



Atlantic Pilotage
Authority



Administration de Pilotage
de l'Atlantique

Corporate Plan Summary (2025-2029)



The Atlantic Pilotage Authority
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Executive Summary

The Atlantic Pilotage Authority (the Authority) provides a valuable and necessary service to the marine community in Atlantic Canada. The highly skilled marine pilots employed by the Authority make a vital contribution to the protection of the environment, to safeguarding the lives of mariners, and to preserving and promoting the economic wellbeing of ports in Atlantic Canada while allowing Canadian businesses to remain competitive in the global marketplace.

The Authority has an exemplary safety record while also maintaining strong relationships and support from its customers and the marine community. Management's regular consultations with its stakeholders continue to provide vital input on the service levels, operational issues, and pilotage charges within each of its ports. These stakeholder meetings provide open dialogue with customers and allow management to stay connected to actual or potential developments in its region.

The Authority had been focusing on investing in fleet renewal and new technologies and has begun its journey to reduce its carbon footprint. The investments in the pilotage service and capital replacement are possible with industry and stakeholder support, the exceptional talents of the employees, and a strong financial position.

Major Objectives

The Corporate Plan (2025 - 2029) is the output of the Authority's strategic planning process which focused on our Strategic Priorities. The Authority has set four priorities to help fulfill the mandate to establish, operate, maintain and administer, in the interests of safety of navigation, an efficient pilotage service within the Atlantic region. These priorities are as follow:

Operational Excellence - Operational excellence, efficiency and sustainability with priority and focus on the protection of people, property and the environment.

Future Readiness - Organizational readiness for industry transformation and development; with a special focus on innovation, technology, environmental stewardship and new competencies.

Workplace Culture - A positive workplace culture that achieves business goals and prioritizes learning, psychological health and safety, trust, diversity and inclusion, engagement and connection.

Mental Health & Wellbeing - Leadership in employee mental health and overall wellbeing through workplace support, access, education, reducing stigma, and support for stress management and emotional wellbeing.

Key Capital Projects and Related Financing

Within this plan the Authority continues to upgrade the pilot boat fleet with the procurement of new/used assets. A capital budget is included in this plan that involves investments in pilot boats, wharves and structures, and portable pilotage units. In 2024, the Authority has added two newly constructed 19-metre pilot boats, and three used vessels of a similar design. The need for at least one additional vessel remains with the target being new or used vessels when an appropriate vessel becomes available for construction or purchase. The Authority has drawn \$1.5 million of the \$3.0 million approved for this capital renewal plan and may draw the remaining \$1.5 million in 2025, if required. The Authority is also requesting the approval to increase its approved line of credit from \$5.0 million to \$7.5 million. The Authority is also requesting to maintain the authority to invest excess funds in guaranteed investment certificates.

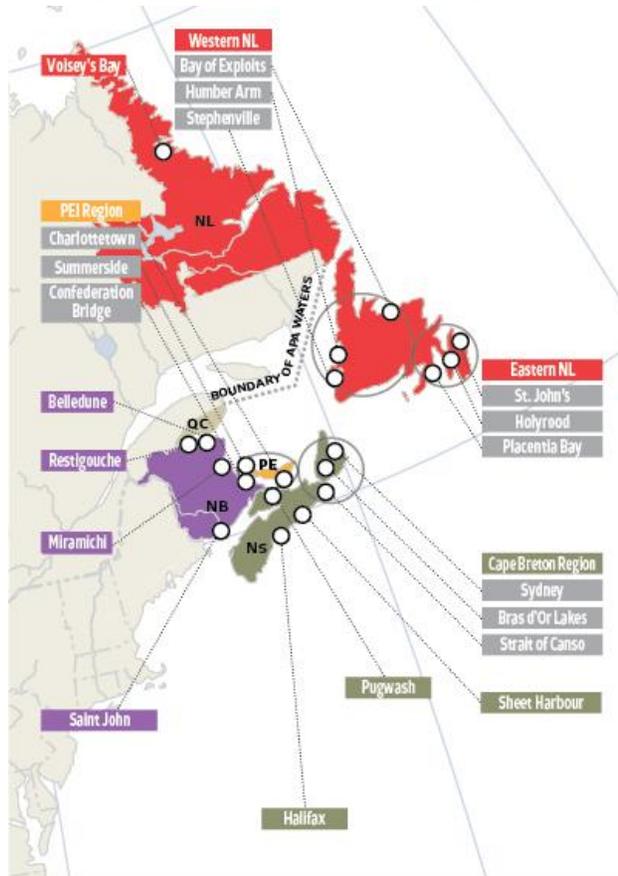
I) Overview

Background

The Atlantic Pilotage Authority was established February 1, 1972, pursuant to the *Pilotage Act*.

Since 1972, the Authority has operated, in the interest of safety, a marine pilotage service for all Canadian waters surrounding the four Atlantic Provinces, including the waters of the Bay of Chaleur in the Province of Quebec. This is the only program of business for the Authority.

The Authority provides licensed pilots to ships that enter Atlantic Canadian Ports, or monitors vessels traveling with a certificated master, to ensure that these ships travel within the pilotage area as safely as possible. The Authority also examines qualified mariners, with the observance of Transport Canada, who then issues pilotage licences, or certificates, to successful candidates. A pilotage certificate enables a master to navigate their own ships within designated compulsory areas without a licensed pilot on board.



The Authority organizes its operations according to geographic location and has had twenty areas designated as requiring compulsory pilotage.

The Authority is a Crown corporation as defined by the *Financial Administration Act (FAA)* and is listed in Schedule III, Part I to that Act. The Authority is not an agent of the Crown.

The Authority has not received parliamentary appropriations since 1995 and, under provisions of the *Pilotage Act*, is not eligible for future appropriations.

The Board of the Authority consists of a part-time Chairperson and not more than six other members, all appointed by the Governor in Council.

The Chief Executive Officer (CEO) has the direction and control of the day-to-day business of the Authority while it is administered and controlled at its headquarters, which is in Halifax, NS.

Mandate

The mandate of the Authority is to establish, operate, maintain and administer, in the interests of safety of navigation, an efficient pilotage service within the Atlantic region. Its fees shall be fixed at a level that permits the Authority to operate on a self-sustaining financial basis and shall be fair and reasonable.

Mission

To deliver safe, efficient and self-sustaining marine pilotage services in Atlantic Canada.

Vision

To be a trusted leader in marine pilotage and related services.

Values

Inclusion: We recognize that connection is a core human need and team diversity makes us stronger.

Trust: We recognize that we work in a high-risk industry where no one succeeds on their own.

Respect: We know that words and actions matter, and the absence of words and actions matter.

Integrity: We recognize that our work requires making sound decisions with reliability during high-stress situations.

Learning: We believe the workplace plays an important part in helping employees grow, develop and remain up to date.

Guiding Principles

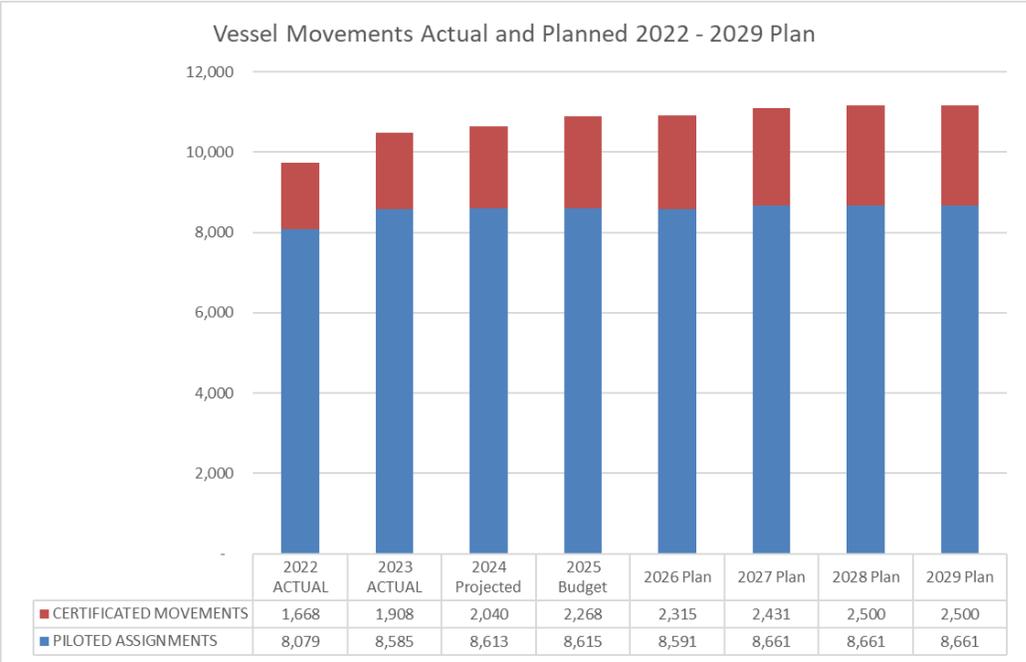
- **Safety and Protection:** We recognize that protecting people, property and assets is the cornerstone of our Authority. Occupational and marine safety will continue to be the priority over all competing interests. To accomplish this, we will:
 - Cooperate, communicate and collaborate daily with each other and our customers to ensure we keep this promise and commitment.
 - Maintain our historical strength at recognizing risk and apply that capability to new developments in our business and industry.
 - Practice staying curious about situations and points of view, and resist assumptions and blame even when under stress.
- **Environment:** We strive to protect the natural environment in the communities we serve and are committed to being a part of the marine industry's transformation to greater environmental sustainability.



- **Financial Sustainability:** We are mandated to remain self-sustaining and will balance costs and customer pilotage charges with fairness and consideration of market forces.
- **Relationships:** We will only be successful in fulfilling our mission and vision when we build and maintain positive relationships inside with each other and outside with customers, partners, and community stakeholders.
- **Accountability:** We stand behind the work we do and the high business and operational standards we maintain.
- **Service Excellence:** We strive for excellence and efficiency in all areas of our business. We recognize our role in advancing the Federal government’s economic, social and environmental priorities and make decisions to support those policies.
- **Innovation and Technology:** We recognize the evolving nature of our industry, technology and social change and are innovating to remain flexible and ready for the future.

Pilotage Traffic Trends

The chart below illustrates all the vessel movements in the region that are subject to compulsory pilotage, whether these movements were under the conduct of a licenced pilot, or a certificated master. The planning assumptions of the Authority are based on historical traffic levels, shipping announcements,



and information provided directly to the Authority by stakeholders through consultation. There are projects being considered by industry that may grow traffic within this planning period, but the Authority is taking a conservative stance on possible growth.

The total number of piloted assignments for 2025 is estimated to remain constant from the previous year with continued growth in container traffic. The estimated activity for 2025 is 8,615 piloted assignments, with an additional 2,268 movements conducted by certificated master. The amount of activity in ports serviced by the Authority can vary significantly due to factors that are beyond its control.

Piloted traffic is reduced in the region by vessels moving with certificated masters. These are masters who have passed a certification exam that allows them to pilot their own vessels without the services of an Atlantic Pilotage Authority pilot. There were 1,908 movements by certificated masters in 2023 as these movements had declined due to the pandemic. The number of certificated masters and associated movements is expected to grow during the planning period as this activity recovers.

With daily challenges in scheduling and weather threats, the Authority offers great flexibility in ordering a pilot with no special nighttime order rules. This requirement is in competition with the need to keep costs as low as possible while being flexible and nimble to meet targets with a limited workforce.

As mentioned earlier, the Authority does not receive parliamentary appropriations and is required to generate revenues to be financially self-sufficient. The Authority must fix charges that allow it to be financially self-sufficient while also being fair and reasonable and not placing an excess burden on industry. The Authority closely monitors changes in traffic and the corresponding impact on revenues as fluctuations may impact its ability to accomplish its mandate. With the large amount of fixed assets and the majority of pilots being salaried employees, most of the costs do not fluctuate significantly with changes in traffic levels. A decrease in the number of assignments would mean a decrease in revenues without the ability to substantially adjust expenses. Due to the time and expense required to train a pilot, numbers are not reduced for temporary decreases in traffic. The Authority does have entrepreneurial, or contract pilots, who provide service in ports with low levels of activity and whose costs fluctuate with traffic variance.

II) Operating Environment

The primary business activity of the Authority is to provide a safe and efficient pilotage service. The Authority charges the user, or customer, for the service. An ideal performance would be one where the service provided was completely safe and efficient, which would be without shipping incidents, without injury or damage to individuals, vessels, port facilities, or the environment, and with the smallest impact on industry stakeholders. Historically, the Authority has maintained a low level of shipping incidents; however, it is recognized the Authority has inherent risks associated with the business, and the potential for an incident is always present.

External Environment

- **The Economy:** The demand for the Authority’s services is impacted by the state of local and broader international economic conditions in a number of ways. These include effects derived from commodity pricing, employment and productivity, trade agreements, and currency exchange rates that have a large impact on tourism that drives cruise vessel traffic.
 - a. Much of the activity in the Atlantic region is affected by commodity pricing, which has been strong. The oil refinery in Comeby-Chance switched to refining waste product and began generating traffic in 2024. Oil tanker traffic has remained constant in Saint John, NB, but offshore maintenance and operational decisions have meant a decline at other facilities in Placentia Bay, NL.



