description](#)
- [Quality of life impacts](#)
- [Results and targets](#)
- [Plans to achieve results](#)
- [Snapshot of planned resources in 2024-25](#)
- [Related government priorities](#)
- [Program inventory](#)
- [Summary of changes to reporting framework since last year](#)

Description

Provide marine response services and operate Canada's civilian maritime fleet.

Quality of life impacts

Quality of Life Framework - Environment

One example of the Department's work to improve the quality of life in Canada in the domain of the [Environment](#) is the renewal of the CCG fleet to ensure that the CCG can continue to provide critical services such as responding to marine pollution spills. The CCG is committed to continuing to build the marine oil response regime in Canada to protect the marine environment for all Canadians. In 2024-25, through the Coastal Marine Response teams, the CCG will engage with interested Indigenous partners to build spill response capacity in Indigenous communities. The CCG will begin to develop area-specific marine pollution response plans that will consider aspects like geographic location risks to cover marine sensitive and high-risk areas of Canada's coastlines through the Integrated Marine Response Planning initiative. In addition, the streamlining of operations across the Coast Guard enabled the creation of a Compliance and Enforcement program in summer 2023, aimed at increasing accountability for those whose actions create maritime hazards. In 2024-2025, the program will engage collaboratively with owners, federal partners, and other stakeholders; verify compliance; and take actions, where necessary, to hold vessel owners accountable and protect physical infrastructures and the marine environment.

Quality of Life Framework - Society

One example of the Department's work to improve the quality of life in Canada in the domain of [Society](#) is its recruitment of a diverse and inclusive workforce that is more representative of the people it serves.

Results and targets

The following tables show, for each departmental result related to Marine Operations and Response, the indicators, the results from the three most recently reported fiscal years, the targets and target dates approved in 2024-25.

Table 13: Indicators, results and targets for departmental result “Canadian Coast Guard has the capability to respond to on-water incidents”

Indicator	2020–2021 result	2021–2022 result	2022–2023 result	Target	Date to achieve
Percentage of responses to environmental incidents that meet established standards	100%	100%	100%	Exactly 100%	March 31, 2025
Percentage of search and rescue responses that meet established standards	99%	99%	99%	At least 99%	March 31, 2025

Table 14: Indicators, results and targets for departmental result “Canada’s Civilian fleet has the capability to meet established service standards for clients”

Indicator	2020–2021 result	2021–2022 result	2022–2023 result	Target	Date to achieve
Operational days delivered vs. operational days planned	96%	Data not available ³⁵	Data not available ³⁶	At least 90%	March 31, 2025
Percentage of operational days lost due to crewing and logistical issues	1%	Data not available ³⁷	Data not available ³⁸	At most 3%	March 31, 2025
Percentage of operational days lost due to unplanned maintenance	3%	Data not available ³⁹	Data not available ⁴⁰	At most 3%	March 31, 2025

³⁵ Results for 2021–22 are not available due to ongoing issues with CCG-specific software.

³⁶ Results not available at this time due to ongoing significant technical issues with the operational data system, iFleet. An alternative reporting solution is in development.

³⁷ Results not available at this time due to ongoing significant technical issues with the operational data system, iFleet. An alternative reporting solution is in development.

³⁸ Results not available at this time due to ongoing significant technical issues with the operational data system, iFleet. An alternative reporting solution is in development.

³⁹ Results not available at this time due to ongoing significant technical issues with the operational data system, iFleet. An alternative reporting solution is in development.

⁴⁰ Results not available at this time due to ongoing significant technical issues with the operational data system, iFleet. An alternative reporting solution is in development.

Table 15: Indicators, results and targets for departmental result “Enhanced relationships with, involvement of, and outcomes for Indigenous people”

Indicator	2020–2021 result	2021–2022 result	2022–2023 result	Target	Date to achieve
Number of agreements / arrangements involving Indigenous groups	Data not available	51	N/A ⁴¹	At least 58	March 31, 2025
Number of Indigenous people trained through agreements / arrangements	Data not available	N/A ⁴²	291	At least 76	March 31, 2025

The financial, human resources and performance information for DFO’s program inventory is available on [GC InfoBase](#).

Plans to achieve results

The Marine Operations and Response Core Responsibility is focused on advancing the following Departmental Results:

- the CCG has the capability to respond to on-water incidents
- Canada’s civilian fleet has the capability to meet established service standards for clients
- enhanced relationships with, involvement of, and outcomes for Indigenous people

The indicators used to measure progress towards these results appear in the Results and targets table above.

The CCG provides search and rescue services, supports maritime security in collaboration with other federal departments and agencies, responds to marine pollution spills, contributes to maritime domain awareness in the Arctic⁴³, and operates Canada’s civilian maritime fleet. On top of these ongoing activities, the following are some of the Department’s plans for 2024–25.

Oceans Protection Plan

The CCG will continue to expand its work under the new phase of the Oceans Protection Plan (OPP), which committed \$2 billion over nine years starting in 2022 and builds on the \$1.5 billion committed in 2016. This maintains and expands initiatives that have helped to make Canada’s oceans safer, healthier, and cleaner.