Potash exports continued to move through the Port of Saint John as Nutrien transfers product from its Saskatchewan mine to Saint John for export. Bulk carrier traffic in the Strait of Canso has been strong with the demand for aggregate.

- b. The demand for goods locally, provincially, nationally, and internationally drives much of the traffic in terms of imports and exports that flow through our ports. General employment and economic health enhance local commerce that increases shipping. Stable and/or a growing international business climate contributes to the creation of a well-remunerated population that has the disposable income for spending and investing nationally and internationally. Many of these goods are transferred by container vessels, RORO vessels, and auto carriers. This traffic has been increasing as carriers capitalize on the logistical advantages and new opportunities within the region. Recession or a broad decline in purchasing power of consumers would impact this sector of marine traffic, but the impacts for the Authority are usually delayed.
 - c. Currency exchange rates affect imports and exports that flow through the ports or areas serviced by the Authority. The commercial attractiveness of Canadian export goods to foreign buyers and/or the affordability of desirable import goods can be driven by exchange fluctuations. Currency also impacts tourism in the region with a lower Canadian dollar contributing in normal times to a thriving cruise industry.
 - d. The outcome of trade negotiations as well as the imposition or removal of nationalistic trade barriers and charges on import/export dependent businesses could positively, or negatively, impact the amount of cargo flowing into and out of our ports. This impacts many types of cargo, including container traffic and auto carriers.
- ***Customer Operational Interruptions:*** Usually without warning the Authority loses expected traffic to operational decisions or circumstances that interrupt the demand for services. These can be extended interruptions that negatively impact the financial position of the Authority and threaten its goal to be area-by-area financially self-sufficient. In 2020, the floating production storage and offloading (FPSO) unit for the Terra Nova Oil Field in Newfoundland and Labrador went off station and has not returned to full capacity, while other offshore maintenance is also being conducted that has impacted traffic in Placentia Bay, NL. Interruptions to trade routes and within other ports may lead to increased traffic that can't be serviced elsewhere or may be bypassed if Atlantic Canada ports are too great of a diversion from the adjusted routes. These types of commercial decisions impact the Authority's revenues and may occur without significant warning.
 - ***Pilotage Act Reform:*** Amendments to the *Pilotage Act* received Royal Assent in June of 2019. The implementation has been challenging for the Authority as operations are adjusted to reflect changing roles and responsibilities, while at the same time continuing to provide services under the new *Act*.

- **Licencing Authority:** With regulatory functions being moved to Transport Canada, the efficiency and effectiveness of the service provided by the Authority has been impacted, but the original slow advancement of pilot licences and certificates has been improved.
 - **Charging Methodology:** The amendments have created opportunities in terms of business development and charge setting that allows the Authority to be much more responsive to changing economic and business factors. This has made it easier to be financially self-sufficient and produce charges that are fair and reasonable.
 - **Compulsory Area Designation:** The Minister of Transport signed an Interim Order that was effective on June 9th, 2022, and designated Belledune, NB, and Sheet Harbour, NS, as compulsory ports for the Authority to service. This order also extended the Placentia Bay, NL, compulsory area to include the port of Argentia. An additional Interim Order was signed on October 18th, 2022, that named Summerside, PE as the twentieth compulsory area for the Atlantic Pilotage Authority. The Authority reacted quickly to assure services could be provided in all these areas with minimal operational impact to other users. These Interim Orders have been extended into 2025.
- **Climate Change:** Due to changes in weather patterns, the Authority is dealing with severe marine conditions that are more frequent and are lasting for longer periods. This is causing serious challenges to the Authority's ability to deliver safe, effective, and efficient services as marine conditions are worsening and there are longer port closures and delays. It is adding risk to pilot transfers under these severe conditions, and it makes maneuvering vessels more difficult. Infrastructure, such as wharves and breakwaters, are also at risk to damages due to changing environmental factors which impacts safety.
 - **Push to Zero-Carbon Economy:** With climate change being a focus for Canadians, there is an impetus to move towards a zero-carbon economy. This will impact the Authority eventually in its reliance on tanker traffic and related revenues, as well as additional capital investment required to lower its carbon footprint. There are numerous projects now under consideration, especially in the areas of wind power and hydrogen production. As these projects develop, the pilotage service will be impacted by the increase in related shipping.
 - **Cyber Security:** Threats to IT infrastructure are increasing and cyber security is growing in concern. Like most organizations, the Authority relies on technology to deliver its services with the greatest operational risk exposure in its dispatch centre. The dispatchers rely on numerous technological tools to organize and dispatch for the Atlantic region. Interruption of these tools could impact the efficiency and effectiveness of the service delivery. The Authority is also responsible for safeguarding private information and limits the personal information it holds electronically.
 - **Technology:** The rapid pace of changing technology presents both challenges and opportunities for the Authority. The adoption of new technologies, like Portable Pilotage Units (PPU) helps the Authority provide a more effective and efficient service. On the other hand, vessels continue to arrive with increasingly modern technologies that present challenges in terms of pilot training. It is critical that pilots, and the Authority, remain current with new technologies and there are many

tools in development to assist with navigation. The Authority must stay current with these technological changes and adopt those which would benefit the port pilotage it conducts.

- **Certificate Use:** Movements performed by certificated masters represents approximately 20% of all movements within the compulsory waters.
 - **Low Risk Movements:** There are a number of very low risk movements or moves that are handled safely by certificated masters. This allows for pilotage resources to be targeted towards areas of higher risk and adds to the efficiency of pilotage.
 - **Performance Evaluations:** There is currently no mechanism in regulation that requires the certificated masters to have performance evaluations, as required under IMO Resolution A.960 Recommendations on Training and Certification and on Operational Procedures for Maritime Pilots Other than Deep-Sea Pilots. The Authority has a policy to review certificated masters' performance at the time of their renewal and this had been accepted by industry and supported by Transport Canada.
 - **Lost Revenues and Responsibilities under the *Pilotage Act*:** This number of certificates has a financial impact on the Authority with approximately \$8.035 million lost in pilotage fees expected in 2025. The *Pilotage Act* assures a robust and efficient pilotage regime so that pilotage is available to all ships operating in a compulsory pilotage area and are assured of safe and predictable use on the part of all ships regardless of whether any given ship is boarded by a licensed pilot or handled by a certificate holder. The Authority incurs regular costs in service of this assurance that include operating the pilotage authority as described in the *Act* and the related By-Laws; operating a dispatch centre to monitor and record all movements in compulsory waters subject to compulsory pilotage requirements; develop and maintain the required management system as specified by Regulation; and pay the Minister of Transport a fee for administration of the *Act*. Virtually all these costs associated with having pilotage services available in Atlantic Canada were borne by the users that do not have certificated masters even though the Authority must make services available to all vessels. This was not a fair cost recovery model, negatively impacting the efficiency of the service, and affecting the Authority's ability to be financially self-sufficient. The Authority began addressing this in 2023 by implementing a certificate movement charge that is expected to generate \$408,000 in revenue in 2024 and increasing to \$680,000 in 2025. Even with this newer charge, the use of certificated masters provides substantial savings for Canadian carriers, with foreign operators absorbing an increasing portion of the total cost of pilotage.
- **Relationships with Stakeholders:** The Authority has strong relationships with its stakeholders that is maintained through regular consultation. The users of the services support pilotage in the Atlantic and their cooperation has been greatly valued in solving the challenges that have faced the industry in the region. This cooperation allows for a more effective and efficient service as information and scheduling is shared openly. It also increases the ability to achieve financial self-sufficiency as traffic levels are more easily predicted and appropriate charge levels set without objection.
- **Seasonal Traffic Patterns:** The Authority faces periods of higher than usual volumes due to seasonal cruise ship traffic, daily variances in industry scheduling, and weather closures. The seasonal nature

of the cruise industry presents challenges for the Authority because there is a constant labour force of pilots in each port. Seasonal surges in demand for pilotage means the authority must manage overtime and hours of work/rest without compromising safety but risks increased delays and the efficiency of service delivery. This is particularly challenging because beyond the Authority's interest in meeting its mandated obligations, the Authority is also conscious of Canada's need to ensure that Atlantic Canada remains an attractive and viable destination for the cruise industry in the region.

- **Marine Labour Market:** Recruiting and training mariners to become pilots is a challenge. Pilots are licenced for specific ports or districts and cannot perform assignments outside of their licenced areas, which makes the coverage of assignment fluctuations more challenging. To reach the target for pilot numbers, and maintain it through planned retirements, the Authority must be continuously adding pilots and training them from apprentice level to unlimited full class A licence level.



Internal Environment

- **Board Composition:** The Board of the Authority consists of a part-time Chairperson and not more than six other members, all appointed by the Governor in Council. The appointment process of new members named can be delayed, which is a challenge. There are two vacancies on the Board, with one now for over three years.
- **Operations – Pilots:** The Authority is targeting a steady workforce of 39 employee pilots and 14 entrepreneurial pilots to cover projected activity. The employee pilots are represented by the Canadian Merchant Service Guild (CMSG) and had a new collective agreement set through binding arbitration that is a 5-year agreement that expires on December 31, 2024.

The Authority received notice in December 2023 that the Halifax Pilots intended to resign as employees of the Authority and form a body corporate effective January 1, 2025. The *Pilotage Act* allows for a group of pilots to decide whether they will be employees or form a corporation and provide their services to an authority as an external contractor (Body corporate). The Authority is negotiating this initial contract with this new body corporate with the aim to have an agreement in place for the new year.

If the Authority's recruitment is behind schedule, part-time pilots are added where possible for the busiest season and management is collaborating with employees to cover the traffic requirements. There is no interruption to service anticipated, but the situation in Halifax must be monitored closely.

- **Pilot Boat Crews:** The crews consist of employee launchmasters and deckhands for Halifax, NS, Saint John, NB, and the Strait of Canso, NS. There have been eight employees in Halifax and Saint John, and six employees in the Strait of Canso. These numbers have been based on the need to crew each vessel with a single Launchmaster and single deckhand. Transport Canada has begun to mandate

that some vessels operated by the Authority must have three crew members onboard, thus increasing the number of pilot boat crew employed by 50%. With this increase in crewing, the Authority has added an additional position for management oversight and training purposes. The launchmasters are represented by the CMSG whose agreement expires on December 31, 2024, while the deckhands are represented by the Public Service Alliance of Canada (PSAC Union). The deckhand agreement expired on December 31, 2022, and negotiations began in September 2024.

- **Dispatchers:** The department is headed by the Dispatch Manager with four full-time dispatcher positions that provide 24/7 coverage for the Authority’s dispatch centre. An additional dispatcher does the billing for the Authority and provides coverage for the area. The dispatchers are covered by the same collective agreement as the deckhands that expired on December 31, 2022.

The dispatcher position is another that requires specific skills and capabilities to fill. A casual pool is also used to provide coverage but this model, in this labour environment, is becoming more challenging and less effective, thus the number of salaried dispatchers is budgeted to increase.

The following table summarizes the Authority’s staffing situation.

Function	Actual 2021	Actual 2022	Actual 2023	Projected 2024	Budget 2025	Plan 2026	Plan 2027	Plan 2028	Plan 2029
Administration									
Executive Officers	3	4	4	4	4	4	4	4	4
Directors/Managers	4	3	3	4	5	5	5	5	5
Support	4	5	5	5	5	5	5	5	5
Total Admin	11	12	12	13	14	14	14	14	14
Operations									
Employee Pilots	49	49	49	51	39	40	39	39	39
Pilot Boat Crews	16	16	16	33	33	33	33	33	33
Crewing Superintendant	0	0	0	1	1	1	1	1	1
Boat Maintenance Employees	2	3	3	3	3	3	3	3	3
Dispatch Managers	1	1	1	1	1	1	1	1	1
Dispatchers	5	5	5	5	6	6	6	6	6
Total Operations	73	74	74	94	83	84	83	83	83
Total Employees	84	86	86	107	97	98	97	97	97
Body Corporate Pilots	0	0	0	0	13	14	14	14	14
Entrepreneurial Pilots	10	13	12	13	16	16	16	16	16

- **Aging Pilot Boats:** Providing port pilotage means that all areas require the service of a pilot boat to transfer the pilot to and from a pilotage assignment. As these vessels age, the Authority must maintain them to keep them as safe a platform as possible while also planning for their eventual replacement. This challenge is also impacted by the changes in weather and marine conditions, as heavier and more robust vessels may be required in more of the ports, and a desire to reduce the Authority’s carbon production. An aging or insufficient pilot boat fleet impacts the Authority’s ability to provide a safe, efficient, and effective service, while being less environmentally friendly. A risk with these older platforms is that they may not be robust enough for the conditions or may not be operational when needed, increasing the likelihood that pilotage services may be interrupted.
- **Marine Infrastructure:** The Authority leases, or owns and maintains, several marine assets, including a breakwater, wharves, floating docks, and pilot offices. These assets are a strength in that

they provide safe transfer points, shorter service times, and operational headquarters for the pilots and crews. As these items are always exposed to severe elements and constant use, they are inspected, repaired, and occasionally replaced. Wear and tear on these items are a challenge that may grow with the changing climate and will impact safety and future costs.