The CCG’s operations and response-related goals for the OPP will continue to include the following:

- expand Canada’s marine emergency prevention, preparedness, and response approaches to handle various types of marine pollution beyond oil spills
- ramp up enforcement activities against owners of hazardous vessels

⁴¹ N/A indicates that the performance indicator was not in effect at that time, and therefore, historical data may not be available. In cases where historical data is available, past results are presented.

⁴² N/A indicates that the performance indicator was not in effect at that time, and therefore, historical data may not be available. In cases where historical data is available, past results are presented.

⁴³ Maritime domain awareness involves having an effective and comprehensive understanding of all factors associated with the maritime domain that could affect security, safety, the economy, or the environment.

- advance marine incident response capacity by enhancing the tools, equipment, and infrastructure required for effective incident management
- increase the number of trained and resourced responders to a marine incident by, for example, growing the Canadian Coast Guard Auxiliary
- offer new opportunities for Indigenous peoples and coastal communities to partner in decision-making and play a more meaningful role in the marine safety system, including search and rescue missions, environmental monitoring, and emergency spill response
- develop and implement frameworks and response plans that integrate scientific data and Indigenous Knowledge
- hire 10 Indigenous Northern candidates into the fleet as part of the Indigenous Training and Partnership project
- continue to support other department-led OPP initiatives, including on marine pollution preparedness, response and recovery, hazardous and noxious substances, and Indigenous engagements

Fleet renewal

The CCG operates the federal government’s civilian fleet and provides essential maritime services to Canadians. However, the CCG’s aging vessels are becoming more costly to maintain and are more frequently taken out of operation for unscheduled repairs, placing further strain on the remaining fleet. As the Department experiences increasing pressure for on-water work, the need to replace the vessels has never been more important. The CCG, through the National Shipbuilding Strategy, will continue to build large and small ships over the coming decades to meet the evolving needs of mariners.

The Department is committed to building a future fleet that will support the ongoing implementation of its core mandate. Together, the CCG and DFO will continue to work on the design and development of the future science fleet, which includes modernized and diversified capabilities for hydrographic science. For example, the Nearshore Fisheries Research Vessel expected in the coming years will provide an additional platform with capabilities to conduct hydrographic services in nearshore areas.

New vessels will continue to be designed to use modularity, wherever feasible, to enable them to serve different functions by adding or removing modules of equipment such as science laboratories. This versatility will enable the CCG fleet to continue to deliver core services such as search and rescue, while meeting new challenges posed by climate change.

Throughout 2024-25, progress will continue on fleet renewal efforts. At Vancouver Shipyards Ltd., construction will advance on the Offshore Oceanographic Science Vessel, which is expected to launch in 2024. Construction engineering and material procurement work will continue on both the Multi-Purpose Vessels and the Polar Icebreaker to prepare those projects for the start of construction. The CCG plans to award the build contract for the Polar Icebreaker in early 2025.

Work will continue to progress in all three Canadian shipyards. This includes work on vessels, like Arctic and Offshore Patrol Ships, Mid-Shore Multi-Mission vessels, and icebreakers, as well as work on the renewal of the small vessel fleet, like search and rescue lifeboats. This also includes the CCG’s first-ever diesel-electric hybrid propulsion vessel, a Near-Shore Fishery Research Vessel that uses a battery energy storage system and is designed to reduce the consumption of fossil fuels.

New investments in people and infrastructure are needed to prepare for the CCG’s new vessels. Budget 2023 provided \$119.6 million over five years, starting in 2023–24, to reinforce the integrity of the CCG’s

helicopter fleet and ensure the Department has the necessary infrastructure and support to hire and train staff to operate its future marine vessel fleet.

While awaiting delivery of new vessels, the CCG will continue its work on extending the useful life of the existing fleet through the Vessel Life Extension 2020 project. This project will continue until the late 2030s, with the aim of ensuring that older active vessels are safe, reliable, and able to continue providing essential services to Canadians. Work is underway or completed on thirteen of the twenty-five large vessels slated for extensions under the project, while extension work is ongoing on many of the small vessels in the fleet, including the Cape Class Lifeboats.

Reconciliation with Indigenous peoples

As part of the renewed Oceans Protection Plan, the CCG will continue work to increase Indigenous co-development, co-management, and co-implementation of initiatives designed to protect Canadian coastal waters and inland waterways. The Coastal Marine Response Network and Integrated Marine Response Planning seek to empower Indigenous coastal communities' ability to protect culturally important and sensitive sites through grants and contribution funding support mechanisms providing various levels of capacity, training and/or equipment.

In 2024-25, the CCG will continue to work with CCG Auxiliary organizations across Canada to assist in sustaining and growing their operations to provide on-water search and rescue capacity in remote areas. The Agency will also continue to engage with Indigenous and CCG Auxiliary partners to deliver the Indigenous Community Boat Volunteer program.

The CCG will continue to develop Employment Equity, Diversity, and Inclusion recruitment strategies targeting specific groups with the aim of increasing representation in the CCG's operational workforce.

The Canadian Coast Guard College will also implement the Continuum of Support for Indigenous Learners initiative in 2024-25. This initiative, approved through Indigenous Policy Dialogue and Development Program funding, will engage Indigenous voices in dialogue to examine barriers to Indigenous recruitment and to the Canadian Coast Guard College, as well as building support tools to help increase the retention of Indigenous employees.

Wrecked, abandoned, or hazardous vessels

[Wrecked, abandoned, or hazardous vessels](#) can threaten marine environments, local communities, and economies. Through the renewed OPP, the Government of Canada will continue to address problem vessels, educate boat owners, and protect Canada's coasts and waterways. For example, in July 2023, the then Minister of Fisheries, Oceans and the Canadian Coast Guard [announced](#) the CCG's new Compliance and Enforcement program, which will ensure vessel owners address and are responsible for their vessels when they become hazardous.

Innovation

In support of Canada's Greening Government Strategy, the CCG will continue to seek [innovative solutions to reduce the environmental footprint of its fleet](#) while continuing to provide essential services to Canadians across the country. For example, the CCG recently installed a new, Canadian-made, cutting-edge [sewage wastewater electrochemical treatment system](#) on one of its vessels. This system removes significant amounts of heavy metals and other harmful particles in the wastewater that can pollute our oceans and waterways and stores them for later disposal using environmentally-responsible methods. The CCG will test this system with the goal of not only outfitting its fleet with environmentally-friendly wastewater treatment systems, but also providing an example to commercial shippers.

Snapshot of planned resources in 2024–25

- Planned spending: \$2,182,367,818
- Planned full-time resources: 4,611

Related government priorities

Gender-based analysis plus

The Canadian Coast Guard College is the centre of excellence for CCG operational training that educates the marine professionals needed to deliver CCG programs in support of marine safety, security, and environmental protection. The College applies a GBA Plus lens to course creation and delivery and continually strives to ensure training materials are developed to represent diversity and gender equality. As part of its recruitment strategy, the College will continue to implement initiatives to aid in the recruitment of under-represented groups into the CCG, including the Indigenous Participation and Training initiative.

United Nations 2030 Agenda for Sustainable Development and the UN Sustainable Development Goals
More information on DFO's contributions to Canada's Federal Implementation Plan on the 2030 Agenda and the Federal Sustainable Development Strategy can be found in our [2023–2027 Departmental Sustainable Development Strategy](#).

Program inventory

The Marine Operations and Response Core Responsibility is supported by the following programs in the program inventory:

- Search and Rescue
- Marine Environmental and Hazards Response
- Maritime Security
- Fleet Operational Capability
- Fleet Maintenance
- Fleet Procurement
- Canadian Coast Guard College

Supporting information on planned expenditures, human resources, and results related to DFO's program inventory is available on [GC InfoBase](#).

Summary of changes made to reporting framework since last year

Effective 2024–25, the name of the Environmental Response program will change to the Marine Environmental and Hazards Response program in order to better reflect evolving response functions related to environmental response and vessels of concern under the Canadian Coast Guard.

Internal services

In this section

- [Description](#)
- [Plans to achieve results](#)
- [Snapshot of planned resources in 2024-25](#)
- [Related government priorities](#)

Description

Internal services are the services that are provided within a department so that it can meet its corporate obligations and deliver its programs. There are 10 categories of internal services:

- management and oversight services
- communications services
- legal services
- human resources management services
- financial management services
- information management services
- information technology services
- real property management services
- materiel management services
- acquisition management services

Plans to achieve results

DFO-CCG is a large department with a wide variety of activities and responsibilities, and internal services support all programs to ensure that they have the resources needed to provide effective services to Canadians. A focus on employee engagement and retention through mental and physical well-being and diversity, along with professional development and training and the necessary information technology tools needed to do work efficiently and effectively is essential. Internal services also ensure that the Department's work is done in a fiscally responsible manner that effectively manages Canadian taxpayers' dollars, and in a sustainable manner that protects Canada's environment. On top of these ongoing activities, the following are some of the Department's plans for 2024–25.

Inclusion, diversity, equity and accessibility

To support and improve its delivery of services to Canadians, the Department will continue to identify, reduce, and eliminate workplace barriers and barriers to employment, and will implement intentional measures to recruit, retain, and provide career progression to support designated employment equity groups and equity-seeking groups such as women, Black and other racialized groups, Indigenous peoples, persons with disabilities, and 2SLGBTQI+ communities. The Department will be guided in this work by the results of the 2022 Employment Systems Review; its Employment Equity, Diversity and Inclusion Action Plan; its Accessibility Action Plan 2022-2025 - Shaping our accessible future; and the Clerk of the Privy Council's [Call to Action on Anti-Racism, Equity, and Inclusion in the Federal Public Service](#).

Through the implementation of our Accessibility Action Plan, we aim to provide barrier-free services to all Canadians. We are educating our workforce on accessibility, and over the next two years, we will conduct systematic assessments of our departmental activities to identify barriers to persons with disabilities, followed by the implementation of mitigation strategies to eliminate all barriers. This includes examination of our hiring practices, such as the methods we use to assess candidates, and potential biases.