- **Safety Culture**: The Authority has increased its focus on improving its safety culture. ISO 9001 Certification was achieved in 2018 and has been maintained since. A dedicated resource was added, a Quality, Health, Safety & Environment (QHSE) Manager, to increase the focus on this area. Having 20 compulsory ports through four provinces adds to this challenge, as does having numerous contractors and service providers.
- **Financial Resources**: The Authority is forecasting its fourth consecutive profitable year since the pandemic. These profits, a contingency fund, and savings have allowed the Authority to service its debt, and have an adequate cash balance to invest in its capital asset replacement plan.
- **Performance and Reviews**: The Authority has performed a safe, effective, and reliable service while maintaining efficiency for its users. The incident free rate for 2023 was 99.94% (99.98% in 2022) of assignments and there were no incidents that caused injury or environmental damage. The percentage of assignments performed without delay caused by the Authority was 97.94% (98.89% in 2022). The Authority measures a delay when a pilot is not provided to a vessel within one hour of customer's order time. When surveyed by the Authority, 98.3% (100% in 2023) of its participating users were satisfied with the Authority's dedication to safety and 78% (75% in 2023) were satisfied with its efficiency.
- **Alignment with Government Priorities**: The activities of the Authority support all the Government's economic, environmental, and social priorities. The efficient and safe transport of marine vessels through the ports of Atlantic Canada delivers economic growth and prosperity for all Canadians. The industries that are dependent on shipping feeds job creation, economic opportunities and expanded markets for Canadian companies. The Authority contributes to the safe and efficient movement of goods and people for Canadians, while protecting the environment from harm and without causing any interruption to the supply chain.

In 2024, the Authority continued to work towards establishing policies and programs which actively support the obligations and outcomes for the Gender-Based Analysis. The Authority continues with its commitment to promoting a healthy workplace and focusing on supporting the Federal Public Service Workplace Mental Health Strategy. Greening of the operations is a goal that is being pursued by the Authority with its pilot boat replacement program and other initiatives.

Compliance with Ministerial Directives:

The Authority complies with Ministerial directives and their spirit of intent and supports open and transparent governance by using its website to proactively disclose information to the public and through regular consultation meetings with its stakeholders. More details regarding this compliance can be found in Appendix 9.

Special Examination, 2025:

The Office of the Auditor General of Canada has begun a Special Examination covering selected systems and practices that were in place in 2024 with a report to be delivered to the Board of the Authority in 2025.

Additional information on the Authority's alignment with Government priorities can be found in Appendix 10.

III) Strategic Priorities, Activities, Results and Risks

On an annual basis, the Authority engages in strategic planning sessions involving the Board and management. In the spring of 2022 these sessions were conducted with an external facilitator where the mission, vision, values and guiding principles were updated. Four strategic priorities were set at this session and replaced the previously set corporate objectives. These strategic priorities were established for a five-year period and will be reset by the end of 2027.

1) Operational Excellence:

Operational excellence, efficiency and sustainability with priority and focus on the protection of people, property and the environment.

The critical outcome the Authority is striving to achieve in this area is to improve upon its exemplary safety record by maximizing the number of shipping movements conducted without any injury to people, or damage to property or the environment. The Authority plays an essential role in the safety of the marine industry by providing highly trained pilots and boat crews that provide guidance for transits and dockings to assure they are done safely and as efficiently as possible.

Critical Success Factors:

- Trained and capable mariners will be available upon request for any vessel that is not exempt from compulsory pilotage.
- An efficient and safe pilot boat service must be available in every port or district to allow for an on-demand service without causing delay.
- Operational impacts on the environment will be measured and reduced.
- Charges for the service must be appropriate. Rate levels must be fair and reasonable for the users, while allowing financial self-sufficiency. This includes the ability to accumulate a targeted reserve and savings to fund future investment, liabilities, and survive unexpected business declines.

To achieve this objective, in 2025 the Authority will focus on the following:

- **Increasing the Safety of Operations:** The Authority's operations are inherently dangerous and the Authority must be diligent in reducing risk.
 - The Authority will purchase additional used vessels as they become available. (Medium-Term Goal - new)
 - Complete vessel upgrade recommendations for Deck Safety (Short-Term Goal)

- Increase level of training and management oversight for vessel crews on all safety items; considering bespoke safety training for pilot crews, enriching quality and expanding scenarios for drills (Short-Term Goal)
 - Complete review of safety on pilot boats for lower volume ports and upgrade as appropriate. (Short-Term Goal)
 - Work strategically with other Pilotage Authorities to determine if TP 14530 (Construction and Inspection of Pilot Vessels) should be updated with lessons learned from SJNL incident. (Short-Term Goal)
- **Capital Asset Renewal - Facilities:** The Authority has numerous marine facilities that require repairs or replacement:
 - Floating docks in several locations will be inspected, repairs completed, and possible replacement where required. (Short-Term Goal - ongoing)
- **Pilot and Certificate Holder Evaluations:**
 - **Licensed Pilots:** Use the pilot assessment program to determine areas of improvement and training opportunities to assure performance targets are achieved by licenced pilots. (Short-Term Goal - ongoing)
 - **Certificate Holders:** To treat licenced and certificate holders equally, competency evaluations will be performed for certificate holders to assure their competencies are maintained, in the interest of safety. With the certificate renewal powers transferred to the Minister under the new *Act*, this action required that Transport Canada support it for it to continue as part of the renewal process. (Short-Term Goal - ongoing)
- **Charge Adjustments:** Charges for 2025 will be adjusted to achieve the following while also being fair and reasonable:
 - **Increased Costs of Operation:** The cost of operation is increasing for several reasons:
 - i The Authority is investing in newer vessels in various ports to replace older pilot boats that are reaching end of life.
 - ii At the request of stakeholders, additional pilot resources are being added that requires adjusted revenues in several areas to cover these costs.
 - iii Inflationary pressures and increased salaries determined by negotiation or awarded through arbitration also lead to increased pilotage fees.
 - iv A recent requirement imposed by Transport Canada requiring three-person crews on various Authority pilot boats greatly increases operating costs in the ports where this is mandated. (Short and Medium-Term Goal - new)
 - **Search for Efficiencies:** The Authority will remain ISO 9001 compliant as this program enforces regular activities in a search for continuous improvements. The CEO will continue to participate in the National Pilotage Committee with Transport Canada, the other pilotage authorities, the Shipping

Federation of Canada, and other industry representatives with the aim to improve efficiencies in the system. (Short-Term Goal - ongoing)

- Argentia, NL: Investigate infrastructure and transport requirements to boost efficiency for both zones of Placentia Bay (Short-Term Goal).
- **Implement Cyber defenses:** The Authority will continue to work with local experts and the Canadian Centre for Cyber Security to protect its infrastructure. (Short-Term Goal - ongoing)
 - Hardware will be upgraded to increase cyber security. (Short-Term Goal)
 - The Authority will develop policies that are consistent with the ISO27001 Information Security Standards (Short-term Goal)
 - The Authority will comply with Bill-C26 in Information security when passed by Parliament (Short-term Goal)
- **Emission Reductions:** The Authority is in the initial stages of a carbon reduction project as it seeks opportunities to advance measures that support Canada’s transition to net-zero greenhouse gas emissions by the year 2050, with the following initiatives for 2025:
 - **Measure the Footprint:** A local firm was contracted to work with the Authority to provide initial measurement of our impact on the environment and devise a plan to reach carbon neutral by 2050. The initial report was received, and based on these findings, the Authority is developing measurable ways to reduce emissions for 2030 targets. (Short-Term Goal)
 - i **Immediate Recommendations** – Items from the analysis that can be actioned in the short-term without significant financial consequences not considered in this plan will be actioned.
 - 1 **Operations:** There are adjustments to operating behaviour that would make a significant impact. The Authority will operate the pilot boats at slower speeds when service performance allows and study opportunities to shorten the transits to boarding stations by utilizing alternative shoreside pilot transfer locations (ie Herring Cove and Argentia). (Short-Term Goal)
 - ii **Reporting:** Demonstrate climate leadership by adopting the Task Force on Climate-related Financial Disclosures standards, or more rigorous and acceptable standards for 2025. (Medium-Term Goal)
 - **New Boat Design:** The new vessels recently delivered have IMO Tier III scrubber technology attached to its engines and the number of diesel-powered generators has been reduced by replacing with batteries. (Short-Term Goal- ongoing)
 - **Procurement of Used Vessels:** When used vessels are purchased to increase safety and reliability, consideration is given to how these older vessels can be retrofitted with emissions-reducing technology. The recent purchases will have Graphene bottom paint and the engine rooms are suitable for future electrification. (Short-Term Goal)

- **Innovation:** There are many avenues of innovation that are becoming possible as the focus on the reduction of carbon pollution has led to an explosion of invention. The Authority is actively seeking opportunities to reduce carbon consumption and emissions:
 - i **Graphite Paint** – This new hull paint has been proven in Placentia Bay to reduce drag on the vessel, resulting in a significant improvement in fuel efficiency. With this trial proving successful, the paint is being deployed to the remainder of the fleet. (Short-Term Goal)
 - ii **Biofuels for Vessels** – Consider strategic partnerships to obtain supply of alternative fuels in high consumption ports. The Authority has agreed to buy biofuels for its pilot boats if made available in the ports of Halifax and Saint John. In conversations with industry, having a committed customer base was a step required to the possible production of this fuel. (Medium and Long-Term Goal)
 - iii **Pathway to carbon neutral by 2050** – These opportunities will be clearer once primary providers of electricity and fuel have announced specific plans with respect to how they will meet 2030 targets. (Medium and Long-Term Goal)

2) Future Readiness

Organizational readiness for industry transformation and development; with a special focus on innovation, technology, environmental stewardship and new competencies.

The Authority will communicate regularly with internal and external stakeholders to assure that resources are planned and secured for future demands. This will include investment in human capital as well as capital assets being upgraded and replaced

Critical Success Factors:

- The appropriate number of fully trained and capable pilots for each port or district must be available. The workforce must be sufficient to provide the service without delays when considering future traffic levels.
- Pilot boat operations, including personnel, must be in place to support future traffic levels.
- Training will be provided to all staff to support continuous growth and readiness for changing technologies.
- Constant communication with all stakeholders will allow for preparations to be made for changes to industry and related markets.

To achieve this objective, in 2025 the Authority will focus on the following:

- **Pilot Recruitment:** Add three new qualified apprentice pilots during 2025 in anticipation of planned retirements. The pool of qualified mariners nationwide has been growing smaller while finding qualified masters who are interested in positions in Saint John, NB has been challenging during a period that has had a greater number of announced retirements in the port than usual. (Short-Term Goal - new)

- **Increase Pilot Target Numbers** - Continue to add pilots until 39 employee pilots are regularly on staff (After Halifax pilots resign as the end of 2024 to form body corporate) (Medium-Term Goal - new)
- **Body Corporate Negotiations** – Include in new body corporate contract for Halifax assurances that the pilot numbers are maintained to provide proper service to the users of the port. (Short-Term Goal - new)
- **Pilot Training**: Review and improve the training plan for pilots to include increased use of simulators and investigate more targeted tug escort and manned model training. (Short-Term Goal- ongoing)
 - **Low volume ports**: additional training and additional costs for new entrepreneurial pilots, if no path appears for retired pilots due to sea service requirements. (Short-Term Goal)
 - **Pilotage Continued Proficiency Program** - Prepare for additional training and administrative burden (Short-Term Goal).
- **Capital Asset Recapitalization – Pilot Boats**: In 2019, the Board approved a long-term pilot boat replacement strategy.
 - Additional resources will be allocated to life extension activities or replacement of the older vessels that will remain in service. Vessels deemed to be surplus will be sold. (Medium-Term Goal - new)
- **Technology**: The Authority will monitor advances in marine technology, specifically regarding portable pilotage units, weather monitoring, environmental efficiencies, and communications in search of improvements that can be made to improve safety, efficiency, and effectiveness of pilotage.
 - Where practical, the Authority will have attendance at the International Marine Pilots Association conference, the Shipping Federation’s Mariners Workshops, regular Safety and Technology summits, work boat conferences, and other technology conferences or meetings in 2025. (Short-Term Goal- ongoing)
 - Artificial Intelligence (AI) will be investigated to determine where the authority may be able to use its capabilities to assist in meeting its mandate in relation to effectiveness and efficiency of service. (Medium-Term Goal – New)
- **Contributing to efficiency and economic growth through consultation**: Authority personnel will participate in regular port operating committees in each area in which they are active. Consultation services will also be offered to individual users with projects or operations that will benefit from marine pilotage expertise. (Short-Term Goal- ongoing)
- **Reserve and Targeted Savings**: In line with the requirements of the *Pilotage Act*, the Authority will aim to re-establish its reserve fund so that its ability to satisfy its mandate will not be in jeopardy during periods of unexpected declines in traffic or other events. Beyond maintaining a reserve fund, the Authority will accumulate savings towards future capital asset replacement and long-term severance liabilities. (Short-Term Goal- ongoing)

- **Consultation**: The Authority will deliver on its commitment to maintain relationships with stakeholders through increased disclosures on its website and frequent consultation meetings with interested parties. These interactions are essential to planning resources for the future and facing shared challenges. (Short-Term Goal- ongoing)
 - **Indigenous Outreach**: The Authority will continue its outreach efforts in consulting Indigenous where appropriate and incorporating Indigenous perspectives into organizational operations and planning processes. (Short-Term Goal- ongoing)
- **Pilotage Act Reform**: There is a considerable workload on Transport Canada to adopt the approved changes to the *Act*. The Authority will assist wherever possible so that these reforms will be implemented successfully. For 2025, this will include the development of a Management System that is in full compliance with the newly developed Marine Pilotage Regulations. (Short-Term Goal- ongoing)
 - **Regulatory Changes** - Ensure internal resources are available for responding to any changes (QSMS requirements, Certificate Training Program, etc.) (Short-Term Goal- New)

3) Workplace Culture

A positive workplace culture that achieves business goals and prioritizes learning, psychological well-being, trust, diversity, equity, and inclusion, engagement, and connection.