Official Languages

The Department will continue its commitment to ensure compliance with the *Official Languages Act* and respect of its obligations and equal rights in the use of both official languages. This will be done by supporting employees and supervisors in learning and maintaining proficiency in their second official language, ensuring their language of work rights are respected, delivering quality bilingual services to

Canadians, and considering the needs of linguistic minority communities and the promotion of the advancement of English and French.

The Department will guide this work and measure progress towards achieving its objectives through the upcoming Official Languages Action Plan 2024-2027 as well as ongoing collaboration with the Treasury Board of Canada Secretariat's Official Languages Centre of Excellence, the Department of Canadian Heritage and the Office of the Commissioner of Official Languages.

Reconciliation with Indigenous peoples

In the Arctic Region, DFO and the CCG are committed to increasing the participation of Inuit, First Nations, and Métis, and will be guided by the Joint Northern Recruitment and Retention Strategy (NRRS), which is scheduled to be published in spring 2024. The NRRS seeks to identify barriers to northern employment and implement corresponding actions to improve northern and Inuit, First Nations, and Métis recruitment and retention. Increasing the number of Inuit, First Nations, and Métis employees is not only critical as part of Canada's overall efforts toward reconciliation and increasing diversity in the public service, it is essential to delivering quality programs by a workforce that is representative of the peoples and communities being served in the Arctic Region. Increasing Inuit and First Nations workforce representation is a legal obligation identified in various land claim agreements in the Arctic. Collaboration with Inuit, First Nations, and Métis remains central to decision-making and policy building in the Arctic Region; their feedback on the strategy will be critical to ensuring a more representative public service.

DFO-CCG will work towards the ongoing implementation of the *United Nations Declaration on the Rights of Indigenous Peoples Act (UNDA)*, which supports Indigenous peoples in achieving self-determination, resulting in improved socio-economic conditions and well-being. The collaborative work related to developing and implementing the UNDA Action Plan will complement and inform other initiatives underway across Canada with Indigenous partners. The UN Declaration recognizes that the situation of Indigenous peoples varies from region to region, and that implementation of the rights it describes must respond to the specific and unique circumstances. The Department will work to advance the implementation measures under the UNDA Action Plan (2023-2028) in consultation and cooperation with Indigenous peoples, and to establish processes and build internal capacity to support and assess the consistency of its policies and legislation with the UN Declaration.

Implementation of the DFO-CCG Reconciliation Strategy will continue and will align with the Action Plan. Future reconciliation action plans will be guided by recommendations from the National Indigenous Fisheries Institute Best Practices for Indigenous Input and Inclusion report. DFO and the CCG are committed to increasing the opportunity for inclusion of Indigenous perspectives in reconciliation policy frameworks from a distinctions-based approach.

DFO and the CCG will also continue to increase capacity and economic opportunities in the north for Inuit, First Nations, and Métis through continual delivery of the Community Engagement Coordinators program. The program advances reconciliation, promotes departmental programs and services, builds relationships, and supports efforts towards the representative workforce in the Arctic required through land claim agreements and other modern treaties.

In collaboration with Inuit, DFO and CCG Arctic Regions will continue to jointly develop an Inuit Nunangat Policy (INP) Implementation Plan and Reporting Framework in alignment with the priorities of the Inuit-Crown Partnership Committee. The plan will ensure close alignment with INP principals and contribute to the DFO and CCG Reconciliation Strategy.

Following on the Ministerial commitment at the Inuit-Crown Partnership Committee meeting in May 2023, the Department will continue to deliver \$10.7 million over five years to support enhancements to Inuit marine engagement capacity. This funding will enable meaningful engagement on co-governance priorities related to marine safety and environmental protection priorities, including but not limited to involvement in maritime operations, shaping of maritime programs and services, and advancement of Inuit perspectives in international fora.

Further to UNDA, the Department is committed to ensuring its employees complete Canada School of Public Service reconciliation-related online foundational courses. This action contributes to employees engaging more effectively with Indigenous communities on issues, offering a more inclusive and informed approach to policy-making and service delivery.

Greening government and climate resiliency

In support of the Government's Greening Government Strategy and the Federal Sustainable Development Strategy, the Department will continue to complete studies to improve the energy efficiency and climate resiliency of its infrastructure and implement greening projects when funding allows.

For example, through analysis of telematics data that was installed in summer 2023 and collected from 1407 vehicles, DFO identified operational suitability and cost effectiveness of zero-emission vehicles (ZEV) and develop a replacement plan for a significant increase of ZEV or hybrid vehicles in the departmental road fleet starting in 2024-25.

Innovation

In 2024–25, the department will increase its use of Innovative Solutions Canada to engage Canadian businesses to develop innovative solutions to challenges identified through the Departmental Financial Strategy.