The critical outcome the Authority is striving to achieve in this area is to create a culture that protects the psychological well-being, and in all aspects of the workplace through collaboration, inclusivity, and respect.

Critical Success Factors:

- It is important that the organizational mission, vision, values, and business goals are communicated effectively and discussed with the employees so that they feel part of it, engaged and connected.
- Prioritize psychological well-being of all employees through establishing a stand-alone mental health and wellbeing strategic priority.
- Foster a workplace culture of inclusivity, that embraces the current workforce demographic, while emphasizing organizational education and growth through outreach and recruitment strategies which uphold the principles of equity, diversity, and accessibility.
- Generate positive change to the current workplace culture through education, training, and initiatives that are practical and tailored to our workforce.

To achieve this objective, in 2025 the Authority will focus on the following:

- **Sharing of Direction**: After launching an internal campaign in 2023 for promotion and communication of revised organizational mission, vision, values, and business goals to all employees, these will be reinforced through additional promotion and training. (Short-Term Goal)
- **Equity Actions and Reporting**: Increase diversity among workforce population through employment equity initiatives in recruitment and selection and through working with industry

partners for the promotion of diversity in the maritime sector. Generate and publish employment equity data for employees to see a more accurate picture of representation gaps. (Short-Term Goal - ongoing)

- **Remove Barriers:** Address systemic barriers through policy review and education and training for senior leadership. Diversity and equity within the workforce will improve as outreach and recruitment strategies uphold the principles of equity, diversity, and inclusion. (Short-Term Goal - ongoing)
 - Establish Accessibility Plan Committee with the goal of producing three-year Accessibility Plan. (Short-Term Goal - ongoing).
- **Engagement and Awareness:** Increase employee engagement and awareness through education, and training of all employees in anti-racism, diversity, equity, and inclusion. (Short-Term Goal - ongoing)

4) Mental Health & Wellbeing

Leadership in employee mental health and overall wellbeing through workplace support, access, education, reducing stigma, and support for stress management and emotional wellbeing.

The critical outcome the Authority is striving to achieve in this area is to create a workplace that promotes psychological health, physical and mental safety, and engagement of the workforce.

Critical Success Factors:

- Prioritize and enhance work-life balance through workload and fatigue management education, training, and initiatives.
- Provide all employees with opportunities to stay well through psychological health and prevention of violence, harassment and bullying in the workplace education, training, and initiatives.
- Build wellness leadership capacity at all levels of the organization through communication of expectations on responsibility, accountability, and engagement.
- Continuously improve and evaluate the wellness culture at the Authority through feedback and metrics.

To achieve this objective, in 2025 the Authority will focus on the following:

- **Increase Workforce:** Review employment models and structure to allow for additional fulltime or term employment to allow for proper leave opportunities, greater direct support, and more reasonable workloads. (Short and Medium-Term Goal - New)
- **Workload Management:** Provide educational opportunities and supporting initiatives for all employees and managers that focus on work-life balance, supporting employees with their efforts

to disconnect, and promoting active lifestyles and healthy eating at work. (Short and Medium-Term Goal - ongoing)

- **Fatigue Management:** Provide educational opportunities and supporting initiatives for all employees and managers that focus on fatigue management, focusing on impacts of shiftwork, impacts of working independently and alone. (Short-Term Goal - ongoing)
- **Psychological Health:** Provide educational opportunities and supporting initiatives for all employees and managers that focus on healthy minds, mental fitness, illness, physical and psychological safety, and dealing with stress. (Short-Term Goal - ongoing)
- **Prevention of Violence, Harassment and Bullying:** Provide educational opportunities for all employees and managers that focus on the prevention of violence, harassment and bullying in the workplace. (Short-Term Goal - ongoing)

Risk Overview

Each year, the Authority follows a procedure for Risk Assessment and Treatment that identifies new risks, performs a risk analysis through the scales related to likelihood and impact, proposes risk treatments in the form of mitigations, and performs risk monitoring and review. This Enterprise Risk Management System has been assigned to the Board for their oversight with specific risks assigned to individual committees of the Board for more frequent updates.

The residual risk, considering active mitigations, for areas of concern that are measured as high, or above, are as follows:

VERY HIGH

- Injury to pilot/crew member while transferring: The Authority has pilots injured while transferring occasionally with various levels of injury, but the transfer at sea is a dangerous maneuver for which the Authority must be diligent in making as safe as possible. This is a risk to each of the Authority's areas of strategic priorities and is mitigated by training for employees, implementing procedures, and making capital investments towards this end.

HIGH

- Risk that Employees are exposed to Injury or Illness in the Workplace: This is a risk category that is elevated with Covid. While the virus remains active in the world, there is increased risk for all employees of the Authority, especially pilots and boats crews. This is a risk to the Authority's goal to provide a reliable and self-sustaining service by safeguarding the Authority's people and assets while planning for succession and asset replacement.
 - Even beyond the pandemic, the operation of the Authority can be impacted by injury or illness and the staffing numbers are not at a level where there is significant redundancy.

HIGH

- Risk related to Halifax pilots moving to a Body Corporate: The risk that the transition to a body corporate lead to service interruption or degradation, and/or significantly higher cost to the stakeholders.

IV) Financial Overview

Financial Position

The Authority is a “non-appropriated” or self-financing Crown corporation with the requirement to be financially self-sufficient using charges that are fair and reasonable. The costs of the Authority are charged to the users of the service in the form of a charge on each assignment for which pilotage services are provided, or a lesser charge when movements are conducted by a certificated master. Future traffic expectations, and the administration and operating costs are discussed with stakeholders through regular consultation to establish fair and reasonable charges. The financial goals of the Authority are to regularly have positive cash flows that allow for regular operations, capital replacement, and debt servicing, while accumulating a reserve and targeted savings to assure the mandate is achieved over a longer term.

Due to the recent capital investment, the Authority used its reserves and savings to provide these assets while minimizing the long-term accumulation of debt. The medium-term goal will be to recover from its decline in cash and re-establish an acceptable amount held in reserve and savings. The Authority relies on projections of future traffic levels and the corresponding revenue and expenses to determine the financial health of the individual ports. The 2023 Annual Report for the Atlantic Pilotage Authority is posted at:

<https://www.atlanticpilotage.com/reports/>

Financial Strategy

The Authority recognizes the following factors that are important in maintaining financial self-sufficiency:

- 1 Maintain Financial Self-Sufficiency target to assume mandate is achieved.

In each rolling 5-year period the Authority will have cash provided by operating activities sufficient to fund regular capital maintenance payments and loan/lease payments. The Authority’s mandate will not be compromised to meet this requirement, and this measure has been achieved even through the period of the pandemic.

The current projections are that this goal will be achieved in 2024 and throughout the planning period.

- 2 Maintaining a reserve fund to allow the Authority to remain financially sound during economic downturns.

The Authority has maintained its reserve goal for operating cash and savings to be a target of 15% of pilotage service revenues, for the purposes of financing regular operating activities and accumulated reserves. Excess cash beyond this requirement will be moved to savings as described below in paragraphs 2 and 3.

Due to the recent investments in capital assets, the reserve has been needed and the Authority expects it will reach this targeted balance again in 2025.

3 Maintaining sufficient reserves for an unfunded liability pertaining mainly to severance payments

This liability was \$1.171 million on December 31, 2023, and will be reduced when the Halifax pilots resign at the end of 2024 to form a body corporate. In 2012, the benefit was removed from non-union employees' benefits, was negotiated out of two collective agreements, and was eliminated for new employees in the third collective agreement. The Authority had accumulated savings for this purpose of \$500,000 at the end of 2024 and expects to use these savings to fund payments in 2025 and 2026. After these payments, this goal will no longer be required or relevant as the outstanding liability will not be a cause of material financial risk.

4 Maintaining the financial capacity to borrow or fund the cost of acquiring new capital assets.

The Authority has established a long-term fleet renewal strategy that includes an investment in new and used vessels, as well as mid-life refits.

The recent pilot boat construction projects and used vessel procurement has required the accumulated capital replacement savings and previously approved long-term borrowing. The intention was consistent with previous builds where the Authority would finance a significant portion of the cost with its reserves and borrow the balance. The Authority will not contribute future funds towards this dedicated savings purpose until the financial reserve targets are met.

The budgeting outlook from 2025 to 2029 assumes traffic remains steady and tanker traffic recovers in Placentia Bay, all of which is based on feedback received from port authorities and the agents for the industry. The outlook also includes specific impacts in particular industries where information was received; operational behaviour that is consistent with current approaches; and adjustments made for typical, predictable economic factors such as inflation. This information received indicates future growth in several ports and includes the repurposing of the Come-by-Chance refinery to produce product from recycled feedstock. Lost traffic is expected in other ports where current vessel masters have expressed their desire to become certificated masters and pilot their own vessels. Based on these projections, the Authority is budgeting an accounting profit (before loss of disposal of assets) of approximately \$2.214 million but includes a \$1.344 million in revenue raised by the deficit additional charge that is scheduled to expire at the end of 2025.

Capital Investments

The Authority has over \$45 million in capital assets that have to be replaced or upgraded over the long-term. It is a large portion of the financial resources of the Authority that is needed for this purpose. These

expenditures are primarily for pilot boats, but also includes investments in wharves and structures, maintenance vehicles, leasehold improvements, and computers and office equipment. The Authority also recognizes Right-of-Use assets associated with leases under IFRS16. A Right-of-Use asset is recorded to represent the value of an asset the Authority is using under lease but does not own.

In 2024, the Authority currently expects to invest \$5.6 million in capital projects (\$2.6 million for the new vessels being built, and \$1.2 million for the purchase and upgrades of a used vessel previously owned by a contractor in the Strait of Canso) These investments were funded with additional borrowing, operating cash flows and accumulated savings.

The Authority completed its project to establish a new operations centre for Saint John, NB by completing a docking facility with crew quarters, and moving the pilot office to this same location. The Head Office in Halifax was also expanded to allow for more office space.

The Authority budgets for projects that are planned, but under International Financial Reporting Standards (IFRS), there are unanticipated repairs that also must be capitalized. An allowance is assumed for these items, but depending on the components that fail, the Authority can be well over, or well under, budget on the capital portion of these repairs.

2025:

With a fleet of vessels that are aging, or no longer suitable for the operation, the plan includes a total of \$2.3 million to purchase, or build, additional vessels to replace older vessels currently operating as primary or secondary vessels.

The requirements included in the 2024 Capital Budget have planned upgrades to the vessels totalling \$1.0 million with another \$400,000 budgeted for the estimated capital portion of regular repairs. This includes additional critical spares and additional investments to increase the safety, and reliability, of the pilotage operation.

Planned capital investment in wharves and structures of \$275,000 includes for multiple floating dock requirements. Further investment in portable pilotage units of \$40,000 is planned for 2025 as well as computer, furniture, and software replacement and upgrades.

Refer to Appendix 6 for more information.

Debt

As the Authority has invested in capital assets, it has done so by entering financing arrangements to fund the portion of major capital projects that cannot be covered within available savings in reserve. These funding activities are governed by section 36 of the *Pilotage Act* and section 127 of the *Financial Administration Act*. As outlined by Order in Council, the Authority is subject to a statutory borrowing approval constraint which limits total amount outstanding at any time at \$20 million. This does not include amounts to be recognized as capital leases. The Authority's borrowing strategy is developed to always stay well within this borrowing constraint.

The Authority had received approval of the Minister of Finance to enter into long-term borrowings of up to \$3 million to be used towards the procurement of four used pilot boats to be added in the 2023-2024 time

period. Three of these vessels were added to service in 2024 and \$1.5 million of this approved borrowing drawn.

As the Authority continues its capital asset replacement program, it is requesting approval of the Minister of Finance to enter into a new loan facility in 2025 in the amount of \$1.5 million to be used towards the last of the planned used vessel purchases. (This is inclusive of the balance of the previous year's borrowing that has not been used. The Authority does not anticipate that it will be drawing on its line of credit by the end of 2025.

In accordance with section 36 of the *Pilotage Act* and 127(3) of the Financial Administration Act, the Authority requires the approval of the Minister of Finance to enter into any particular transaction to borrow money, including the time and the terms and conditions of the transaction.

Refer to Appendix 7 for more information.

Financial Investments

Under the most recent changes to the *Pilotage Act*, under section 37, the Authority may, with the approval of the Minister of Finance, invest any moneys not immediately required for the purposes of the Authority in any class of financial asset. The Authority is requesting the approval of the Minister of Finance to invest in guaranteed investment certificates offered by one of the major Canadian banks.

Appendices

1. Ministerial Direction
2. Corporate Governance Structure
3. Planned Results
4. Chief Financial Officer Attestation
5. Financial Statements and Budgets
6. Borrowing Plan
7. Risk Management
8. Compliance with Legislative and Policy Requirements
9. Government Priorities and Direction



1. Ministerial Direction

The Atlantic Pilotage Authority is operating in accordance with the guidance expressed in the Honourable Omar Alghabra, Minister of Transport's letter to the Chair.



September 6, 2022

Captain Jack Gallagher
Chair of the Board of Directors
Atlantic Pilotage Authority
jackgallagher@hammurabi.ca

Dear Captain Gallagher:

As you know, following the 2021 general election, I had the honour of being reappointed as the Minister of Transport. My priorities have been outlined in the mandate letter the Prime Minister shared with me in December 2021, and today I write to you to set out my expectations as to how the Atlantic Pilotage Authority (APA) will help advance these priorities.

As the Minister accountable to Parliament for the APA, I am committed to continuing our productive relationship to ensure that Canada's transportation system is safe, secure, efficient, and environmentally responsible. I recognise that the pandemic mitigation measures such as restrictions on cruise ships in Canadian ports dramatically reduced APA's operations, and thus revenue. I appreciate APA's efforts to pivot operations and continue to operate safely during this unprecedented time.

My priority upon my reappointment as the Minister of Transport was to enforce vaccination requirements across the federally regulated transportation sector. Thank you for the commitment you have demonstrated in developing and implementing your corporation's vaccination policy. Together, we mitigated the full impact of infection and severity of illness for travellers and workers in the transportation sector, and increased vaccine uptake, providing broader societal protection. As the COVID situation unfolds, we continue to adjust our measures accordingly, as we did in June of this year. I appreciate the corporation's ongoing collaboration as our response to COVID-19 continues to evolve as we learn more about this virus.

Ensuring goods and people can move efficiently throughout our country with robust and reliable supply chains and transportation systems is another key priority further reiterated in Budget 2022. The APA is an important link in Canada's supply chain, and I trust that the corporation will strive to reduce and prevent bottlenecks in Canada's transportation network. I encourage you to work with my officials to ensure the APA continues to be prepared to proactively mitigate and respond to emerging incidents and hazards, including cyber security threats.

Canada

Fighting climate change is a cornerstone of the government's plan to rebuild the economy, create middle-class jobs, and ensure Canadian industry remains competitive. The *Canadian Net-Zero Emissions Accountability Act* has legislated Canada's efforts to achieve net-zero greenhouse gas emissions by the year 2050. I expect the APA to seek opportunities to advance measures that support Canada's transition to net-zero, including accelerating the transition to zero-emission vehicles and considering targets related to this cause throughout your operations.

As part of the government's strategy to combat climate change, Budget 2021 announced that Canada's Crown corporations would demonstrate climate leadership by adopting the *Task Force on Climate-related Financial Disclosures* standards, or more rigorous and acceptable standards. I encourage the APA to start reporting its climate-related financial risks by 2024.

Another pillar of the government's plan is to continue to address the profound systemic inequities and disparities that remain present in the core fabric of our society. I expect that the APA will join us as we walk faster and farther along the road to reconciliation, particularly through meaningful partnership and collaboration with local Indigenous communities. This should include, but not be limited to, consulting Indigenous communities where appropriate and incorporating Indigenous perspectives into organizational operations and planning processes.

Diversity and equity within the APA's workforce will improve its ability to deliver on all its objectives, and I expect that as the APA embarks on any hiring, it implements outreach and recruitment strategies that uphold the principles of equity, diversity, and inclusion. I trust that the APA will also continue to ensure that it is doing its part, per the *Accessible Canada Act*, to help make the transportation system more accessible for persons with disabilities.

I also remain committed to open, transparent, and merit-based selection processes to attract qualified candidates for governance and leadership positions in the Transport portfolio. Candidates should also reflect Canada's diversity in terms of linguistic, regional and employment equity groups (women, Indigenous peoples, persons with disabilities and members of visible minorities), as well as members of ethnic and cultural groups. As Chairperson, you will be invited to participate in these processes for your organization, which will inform my ultimate appointment recommendations to the Governor in Council.

I expect that your short-, medium-, and long-term objectives as they relate to the government's priorities in this letter are clearly presented in your upcoming corporate plans and progress to achieving those objectives is reported in your subsequent annual reports. I also ask for your support in ensuring that, to the extent that it is within the APA's control, future corporate plans are prepared sufficiently in advance, with the best information available at the time, to enable timely review and approval.

It is critical that the performance objectives of the corporation, Board and CEO flow within a consistent storyline. I ask that the measures you develop to assess your CEO's performance conform to best practices concerning the development of specific, measurable objectives, based on the observable behaviours in areas where your CEO can exercise sufficient influence to achieve the desired outcomes. The rationale included for the overall rating of your CEO should clearly identify why your Board is providing the rating and which performance objectives were weighed most heavily when arriving at the determination.

As always, the legal, fiduciary, and ethical obligations of public office holders remain. All appointees should abide by the principles found in the Prime Minister's statement on Open and Accountable Government. All boards should ensure ongoing compliance, both for their organization and for themselves, with relevant legislation, Treasury Board policies, Governor in Council and ministerial directives.

It is an honour to serve Canadians as Minister of Transport and a privilege to be able to work with key partners such as the APA.

Sincerely,



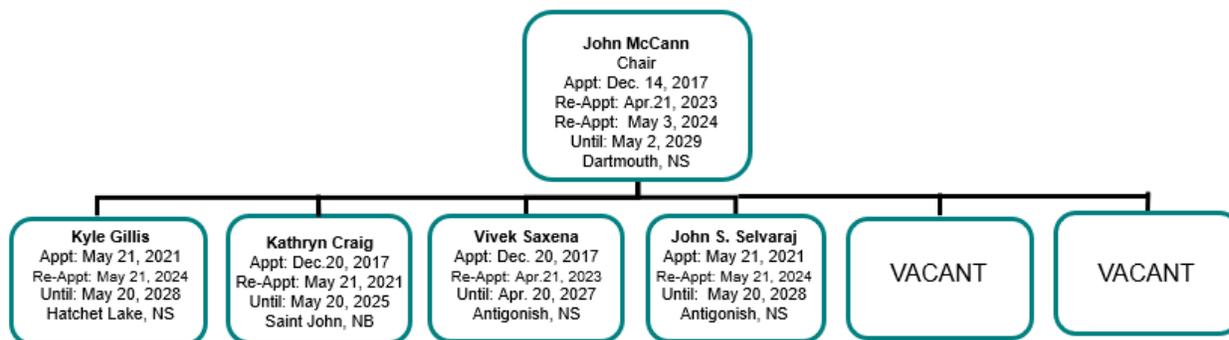
The Honourable Omar Alhabra, P.C., M.P.,
Minister of Transport

2. Corporate Governance Structure

The Atlantic Pilotage Authority operates at arm’s length from its sole shareholder, the Government of Canada. While the shareholder provides policy direction for the corporation’s ongoing operations, as stated in the *Financial Administration Act* (FAA), the Authority (Board) ensures that the corporation fulfills its mandate by setting the corporation’s strategic direction and organizational goals, and by monitoring their implementation. The Authority reports to Parliament through the Minister of Transport.

The Chair and Members of the Board are appointed by Governor-in-Council for terms of two to five years. The Board is composed of members with various experiences and an effort is made to have the Board reflect the widespread geographical area within the Atlantic Pilotage Authority’s jurisdiction.

The following organizational chart indicates the composition of the Board on September 1, 2024, followed by a chart indicating the Board committees that are in place. The Members remain on the Board until a re-appointment, or replacement is made by Order-in-Council, minimizing the risk to the Authority of these expiring terms. The Chair does not serve beyond the end of his/her term.



A long-serving Board Member resigned on June 7, 2021, leaving a vacancy on the Board that has yet to be filled. This was followed by the end of the previous Chair’s term and the promotion of the Vice-Chair, leaving a second vacancy since February 2024.

Authority Board Members

John McCann, Chair

Captain McCann has served on the Board since December 2017 and became Chair of the Authority in May 2024. Captain McCann was previously the vice-president of operations at the Saint John Port Authority and retired in 2023 as manager for the Halifax Harbour ferry transit system. He is involved in various other organizations in Nova Scotia and previously in Saint John, NB.

Kyle Gillis, Vice-Chair

Mr. Gillis joined the Board in May 2021 and is Chair of the Authority’s Audit Committee. Mr. Gillis, of Hatchet Lake, NS is a CPA, CMA, and is the Vice-President, Finance & Operations at Adaptive Medical Technologies Inc.

Kathryn Craig

Ms. Craig has served on the Board since December 2017 and is Chair of the Authority's Governance and Human Resources Committees. Residing in Saint John, NB, Ms. Craig was the CEO of Fundy Linen and has served on a variety of Boards in the Saint John area.

Vivek Saxena

Captain Saxena has served on the Board since December 2017. Captain Saxena is a Master Mariner with over 20 years of experience at sea and is Principal of the NSCC Strait Area Campus, located in Port Hawkesbury, NS.

John Suresh Selvaraj

Mr. Selvaraj joined the Board in May 2021 and is Chair of the Authority's Pilot Boat & Infrastructure Committee. Residing in Antigonish, NS, Mr. Selvaraj is Academic Chair of the Nautical Institute at NSCC Port Hawkesbury, NS. Prior to this, Mr. Selvaraj was an Instructor of Marine Engineering at NSCC and a Fleet Manager at Executive Ship Management PTE Ltd. in Singapore.

Authority Board Role

The Board is responsible for the oversight and strategic direction of the Authority. It sets corporate objectives and direction, ensures good governance, monitors financial performance, approves budgets and financial statements, approves policies and by-laws, as well as ensures that risks are identified and managed.

The Board meets at least quarterly with other meetings scheduled as needed. The Board has created several committees with specific responsibilities. The Board has established Terms of Reference for each standing Committee and guidelines that govern their operation. The Board may establish other committees as required to assist the Board in meeting its responsibilities. Further information on these committees is provided below.

The total of Board remuneration and expenses are projected to be \$135,000 in 2024 and are below the \$145,000 budgeted for the year due to the board vacancy and reduced travel. These costs are budgeted in 2025 at \$140,000 and assumes that the board is fully staffed.

Committees

Audit Committee

The Audit Committee is a core committee of the Authority's Board of Directors and is specifically required by *Financial Administration Act* (FAA). There are three members designated to be on this committee and they meet quarterly. Its responsibilities include providing financial oversight for the Authority, improving the quality of financial reporting, monitoring Information technology and cyber security, and increasing stakeholder confidence in the credibility and objectivity of the corporate performance.

Governance Committee

There are three members of this committee, and they meet at the call of the committee chair. Its mandate includes defining roles and responsibilities for the Board and management, as well as consulting with the Chair regarding the structure of Board committees. This committee recommends candidates for the Board as well as the Chair and CEO positions and critically reviews management recommendations that may impact National Marine Pilotage Regulations.

Human Resources Committee

This committee meets as required and is made up of three members. The committee’s responsibilities include the CEO’s performance evaluation, reviewing significant changes to the organizational structure, reviewing the mandate for collective bargaining, and monitoring succession planning for management and pilot resources.

Pilot Boat Committee & Capital Infrastructure Committee

This committee has three members. The committee meets as required and its responsibilities include the critical review of management reports associated with the operation of pilot boats and technology and monitoring the fleet renewal strategy.

Audit	Governance	Human Resources	Pilot Boat & Capital Infrastructure
Kyle Gillis, Committee Chair	Kathryn Craig, Committee Chair	Kathryn Craig, Committee Chair	John Suresh Selvaraj, Committee Chair
Kathryn Craig	Kyle Gillis	Kyle Gillis	Kyle Gillis
Vivek Saxena	Vivek Saxena		Vivek Saxena
John Suresh Selvaraj	John Suresh Selvaraj		Kathy Craig
John McCann, Ex-Officio	John McCann, Ex-Officio	John McCann, Ex-Officio	John McCann, Ex-Officio

Annual Public Meeting

The Authority held its 2024 Public Meeting on July 22, 2024, virtually and was within 15 months of the prior year’s public meeting, that being June 27, 2022, as required under section 113.1 (1) of the FAA. Presentations were made by the Board Chair, the CEO, and the CFO, and participants were provided an opportunity to make inquiries or provide comments to the Board and management of the Authority. In addition to the annual public meeting, management of the Authority regularly hosts consultation meetings with stakeholders where current service levels, future investment, and financial forecasts are discussed.