DFO will test the effectiveness of new, efficient automation for fisheries data collection, including information from gear tag suppliers and on harvest quota processes. In addition, the advancement of innovative tools to support catch and effort monitoring has the potential to not only modernize how we collect vital information to effectively manage fish resources, but also to provide near real-time access to data needed for timely decision-making. Digital solutions, such as the Electronic Logbook Program and the planned development of electronic solutions to support the collection of dockside landing information, purchase information from fish buyers, and electronic hail system, will provide alternatives to paper-based data capture and revolutionize how we conduct business and provide services to our clients. These solutions will allow for real-time reporting and streamline data capture requirements for key industry stakeholders.

Snapshot of planned resources in 2024-25

- Planned spending: \$629,222,501
- Planned full-time resources: 2,259

Related government priorities

Planning for contracts awarded to Indigenous businesses

DFO is assigned to the third phase of the Government's implementation plan with a targeted 5 per cent achievement required by no later than 2024-25. Performance against the 5 per cent objective is regularly monitored via departmental procurement management frameworks that include governance, planning, and reporting requirements.

As part of its departmental procurement planning processes and in response to the Deputy Minister (DM) of Indigenous Services' call letter to DMs in early 2023, DFO has identified \$22.5 million in planned procurement in the Nunavut Settlement Area for 2023-24, as well as \$11 million for 2023-24 and \$8.1 million for 2024-25 in planned procurement in accordance with the Procurement Strategy for Indigenous Businesses.

In its efforts to advance reconciliation and achieve the 5 per cent target by 2024-25, DFO is planning on:

- increasing employee awareness of Indigenous procurement by conducting regular training sessions and publishing information letters
- conducting more [procurement set-asides](#) for Indigenous businesses
- leveraging lessons learned and best practices from internal DFO stakeholders as well as from other government departments
- modifying internal contracting templates and forms to emphasize Indigenous procurement considerations and to remove barriers where possible
- collaborating with ISC and Procurement Assistance Canada to encourage Indigenous suppliers to register on the Indigenous Business Directory
- working in partnership with ISC to conduct a spend and market analysis to identify how Indigenous supplier capacity aligns with DFO business needs
- continuing participation in events like industry days and national conferences to educate Indigenous businesses about upcoming opportunities

5% reporting field	2022-23 actual result	2023-24 forecasted result	2024-25 planned result
Total percentage of contracts with Indigenous businesses	n/a	n/a	5%

Planned spending and human resources

This section provides an overview of DFO's planned spending and human resources for the next three fiscal years and compares planned spending for 2024–25 with actual spending from previous years.

In this section

- [Spending](#)
- [Funding](#)
- [Future-oriented condensed statement of operations](#)
- [Human resources](#)

Spending

Table 16: Actual spending summary for core responsibilities and internal services (\$ dollars)

The following table shows information on spending for each of DFO's core responsibilities and for its internal services for the previous three fiscal years. Amounts for the current fiscal year are forecasted based on spending to date.

Core responsibilities and internal services	2021–2022 actual expenditures	2022–2023 actual expenditures	2023–2024 forecast spending
Fisheries	1,245,671,518	1,077,264,555	1,505,432,544
Aquatic Ecosystems	359,215,413	406,631,105	549,684,278
Marine Navigation	323,346,970	352,716,561	358,016,284
Marine Operations and Response	1,276,897,457	1,361,661,824	1,972,465,653
Subtotal	3,205,131,358	3,198,274,044	4,385,598,759
Internal services	553,736,163	578,553,705	682,524,627
Total	3,758,867,521	3,776,827,749	5,068,123,386

Explanation of table 16

Spending analysis

The \$18 million increase in expenditures from 2021–22 to 2022–23 is primarily related to spending on the Small Craft Harbours Program and Canada's new marine conservation targets.

The \$1,291 million increase from the 2022–23 expenditures to the 2023–24 planned spending is primarily related to incremental funding related to:

- renewing the Canadian Coast Guard fleet
- Indigenous programs
- signed collective agreements
- the Trans Mountain Expansion project
- the Pacific Salmon Strategy Initiative

Table 17: Budgetary planning summary for core responsibilities and internal services (dollars)

The following table shows information on spending for each of DFO's core responsibilities and for its internal services for the upcoming three fiscal years.

Core responsibilities and internal services	2024-25 budgetary spending (as indicated in Main Estimates)	2024-25 planned spending	2025-26 planned spending	2026-27 planned spending
Fisheries	1,038,740,576	1,038,740,576	969,591,760	706,406,096
Aquatic Ecosystems	458,054,031	458,054,031	384,733,855	222,317,870
Marine Navigation	376,795,478	376,795,478	326,289,423	305,615,881
Marine Operations and Response	2,182,367,818	2,182,367,818	2,500,654,905	1,993,630,140

Core responsibilities and internal services	2024-25 budgetary spending (as indicated in Main Estimates)	2024-25 planned spending	2025-26 planned spending	2026-27 planned spending
Subtotal	4,055,957,903	4,055,957,903	4,181,269,943	3,227,969,987
Internal services	629,222,501	629,222,501	575,688,212	500,098,182
Total	4,685,180,404	4,685,180,404	4,756,958,155	3,728,068,169

Explanation of table 17

Spending plan for 2024-25 to 2026-27

The change in trend is attributable to planned changes in funding profiles as projects approach or arrive at their completion.