Senior Executives

The following individuals hold key senior executive positions within the Authority:

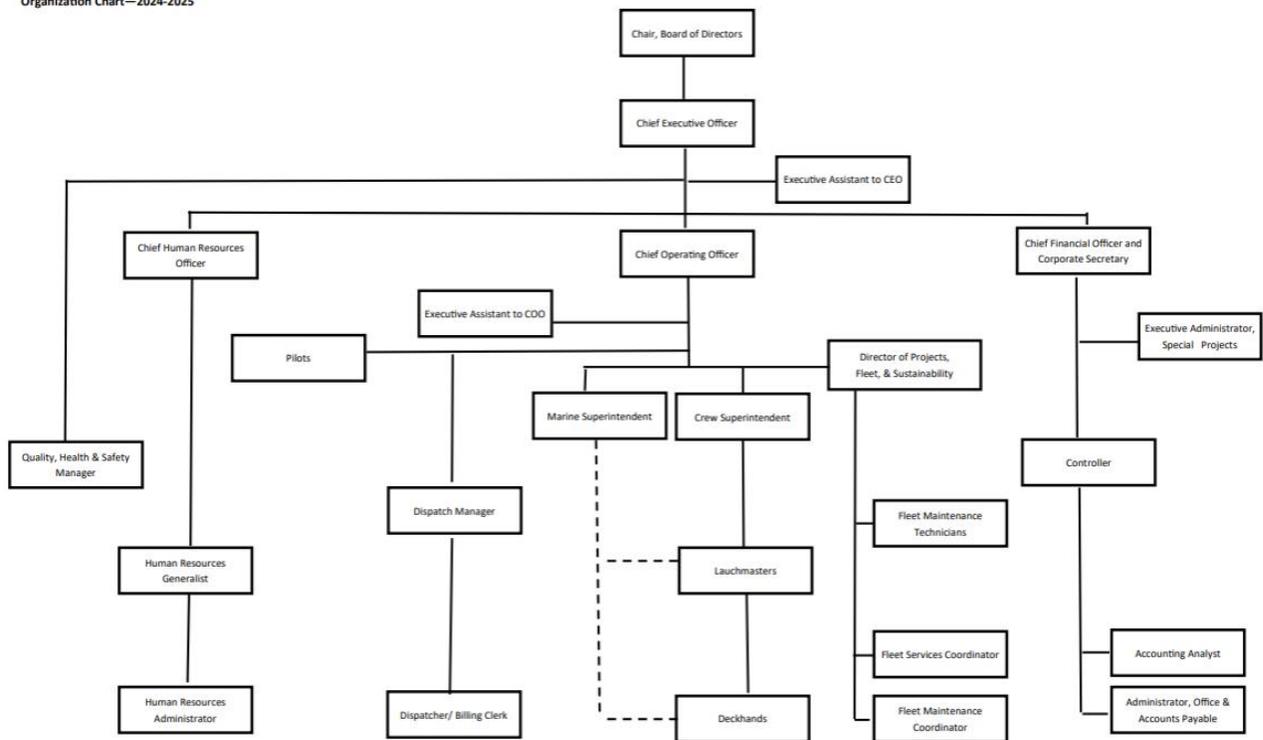
Name	Title
Sean Griffiths	Chief Executive Officer
Brian Bradley	Chief Financial Officer and Corporate Secretary
Jennifer Campbell	Chief Human Resources Officer
David Anderson	Chief Operating Officer

The total cost of this senior executive group is projected to be \$1.002 million in 2024 and is in range of the \$1.014 million budgeted for the year. The most recent adjustments to the CEO EX2 salary range by the Privy Council Office (PCO) and a proposed revaluation of the Authority’s CEO classification are captured in a provision and included as an addition to this total. The 2025 budget also includes these estimates and the total cost of this group is stated as \$1.113 million.

The following chart indicates the organization structure of the administration of the Authority for 2025:

Administration: The Authority has 14 employees in administration with the technical qualification of the staff being a strength. The Executive/Managers includes three master mariners who occupy the positions of Chief Executive Officer (CEO), Chief Operating Officer (COO), Marine Superintendent (MS). The CEO also has a Master of Business Administration (MBA) and the Chief Financial Officer (CFO) and the Controller are both CPAs with an MBA and the Chief Human Resources Officer is a Chartered Professional in Human Resources (CPHR) and holds an MBA. The Director of Projects, Fleet, and Sustainability (DPFS) has a degree in engineering. The workload on the operations staff remains high with little redundancy, but efforts are being made to address this by adding two positions to the organization chart, Crewing Superintendent and Human Resources Administrator.

Atlantic Pilotage Authority
Organization Chart—2024-2025



Operations Personnel

Pilots

The Authority recruits highly skilled mariners with significant and diversified experiences within the shipping industry. Recruiting a mariner with this level of certification and career experience is a targeted audience, specifically those who have sea time experience in the compulsory district for which they are recruited. The Authority established a familiarization program to aid in the recruitment of qualified mariners that otherwise would not meet the trip qualifications within the district. This program increases the eligible pool of highly skilled and competent candidates to hire for future district pilot positions. Operating in a dynamic maritime industry, this program becomes increasingly important to ensuring future pilots have the professional expertise and work experience to meet the high standard for providing a safe and efficient pilotage service.

The Authority competes with private industry for this skilled labour and wages and benefit packages must be comparable. The Authority stresses the work/life balance it can offer and that being a pilot is seen by many as the pinnacle of a mariner’s career. These factors can be attractive to mariners and offset some shortages in wages.

Pilot progression takes between 24 – 36 months to reach a full Class A Unlimited Licence, and it is critical to have access to competent and qualified resources to ensure continuity of service during times of increased traffic, or lost time injury. The Authority has a Memorandum of Agreement with the CMSG in which there is an incentive for pilots to provide notice of retirement. This agreement provides the Authority with an opportunity to properly plan pilot strength by pro-actively hiring new apprentices. Following the establishment of this agreement, the Authority has received notice from many pilots regarding their plans to retire. Pilots are being added as replacements so that they can have as much as three years of training before each pilot retires. Having a pilot retire without a suitable replacement able to compensate can have a negative effect for stakeholders.

The licence structure is outlined below:

Licence	Gross Tonnage	Note
Apprentice	Training capacity	At the end of this phase, the apprentice must receive a passing mark on an extensive written and oral exam for their district.
Class C Licence	Does not exceed 10,000 GT	
Class B Licence	Does not exceed 40,000	Class B Limited
		Class B Unlimited
Class A Licence	Over 40,000 GT	Class A Limited
		Class A Unlimited

An apprentice restricts the employee to training trips under the supervision of a senior Class A Unlimited pilot within their district. Training is conducted on various types and sizes of ships. At no point during the apprentice phase, does the employee complete pilotage assignments without supervision. Once licenced, they will perform pilotage assignments independently within their corresponding gross tonnage limitation, while performing training trips with senior district pilots on assignments above their current licence level. This process continues until the pilot receives a full Class ‘A’ Unlimited licence, allowing them to take all assignments within their district.

The following outlines the general application of training courses as related to the pilot progression through their increasing level of pilotage licence.

Mandatory Training Course	Location	Pilotage Licence Level Required
SeaIQ/PPU	Quebec	Apprentice
H2S Alive	Local Area	Apprentice
H2S Refresher	Local Area	Class C, B or A as required
Basic Manned Model	United Kingdom	Class B

Mandatory Training Course	Location	Pilotage Licence Level Required
Advanced Bridge Resource Management (BRM-P)	Quebec	Class C or Class B
Radar Errors	Quebec	Class C or Class B
Tug Escort	PEI/Quebec	Class C, B or A
Z-Drive Tug	Quebec	Class B or Class A
Azipod	Quebec	Class B or A
Advanced Manned Model	France	Class A
Advanced Manned Model refresher	France	Class A (7 years after Advanced Manned Model)

The average cost to the Authority to train a pilot to an unlimited Class A licence over the initial two to three years is \$275,000. The Authority has budgeted \$450,000 for training courses for 2025.

Pilot Boat Crews

The pilot boat crews encompass three groups of employees that are considered operational.

Vessel Maintenance

The Fleet Maintenance Technicians and Fleet Services Coordinator are responsible for the maintenance of the pilot boat fleet. These three individuals contribute to the effectiveness of the service by assuring pilot boats are available when pilots are required to be transported to vessels.

Crew Management

With the recent increase in crewing and related training, the Authority will add Crewing Superintendent. This position will have direct management responsibilities for the launchmasters and deckhands and will be responsible for the crew training program for the Authority.

Launchmasters

There are eleven launchmasters who are employees of the Authority, four in Saint John, four in Halifax, and three in the Strait of Canso. Launchmasters are the captains of the pilot boats and are highly skilled boat handlers that can guide the pilot boats along side much larger, fast-moving vessels, to allow the pilots to transfer safely. The Authority employs term, part-time or casual employees to assist with maintaining operation in the absence of a full-time launchmaster.

Deckhands

There are eleven full-time permanent deckhands who are employees of the Authority, four in Saint John, four in Halifax, and three in the Strait of Canso. Due to the possible requirement from Transport Canada to add an additional crew member for each transit related to pilot boat operation, the Authority is planning to add as many as eleven deckhands of term or permanent status through these three ports. The deckhands most important responsibility is assisting and protecting the pilots while transferring between moving

vessels, but also add value with general maintenance of the vessels. The Authority employs other term, part-time or casual employees to assist with maintaining operation in the absence of a full-time deckhand.

Dispatchers

Included in the dispatchers' category is the Dispatch Manager position, who manages the dispatch centre and six full-time dispatchers, one of whom handles the billing. High quality dispatchers are essential to providing an efficient and effective service as they are the point of contact for all operational partners in each port, coordinating pilots, pilot boats, and transportation with the moving vessel orders and requirements, while adhering to mandatory rest periods and safety requirements.

Entrepreneurial Pilots

Entrepreneurial Pilots are not employees of the Authority and derive their income from receiving a share of the charge levied for an assignment. Therefore, the Entrepreneurial Pilot assumes the financial risk related to changes in activity. They are used in areas where there is very little traffic, no investment in assets by the Authority, or potential for large fluctuations in assignments. They do not provide service in the same districts as employee pilots.

Body Corporate Pilots

The pilots for the Port of Halifax have formed a Body Corporate with which the Authority will contract for pilotage services in the port to begin January 1, 2025. These individuals are not employees of the Authority and expect to be remunerated based on the amount of service provided. Therefore, the Body Corporate would assume a portion of the financial risk related to changes in activity.

Directive on Pensions:

Section 16 of the *Pilotage Act* specifies that the Authority is deemed to be a Public Service corporation for the purposes of section 37 of the Public Service Superannuation Act. Employees of the Authority are members of the Public Service Superannuation Plan and contributions are made by the employees and the Authority to fund their future annuity. This plan aligns with the Government priorities and has the employee/employer cost sharing ratio of essentially 50:50.

3. Planned Results

The following provides an overview of the Authority’s intended results for the planning period:

Performance Assessment

Outcome	Performance Indicators	2023 Actual	2025	2029	Data Strategy
The Authority is committed to providing pilotage services free of shipping incidents	Number of assignments under the conduct of a licenced pilot on which there were no shipping incidents	99.94%	99.95%	99.95%	Logged Incident Reports
	Number of incidents that cause injury or environmental damages	0	0	0	Logged Incident Reports
	Percentage of customers who reported that they are satisfied with the Authority’s commitment to safety as registered through the annual customer survey process	100%	100%	100%	Annual Customer satisfaction Survey
The Authority will maintain financial self-sufficiency by exercising effective cost management and establishing charges that are fair and reasonable	In each rolling 5-year period the Authority will have cash provided by operating activities sufficient to fund regular capital maintenance payments and loan/lease payments.	Net +\$3.6 million over 5-year period	Net +\$0 over 5-year period	Net +\$0 over 5-year period	Annual data from Authority’s financial systems
	Line of credit will be maintained to assure mandate can be achieved and then reserve accumulated	Full expected Operating Cash on Hand – \$4.0 Million	Full expected Operating Cash on Hand will be maintained at \$4.5 Million	Total Cash and Reserve will be 15% of pilotage service revenues. (not direct recovery revenues)	Annual data from Authority’s financial systems
	Accumulated savings as compared to target – Capital Asset Replacement	\$2.5 million accumulated	-	-	Annual data from Authority’s financial systems

Outcome	Performance Indicators	2023 Actual	2025	2029	Data Strategy
	Accumulated savings as compared to target – Severance Liability	\$500,000 accumulated	-	-	Annual data from Authority’s financial systems
The Authority is committed to providing pilotage services that do not cause delay or service interruptions	Number of assignments under the conduct of a licenced pilot on which there were no delays of greater than one hour	97.94%	99.00%	99.00%	Annual data from Authority’s financial systems
	Number of assignments without registered complaints as reported through the Authority’s non-compliance reporting process	99.67%	99.75%	99.90%	Annual data from Authority’s non-compliance logs
	Percentage of customers who reported that they are satisfied with the efficiency of marine pilotage services provided by the Authority as registered through the annual customer survey process	75%	80%	85%	Annual Customer satisfaction Survey
	Number of delays caused by pilot boat maintenance issues	4	0	0	Delay analysis
	Total pilot boat downtime caused by unplanned maintenance	0.82% of total time vessels available	1% of total time vessels available	1% of total time vessels available	Maintenance tracking
The Authority is committed to the safety of its people	Number of work-related injuries	1	0	0	Employee medical case manager reports

Outcome	Performance Indicators	2023 Actual	2025	2029	Data Strategy
The Authority is committed to supporting efficiency & consistency through consultation	The number of consultation meetings held between the Authority and its stakeholders	27 meetings	15 meetings	15 meetings	Meeting logs and records
The Authority will support the Government in its efforts to implement the regulation changes required under <i>Pilotage Act</i> reform	The regulation changes and changing policies/procedures will be implemented successfully as determined by Transport Canada	100% as per TC schedule	100% as per TC schedule	-	Transport Canada schedule for changes
The Authority supports the Federal Sustainable Development Strategy and Greening Government Strategy by reducing its environmental footprint	Incidents of environmental spills or damage caused by the Authority pilot boats or facilities	0	0	0	Incident Reporting
	Reduction in environmental footprint as boats and facilities are replaced	An accurate calculation of the Authority's footprint was completed	Strategies for reduction compiled. Reduction targets to be developed	30% reduction the carbon footprint	Active monitoring and standard carbon calculations

Chief Executive Officer Results Commitment

I, Sean Griffiths, as Chief Executive Officer of the Atlantic Pilotage Authority, and accountable to the Board of Directors of the Atlantic Pilotage Authority for the implementation of the results described in this Corporate Plan and outlined in this Appendix verify that this commitment is supported by the balanced use of all available and relevant performance measurement and evaluation information.



September 23, 2024

 Chief Executive Officer
 The Atlantic Pilotage Authority

 Date

4. Chief Financial Officer Attestation

In my capacity as Chief Financial Officer of the Atlantic Pilotage Authority, I have reviewed the Corporate Plan and Budgets and the supporting information that I considered necessary, as of the date indicated below. Based on this due diligence review, I make the following conclusions:

1. The nature and extent of the financial and related information is reasonably described and assumptions having a significant bearing on the associated financial requirements have been identified and are supported.
2. Significant risks having a bearing on the financial requirements, the sensitivity of the financial requirements to changes in key assumptions, and the related risk-mitigation strategies have been disclosed.
3. Financial resource requirements have been disclosed and are consistent with the stated assumptions, and options to contain costs have been considered.
4. Funding has been identified and is sufficient to address the financial requirements for the expected duration of the Corporate Plan.
5. The Corporate Plan and Budget(s) are compliant with relevant financial management legislation and policies, and the proper financial management authorities are in place (or are being sought as described in the Corporate Plan.)
6. Key financial controls are in place to support the implementation of proposed activities and ongoing operation of the parent Crown corporation.

In my opinion, the financial information contained in this Corporate Plan and Budget(s) is sufficient overall to support decision making.



Chief Financial Officer
The Atlantic Pilotage Authority

September 23, 2024

Date

5. Financial Statements and Budgets

This Corporate Plan is presented under International Financial Reporting Standards (IFRS).

For 2024, pilotage charges are expected to outperform the budget as traffic has increased in several sectors and multiple ports. Forecasted pilotage charges revenue for the current fiscal year is \$32.990 million, which would be \$1.422 million (4.5%) over the Authority's approved fiscal 2024 budget. The deficit reduction charge is expected to add an additional \$1.241 million in revenues, \$71,000 more than budgeted. With five newer vessels entering operations in 2024, it has been a year of transition. Carrying costs for these vessels are well below budget as the vessels were anticipated to be in service for the entire year, but additional contractor coverage was also not anticipated. A decision by Transport Canada to add a required third person on Authority safe manning documents has a substantial cost of approximately \$900,000 that was not anticipated. This leaves the Authority with a projected profit close to budget of \$1.431 million, but includes the revenues derived by the temporary deficit additional charge.

The budgeting outlook beyond 2025 assumes the following: similar cruise, container, and other traffic; with some loss due to certificated masters; and activity derived from Whiffen Head in Placentia Bay returning to normal levels in 2025.

Financial Planning Factors

When preparing its forecast and budgets, the Authority considers a variety of elements, both financial and nonfinancial. Information is gained through consultation meetings within each port or area which allows for projections and budgeted activity over the near term. Budgets are prepared for each administrative cost centre as well as each operating segment.

Projected and Budgeted Revenue

The revenues of the Authority are influenced by the amount of marine traffic, and the composition of that traffic in terms of size and types of vessels. The annual traffic levels are mainly driven by the economics of the marine industries of the Atlantic region. Forecasting the traffic for future years is very challenging as there are many factors involved, all of which are well outside the Authority's control.

When creating the Corporate Plan for 2025-2029, the Authority used several sources of information to predict traffic levels. The traffic patterns of previous years were combined with changes within individual business sectors, announced or expected expansions or contractions, and general financial conditions. The Authority also reached out to stakeholders, including the marine industry and port authorities, during consultation meetings and direct communications, to solicit feedback on projected changes to future volumes or activity.

Changes in the energy sector, especially oil, and other commodities have the largest effect on the Authority's activity. With almost fifty percent of the revenues generated by the oil industry, fluctuations in demand, or any changes in the methods of crude oil delivery, can greatly affect the financial results of the Authority. The container business is highly competitive and cost sensitive and with the expanded Panama Canal, the container industry has moved towards consolidation and a shift to larger vessels. Ports that can accommodate these larger vessels are expected to have growth from this sector.

Traffic Forecasting

The 2025 Forecast of Pilotage Requirements in Compulsory Pilotage Areas is the basis for the planning assumptions of the Authority. Budgeted and planned traffic for future years is based on historical levels, shipping announcements, and information provided directly to the Authority during private conversations and scheduled consultation meetings with users. The Authority reviews each port to arrive at a projected traffic level for the port and rolls these numbers into the overall forecast as presented. A brief discussion of traffic trends is in the body of the report with a more detailed traffic summary and discussion provided below.

TRAFFIC SUMMARY								
	ACTUAL 2023	PROJECTED 2024	BUDGET 2024	BUDGET 2025	PLAN 2026	2027	2028	2029
COMPULSORY TRAFFIC								
SALARIED PORTS								
HALIFAX	3,072	3,015	2,980	3,015	3,015	3,015	3,015	3,015
SAINT JOHN	1,979	2,002	1,995	2,002	2,036	2,036	2,036	2,036
STRAIT OF CANSO	618	645	636	645	645	645	645	645
SYDNEY	432	427	487	372	372	372	372	372
BRAS D'OR	30	23	4	23	23	93	93	93
PLACENTIA BAY	892	895	922	1,068	1,010	1,010	1,010	1,010
ST. JOHN'S	524	580	419	486	486	486	486	486
HOLYROOD	15	12	20	12	12	12	12	12
HUMBER ARM	259	252	246	197	197	197	197	197
BAY OF EXPLOITS	60	57	45	57	57	57	57	57
STEPHENVILLE	14	50	27	68	68	68	68	68
TOTAL SALARIED PORTS	7,895	7,958	7,781	7,945	7,921	7,991	7,991	7,991
ENTREPRENEURIAL PORTS								
PUGWASH	75	59	53	74	74	74	74	74
SHEET HARBOUR	18	25	16	25	25	25	25	25
MIRAMICHI	-	-	-	-	-	-	-	-
RESTIGOUCHE	11	6	18	6	6	6	6	6
BELLEDUNE	139	138	98	138	138	138	138	138
VOISEY'S BAY	26	30	14	30	30	30	30	30
CHARLOTTETOWN	299	295	299	295	295	295	295	295
CONFEDERATION BRIDGE	99	83	72	83	83	83	83	83
SUMMERSIDE	23	19	16	19	19	19	19	19
TOTAL ENTREPRENEURIAL PORTS	690	655	586	670	670	670	670	670
TOTAL PILOTED TRAFFIC	8,585	8,613	8,367	8,615	8,591	8,661	8,661	8,661
CEERTIFICATED MOVEMENTS	1,908	2,040	2,040	2,268	2,315	2,431	2,500	2,500

Halifax

The port of Halifax continues to attract larger container vessels as the industry moves towards capturing efficiencies through increased vessel size. The cruise traffic in the port remains very active, as it has throughout the Atlantic Region, and has rebounded strongly after the moratorium during the pandemic. Auto carrier traffic has increased as well, as movements related to special projects. Container traffic is

expected to remain strong with other growth offset by an increase in certificated masters piloting their own vessels.

Saint John

Oil tanker assignments in the area have been strong and steady throughout recent years and the planning period. This traffic is expected to remain steady while potash exports and container traffic should grow. The port has been aggressive in its efforts to attract additional container callers and is bullish on growth for the port in many sectors. Like other areas, the cruise traffic in the port has been strong and expected to continue as such for future years.

Cape Breton

Tanker traffic in the Strait of Canso can oscillate with 2024 being a strong year for these movements. The transshipment terminal in the Strait was purchased by EverWind Fuels LLC, with the intention of transitioning to Hydrogen production. Cargo traffic in the port is significant with exports of aggregate and there are a number of additional projects under discussion. For Sydney, there is normally tanker traffic, coal movements, and cruise traffic that drives the activity. The coal movements have declined with the challenges at the local mine, but cruise traffic has returned and is expected to grow. Tanker traffic is budgeted to fall dramatically with the masters expected to be certificated for 2025. Plans are being made in the Brad d'Or Lakes for the reopening of the Little Narrows Gypsum mine that is expected to increase traffic late in 2026 or early in 2027.

Southeast Newfoundland

In Placentia Bay, traffic continues to fluctuate depending on many factors that normally include the length of maintenance shutdowns. The Come-by-Chance oil refinery has converted its production to biofuels for export to California, but export traffic from the facility has just begun in 2024. This activity is expected to grow in 2025 but will not fully replace the revenues that were derived from the facility for the Authority prior to the refinery being sold. The Whiffen Head transshipment terminal has been very steady in its marine traffic, with a multi year decline in activity from 2022 through 2024 due to offshore maintenance. Cargo assignments in the area are primarily for a nickel smelter at Long Harbour that provides just over a monthly caller, and vessels arriving in Placentia Bay for bunker fuel. In 2022, the Port of Argentia was captured as part of the compulsory area of Placentia Bay via interim order, which created more activity in cargo and container traffic in the port that has offset some of the temporary loss in activity from Whiffen Head. In St. John's, the Authority provides service to less than half of the ship movements in the area due to pilotage certificates, and this number has continued to decrease. The port does have cruise traffic that has returned but it is a small fraction of the total movements within the port.

Western Newfoundland

The Western Newfoundland District is maintained by three pilots who provide service to the port within the Humber Arm area, Stephenville, and the Bay of Exploits. Traffic in the district can be erratic, but a regular container caller in Humber Arm (Corner Brook) has created financial stability for the Authority in the area. Cruise traffic in Humber Arm is also growing, while traffic has decreased in Stephenville and the Bay of Exploits. Certificated tanker masters in Humber Arm are expected in 2025 and will cause a material decrease in traffic and pilotage revenues for the Authority in the region. There are projects being planned for Stephenville that would materially increase traffic and related revenues, if they move forward.

Other Notes

Belledune, NB, Sheet harbour, NS, and Summerside, PE became compulsory ports with an interim order in 2022, but none of these ports have a significant impact on the finances of the Authority.

Based on the operating budgets, the following pilotage charge adjustments are being proposed:

Charge Adjustment 2025

Due to the unique nature of pilotage in the Atlantic region, the Authority strives for area-by-area and port-by-port financial self-sufficiency over the longer-term. This is in an effort to minimize cross-subsidization between stakeholders. The Charge adjustments are separated below into to 1) regular increases and 2) direct cost recovery adjustments and temporary charges. The rate adjustments have been discussed with impacted parties and no objections are anticipated.

- 1) Effective January 1, 2025, there will be increases in port-by-port charges for one-way trips, thru trips, and movages in seventeen compulsory ports to offset increasing costs, mainly for the capital investments as described earlier, the additional crewing required by Transport Canada, and for the recruitment and retention of pilots for entrepreneurial ports. The impact of these increases represents an 5% increase in total revenues, or \$1.853 million. How these increases impact an average assignment and the port are summarized below:

Ports with salaried pilots	Percentage Increase in Ave. Cost per transit	Dollar Increase per Ave. assignment	Annual Impact ('000's)	Budgeted Profit (Loss) without Increase ('000's)	Budgeted Profit (Loss) with Increase ('000's)
Halifax, NS	4.6%	\$149	\$449	(\$530)	(\$81)
Strait of Canso, NS	5.3%	\$292	\$188	(\$647)	(\$459)
Sydney, NS	9.2%	\$470	\$175	(\$321)	(\$146)
Saint John, NB	3.2%	\$116	\$232	(\$411)	(\$179)
Placentia Bay, NL	4.3%	\$374	\$400	\$317	\$717
St. John's, NL	14.2%	\$487	\$237	(\$440)	(\$203)
Holyrood, NL	5.9%	\$322	\$4	(\$12)	(\$8)
Stephenville, NL	7.5%	\$381	\$26	(\$30)	(\$4)
Humber Arm, NL	8.1%	\$410	\$81	(\$138)	(\$57)

Ports with Entrepreneurial Pilots	Percentage Increase in Ave. Cost per transit	Dollar Increase per Ave. assignment	Annual Impact ('000's)	Budgeted Profit (Loss) without Increase ('000's)	Budgeted Profit (Loss) with Increase ('000's)
Sheet Harbour, NS	6.1%	\$270	\$7	\$1	\$2
Pugwash, NS	5.0%	\$124	\$9	(\$1)	\$0
Belledune, NB	8.3%	\$187	\$26	\$2	\$4

Restigouche, NB	9.2%	\$221	\$1	(\$0)	\$0
Charlottetown, PE	0.40%	\$9	\$3	\$13	\$14
Confed Bridge, PE	4.6%	\$93	\$8	(\$2)	(\$1)
Summerside, PE	4.3%	\$117	\$1	\$1	\$1
Voisey's Bay, NL	2.5%	\$185	\$6	\$8	\$9

- 2) Effective January 1, 2025, each of the twenty compulsory areas will be impacted by adjusted rates in direct cost recovery charges, miscellaneous charges, and temporary charges that total an additional \$831,000.