The (\$383) million decrease in planned spending from 2023–24 to 2024–25 is primarily related to:

- planned changes to Indigenous programs to reflect the ongoing nature of negotiations and planned completion of associated agreements
- planned changes in funding for the Trans Mountain Expansion project based on specific annual deliverables
- planned changes in funding associated with initial recovery efforts and resilience planning following Hurricane Fiona

The \$72 million increase in planned spending from 2024–25 to 2025–26 is primarily related to planned changes in funding for Canadian Coast Guard fleet projects.

The (\$1,029) million decrease in planned spending from 2025–26 to 2026–27 is primarily related to:

- planned changes in funding for Canadian Coast Guard fleet projects
- planned changes in funding for the Pacific Salmon Strategy Initiative
- planned changes in funding related to the Marine Conservation Targets

Table 18: 2024–25 budgetary gross and net planned spending summary (dollars)

The following table reconciles gross planned spending with net planned spending for 2024–25.

Core responsibilities and internal services	2024-25 gross planned spending (dollars)	2024-25 planned revenues netted against spending (dollars)	2024-25 planned net spending (dollars)
Fisheries	1,038,740,576	-	1,038,740,576
Aquatic Ecosystems	458,054,031	-	458,054,031
Marine Navigation	416,806,478	(40,011,000)	376,795,478
Marine Operations and Response	2,182,367,818	-	2,182,367,818

Core responsibilities and internal services	2024-25 gross planned spending (dollars)	2024-25 planned revenues netted against spending (dollars)	2024-25 planned net spending (dollars)
Subtotal	4,095,968,903	(40,011,000)	4,055,957,903
Internal services	629,222,501	-	629,222,501
Total	4,725,191,404	(40,011,000)	4,685,180,404

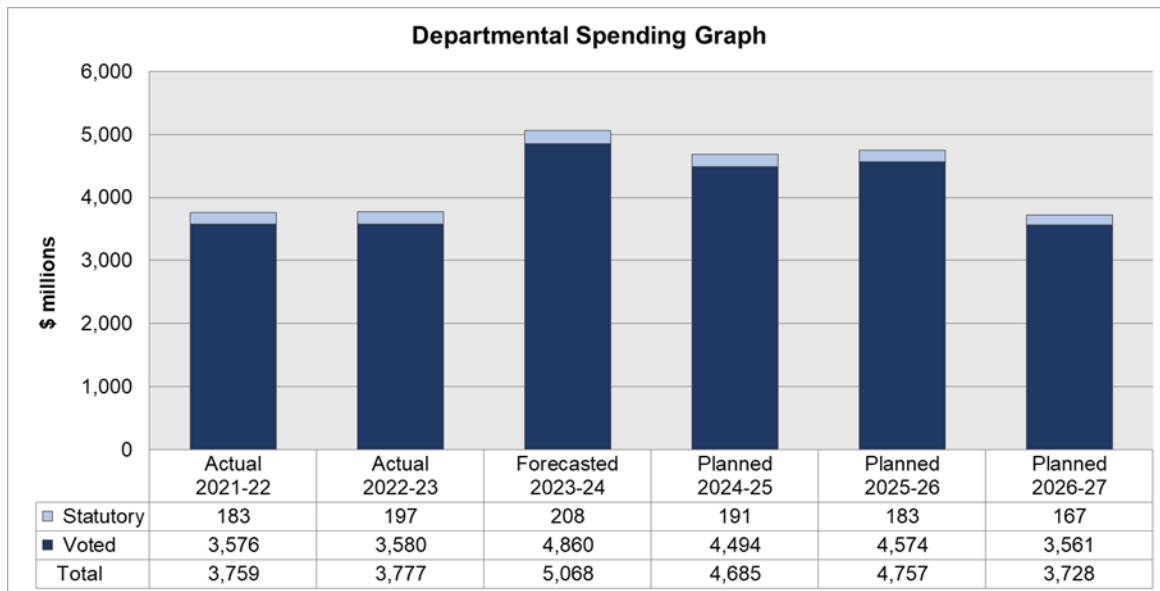
Explanation of table 18

For certain services, CCG collects service fees to ensure that, where appropriate, the entire cost of delivering the service is not borne by taxpayers. Fees for icebreaking, marine navigation, and dredging support the safe navigation of Canadian waters.

Funding

Figure 1: Departmental spending 2021–22 to 2026–27

The following graph presents planned spending (voted and statutory expenditures) over time.



The variance between the 2023–24 forecast spending and the 2024–25 through 2026–27 planned spending is mainly attributable to Supplementary Estimates and operating and capital budget carry forwards, which have been included in the 2023–24 forecast spending but are not yet known for the 2024–25 through 2026–27 fiscal years.

Estimates by vote

Information on DFO's organizational appropriations is available in the [2024–25 Main Estimates](#).

Future-oriented condensed statement of operations

The future-oriented condensed statement of operations provides an overview of DFO's operations for 2023–24 to 2024–25.

The forecast and planned amounts in this statement of operations were prepared on an accrual basis. The forecast and planned amounts presented in other sections of the Departmental Plan were prepared on an expenditure basis. Amounts may therefore differ.

A more detailed future-oriented statement of operations and associated notes, including a reconciliation of the net cost of operations with the requested authorities, are available at [DFO](#).

Table 19: Future-oriented condensed statement of operations for the year ending March 31, 2025 (dollars)

Financial information	2023–24 forecast results	2024–25 planned results	Difference (2024–25 planned results minus 2023–24 forecast results)
Total expenses	4,007,510,705	3,418,391,025	(589,119,680)
Total revenues	(40,011,000)	(40,011,000)	0
Net cost of operations before government funding and transfers	3,967,499,705	3,378,380,025	(589,119,680)

Explanation of table 19

The Net Cost of Operations in 2024-25 is projected to be \$3,378.4 million, a decrease of \$589.1 million compared to \$3,967.5 million in 2023-24. This decrease is mainly attributed to an overall decrease in authorities available for spending (excluding Capital vote) of \$499.4 million (\$2,858.4 million in 2024-25 compared to \$3,357.8 million in 2023-24) and a net decrease of \$89.7 million in the total estimates for items not affecting authorities, such as amortization expense and changes in accrued liabilities not charged to authorities.

Total revenues are projected to remain stable at \$40 million.

Authorities available for spending in 2024-25 do not include items such as Supplementary Estimates and carry forwards.

Human resources

Table 20: Actual human resources for core responsibilities and internal services

The following table shows a summary of human resources, in full-time equivalents (FTEs), for DFO's core responsibilities and for its internal services for the previous three fiscal years. Human resources for the current fiscal year are forecasted based on year to date.

Core responsibilities and internal services	2021–22 actual FTEs	2022–23 actual FTEs	2023–24 forecasted FTEs
Fisheries	3,693	3,734	3,814
Aquatic Ecosystems	1,763	2,010	1,984
Marine Navigation	1,733	1,794	1,786

Core responsibilities and internal services	2021–22 actual FTEs	2022–23 actual FTEs	2023–24 forecasted FTEs
Marine Operations and Response	4,462	4,594	4,706
Subtotal	11,651	12,132	12,290
Internal services	2,433	2,549	2,601
Total	14,084	14,681	14,891

Note: Because of rounding, figures may not add to the totals shown.

Explanation of table 20

The 597 FTE increase between 2021–22 and 2022–23 is primarily attributed to additional funding related to the Pacific Salmon Strategy Initiative and Ship Operations.

The 210 FTE increase between 2022–23 and 2023–24 is primarily attributed to additional funding related to modernizing the *Fisheries Act*.

Table 21: Human resources planning summary for core responsibilities and internal services

The following table shows information on human resources, in full-time equivalents (FTEs), for each of DFO's core responsibilities and for its internal services planned for 2024–25 and future years.

Core responsibilities and internal services	2024–25 planned fulltime equivalents	2025–26 planned fulltime equivalents	2026–27 planned fulltime equivalents
Fisheries	3,658	3,535	3,026
Aquatic Ecosystems	1,892	1,571	1,181
Marine Navigation	1,778	1,768	1,734
Marine Operations and Response	4,611	4,481	4,372
Subtotal	11,939	11,355	10,313
Internal services	2,259	2,176	2,022
Total	14,198	13,531	12,335

Note: Because of rounding, figures may not add to the totals shown.

Explanation of table 21

The 693 FTE decrease between 2023–24 and 2024–25 is primarily attributed to a reduction in funding related to CCG Fleet Recapitalization of Arctic Offshore Patrol Vessels and Marine Spatial Planning Program.

The 667 FTE decrease between 2024–25 and 2025–26 is primarily attributed to a reduction in funding related to modernizing the *Fisheries Act*.

The 1,196 FTE decrease between 2025–26 and 2026–27 is primarily related to a reduction in funding related to the Pacific Salmon Strategy Initiative and Marine Conservation Targets.

Corporate information

Organizational profile

Appropriate minister: The Honourable Diane LeBouthillier, P.C., M.P.

Institutional head: Annette Gibbons, Deputy Minister

Ministerial portfolio: Fisheries and Oceans Canada

Enabling instrument(s):

- [Oceans Act](#)
- [Fisheries Act](#)
- [Species at Risk Act](#)
- [Coastal Fisheries Protection Act](#)
- [Fishing and Recreational Harbours Act](#)
- [Canada Shipping Act, 2001](#) (Transport Canada-led)
- [Wrecked, Abandoned or Hazardous Vessels Act](#) (Transport Canada-led)

Year of incorporation / commencement: 1979

Organizational contact information

Fisheries and Oceans Canada

Communications

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Supplementary information tables

The following supplementary information tables are available on [DFO's website](#):

- [Details on transfer payment programs](#)
- [Gender-based analysis plus](#)
- [Horizontal initiatives](#)
- [Up front multiyear funding](#)

Information on DFO's departmental sustainable development strategy can be found on [DFO's website](#).

Federal tax expenditures

DFO's Departmental Plan does not include information on tax expenditures.

Tax expenditures are the responsibility of the Minister of Finance. The Department of Finance Canada publishes cost estimates and projections for government wide tax expenditures each year in the [Report on Federal Tax Expenditures](#).

This report provides detailed information on tax expenditures, including objectives, historical background and references to related federal spending programs, as well as evaluations, research papers and gender-based analysis plus.

[Expand/collapse sections]

Definitions

appropriation (crédit)

Any authority of Parliament to pay money out of the Consolidated Revenue Fund.

budgetary expenditures (dépenses budgétaires)

Operating and capital expenditures; transfer payments to other levels of government, organizations or individuals; and payments to Crown corporations.

core responsibility (responsabilité essentielle)

An enduring function or role performed by a department. The intentions of the department with respect to a core responsibility are reflected in one or more related departmental results that the department seeks to contribute to or influence.

Departmental Plan (plan ministériel)

A document that sets out a department's priorities, programs, expected results and associated resource requirements, covering a three-year period beginning with the year indicated in the title of the report. Departmental Plans are tabled in Parliament each spring.

departmental result (résultat ministériel)

A change that a department seeks to influence. A departmental result is often outside departments' immediate control, but it should be influenced by program-level outcomes.

departmental result indicator (indicateur de résultat ministériel)

A factor or variable that provides a valid and reliable means to measure or describe progress on a departmental result.

departmental results framework (cadre ministériel des résultats)

A framework that consists of the department's core responsibilities, departmental results and departmental result indicators.

Departmental Results Report (rapport sur les résultats ministériels)

A report on a department's actual performance in a fiscal year against its plans, priorities and expected results set out in its Departmental Plan for that year. Departmental Results Reports are usually tabled in Parliament each fall.

full-time equivalent (équivalent temps plein)

A measure of the extent to which an employee represents a full person-year charge against a departmental budget. Full-time equivalents are calculated as a ratio of assigned hours of work to scheduled hours of work. Scheduled hours of work are set out in collective agreements.

gender-based analysis plus (GBA Plus) (analyse comparative entre les sexes plus [ACS Plus])

An analytical tool used to support the development of responsive and inclusive policies, programs and other initiatives. GBA Plus is a process for understanding who is impacted by the issue or opportunity being addressed by the initiative; identifying how the initiative could be tailored to meet diverse needs of the people most impacted; and anticipating and mitigating any barriers to accessing or benefitting from the initiative. GBA Plus is an intersectional analysis that goes beyond biological (sex) and socio-cultural (gender) differences to consider other factors, such as age, disability, education, ethnicity, economic status, geography, language, race, religion, and sexual orientation.

government-wide priorities (priorités pangouvernementales)

For the purpose of the 2024–25 Departmental Plan, government-wide priorities are the high-level themes outlining the government's agenda in the 2021 Speech from the Throne: building a healthier today and tomorrow; growing a more resilient economy; bolder climate action; fighter harder for safer communities; standing up for diversity and inclusion; moving faster on the path to reconciliation and fighting for a secure, just, and equitable world.

horizontal initiative (initiative horizontale)

An initiative in which two or more federal organizations are given funding to pursue a shared outcome, often linked to a government priority.

Indigenous business (entreprise autochtone)

As defined on the [Indigenous Services Canada website](#) in accordance with the Government of Canada's commitment that a mandatory minimum target of 5% of the total value of contracts is awarded to Indigenous businesses annually.

non-budgetary expenditures (dépenses non budgétaires)

Net outlays and receipts related to loans, investments and advances, which change the composition of the financial assets of the Government of Canada.

performance (rendement)

What an organization did with its resources to achieve its results, how well those results compare to what the organization intended to achieve, and how well lessons learned have been identified.

plan (plan)

The articulation of strategic choices, which provides information on how an organization intends to achieve its priorities and associated results. Generally, a plan will explain the logic behind the strategies chosen and tend to focus on actions that lead up to the expected result.

planned spending (dépenses prévues)

For Departmental Plans and Departmental Results Reports, planned spending refers to those amounts presented in the Main Estimates.

A department is expected to be aware of the authorities that it has sought and received. The determination of planned spending is a departmental responsibility, and departments must be able to defend the expenditure and accrual numbers presented in their Departmental Plans and Departmental Results Reports.

program (programme)

Individual or groups of services, activities or combinations thereof that are managed together within a department and that focus on a specific set of outputs, outcomes or service levels.

program inventory (répertoire des programmes)

An inventory of a department's programs that describes how resources are organized to carry out the department's core responsibilities and achieve its planned results.

result (résultat)

An external consequence attributed, in part, to an organization, policy, program or initiative. Results are not within the control of a single organization, policy, program or initiative; instead, they are within the area of the organization's influence.

statutory expenditures (dépenses législatives)

Expenditures that Parliament has approved through legislation other than appropriation acts. The legislation sets out the purpose of the expenditures and the terms and conditions under which they may be made.

target (cible)

A measurable performance or success level that an organization, program or initiative plans to achieve within a specified time period. Targets can be either quantitative or qualitative.

voted expenditures (dépenses votées)

Expenditures that Parliament approves annually through an Appropriation Act. The vote wording becomes the governing conditions under which these expenditures may be made.