Expense Budgets

Expenses are derived for each administrative cost centre and each operating segment based on actual contractual arrangements and estimated future costs. During the budget preparations, the following estimates have been applied:

Inflation rate:

Rates for inflation are based on contractual arrangements and assumptions applied on a line-by-line basis. On average, these rates range from 1.5% to 3.5% based on category.

Sensitivity of Forecast to Changes:

The most significant estimate that impacts financial results is the number of assignments. Small variances in the number of pilotage assignments forecast do not generally affect the overall performance of the Authority but a variance from expectations in high revenue ports can occasionally cause unexpected results. By having twenty independent ports that rely on different users and industries, this risk is partially mitigated as some ports may be underachieving while others are overachieving or meeting expectations.

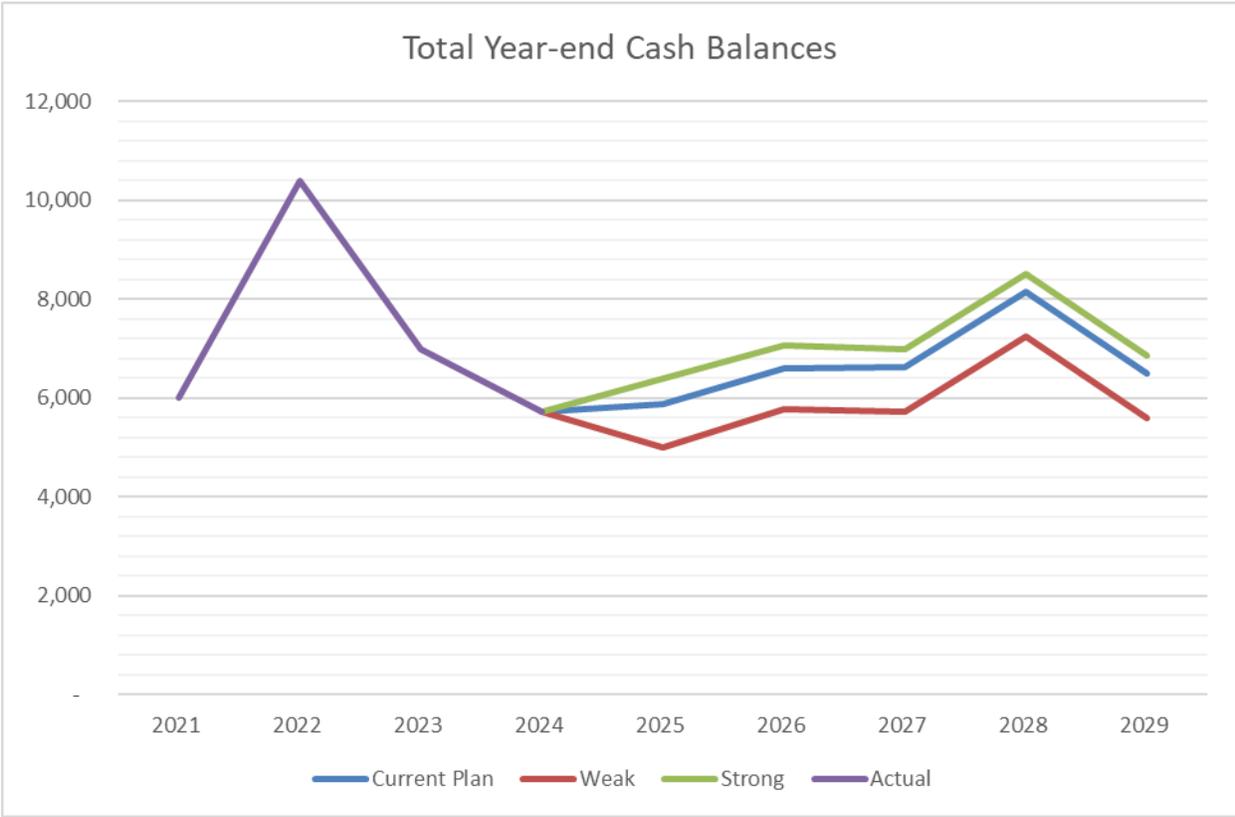
Pilot recall costs, productivity bonuses, and pilot boat contracts are all impacted by the volume of assignments. Fluctuations in the cost of fuel and transportation have been mitigated by direct recovery charges for these items. For vessels owned by the Authority, there is exposure to significant fluctuations in costs, especially the price of fuel and costs related to repairs and maintenance.

Administrative expenses are generally fixed for a year, at least, and are not related to volume of activity during the year.

For illustrative purposes, the area of Placentia Bay is where the Authority faces the most consequences of traffic fluctuation. There are two primary customers in the port and the revenues per assignment are relatively large because of the fixed assets required to service the area. The impact on the 2025 budgeted profit for the Authority if assumed traffic fluctuates in the area by 10% is presented below.

- 1) Forecast volume-expected net profit of \$2,214,000.
- 2) Placentia Bay volume decline of 10% (107 assignments) from budget - expected net profit of \$1,154,000.
- 3) Placentia Bay volume growth of 10% (107 assignments) from budget - expected net profit of \$2,717,000.

The Cash and cash equivalents balance below assume additional borrowing drawn in 2025 and the purchase of a used pilot boat, along with the weaker and stronger scenarios for Placentia Bay as captured above. The stronger scenario assumes more tanker traffic at the Come-by-Chance refinery and project cargo assignments in Argentina, while the weaker scenario assumes less traffic at the Whiffen Head Transshipment Terminal than communicated by industry.



Financial Position

STATEMENT OF FINANCIAL POSITION								
(in thousands of dollars)								
	ACTUAL	PROJECTION	BUDGET	BUDGET		PLAN		
	2023	2024	2024	2025	2026	2027	2028	2029
ASSETS								
CURRENT								
CASH	\$ 3,999	\$ 5,227	\$ 2,576	\$ 5,498	\$ 5,852	\$ 6,237	\$ 6,337	\$ 6,344
CASH - SEVERANCE FUND	500	500	500	-	-	-	-	-
CASH - BOAT REPLACEMENT FUND	2,500	-	-	349	700	300	1,700	-
ACCOUNTS RECEIVABLE	3,516	3,500	3,400	3,600	3,839	4,069	4,172	4,269
PREPAID EXPENSES	385	397	397	367	337	307	277	247
	10,900	9,624	6,873	9,814	10,728	10,912	12,486	10,860
FIXED								
LEASE ASSET	2,791	2,879	2,951	2,879	2,879	3,522	3,522	3,522
CAPITAL AT COST	37,904	38,099	41,696	41,864	43,894	46,274	52,064	58,154
LESS ACCUMULATED AMORTIZATION	17,824	16,990	17,898	19,446	21,788	21,643	23,482	25,972
	22,871	23,988	26,749	25,297	24,985	28,153	32,104	35,704
TOTAL ASSETS	\$ 33,771	\$ 33,612	\$ 33,622	\$ 35,111	\$ 35,713	\$ 39,065	\$ 44,590	\$ 46,564
LIABILITIES								
CURRENT								
ACCOUNTS PAYABLE	\$ 4,747	\$ 3,500	\$ 2,791	\$ 2,859	\$ 2,976	\$ 3,103	\$ 3,185	\$ 3,251
CURRENT PORTION OF BANK LOANS	1,390	773	919	880	1,865	917	811	918
CURRENT LEASE LIABILITY	330	350	365	364	337	320	334	250
TERMINATION BENEFITS	-	450	231	294	-	193	-	286
	6,467	5,073	4,306	4,397	5,178	4,533	4,330	4,705
LONG TERM								
BANK LOANS	8,553	9,901	11,152	10,450	8,585	7,668	10,857	9,939
LEASE LIABILITY	1,172	907	987	543	206	2,464	2,130	1,880
TERMINATION BENEFITS	1,171	811	975	587	657	534	594	368
	10,896	11,619	13,114	11,580	9,448	10,666	13,581	12,187
TOTAL LIABILITIES	17,363	16,692	17,420	15,977	14,626	15,199	17,911	16,892
CONTRIBUTED CAPITAL AND EQUITY								
EQUITY	16,408	16,920	16,202	19,134	21,087	23,866	26,679	29,672
	16,408	16,920	16,202	19,134	21,087	23,866	26,679	29,672
	\$ 33,771	\$ 33,612	\$ 33,622	\$ 35,111	\$ 35,713	\$ 39,065	\$ 44,590	\$ 46,564

- The purchase of three used vessels was accelerated and caused a decrease in cash and savings that was offset with additional borrowing and proceeds from the sale of two older vessels.
- The current projections have the Authority in a financial surplus throughout the planning period.
- Savings for severance will be used when the Halifax pilots resign from the Authority at the end of 2024 and form a body corporate.

Income

For 2024, forecasted revenues are 4.96% over budget as increased traffic in Halifax and Saint John has materially increased pilotage income. The increase in activity, driven mostly by growth in container traffic and cruise assignments, has increased variable costs. The requirement imposed by Transport Canada to increase crewing on all vessels operated by the Authority has increased Pilot Boat Crew's salaries and benefits, as well as contracted pilot boat services. The five new and used vessels were budgeted to be added at the beginning of the year, but did not enter service until later dates, thus creating a positive variance in related expense lines. The next impact on expenses is a negative variance of being 4.56% over budget. With the deficit reduction charge revenues applied, the Authority is projecting a \$1.431 million profit for 2024, before realized losses on the disposal of older pilot boats.

The annual targeted profit margin as set by the Board is between 3.5% and 5.0%. The Authority expects to be at the bottom of this range in 2024 and maintaining profits in this range throughout the remainder of the planned period, omitting the asset losses for equipment disposals.

STATEMENT OF COMPREHENSIVE INCOME								
(in thousands of dollars)	ACTUAL	PROJECTION	BUDGET	BUDGET	PLAN			
	2023	2024	2024	2025	2026	2027	2028	2029
INCOME								
PILOTAGE CHARGES	\$ 30,784	\$ 32,990	\$ 31,568	\$ 36,874	\$ 39,416	\$ 41,760	\$ 42,804	\$ 43,874
FUEL RECOVERY CHARGES	2,096	2,059	1,928	2,290	2,244	2,252	2,252	2,252
TRAVEL EXPENSE CHARGES	701	783	678	859	842	856	933	946
CERTIFICATE MOVEMENT CHARGE	96	408	408	680	926	1,115	1,173	1,198
TRANSPORT CANADA CHARGE	259	224	221	218	211	269	266	266
INTEREST & OTHERS	72	78	12	32	32	32	32	32
TOTAL INCOME	34,008	36,542	34,815	40,953	43,671	46,284	47,460	48,568
EXPENSES								
PILOTS FEES, SALARIES, AND BENEFITS	14,729	15,721	15,629	17,061	18,150	19,264	19,938	20,636
CONTRACTED PILOT BOAT SERVICES	3,715	3,854	2,665	3,843	3,959	4,233	4,318	4,404
STAFF SALARIES AND BENEFITS	2,595	2,724	2,640	3,009	3,085	3,173	3,268	3,367
PILOT BOAT CREWS' SALARIES AND BENEFITS	2,632	3,664	3,193	4,908	5,077	5,240	5,398	5,560
FUEL	2,237	2,226	1,948	2,338	2,292	2,300	2,352	2,352
REPAIRS AND MAINTENANCE	1,401	1,737	1,477	1,686	1,887	1,686	1,702	1,719
OPERATIONS TRANSPORTATION	851	844	705	922	911	925	931	940
ADMINISTRATIVE TRAVEL	183	200	182	191	194	198	202	206
HOSPITALITY	32	24	32	22	22	22	22	22
CONFERENCES	14	10	14	12	12	12	12	12
PROFESSIONAL AND SPECIAL SERVICES	673	509	564	640	594	612	618	625
PILOTAGE ACT ADMINISTRATION FEES	212	253	275	266	266	266	266	266
TRAINING	397	425	425	450	450	450	450	450
RENTALS	137	153	104	147	148	150	152	155
COMMUNICATION	162	168	161	170	176	178	178	178
UTILITIES, MATERIALS, AND SUPPLIES	1,333	1,145	1,041	1,077	1,093	1,109	1,109	1,109
AMORTIZATION	1,795	2,368	3,136	2,876	2,992	3,260	3,309	3,160
FINANCING COSTS	141	327	578	465	410	427	422	414
TOTAL EXPENSES	33,239	36,352	34,769	40,083	41,718	43,505	44,647	45,575
NET INCOME BEFORE SURCHARGE	\$ 769	\$ 190	\$ 46	\$ 870	\$ 1,953	\$ 2,779	\$ 2,813	\$ 2,993
DEFECIT ADDITIONAL CHARGE REVENUE	1,157	1,241	1,170	1,344	-	-	-	-
PROFIT BEFORE EXTRAORDINARY ITEM	\$ 1,926	\$ 1,431	\$ 1,216	\$ 2,214	\$ 1,953	\$ 2,779	\$ 2,813	\$ 2,993
LOSS ON SALE OF ASSETS		(919)	(650)	-	-	-	-	-
PROFIT/LOSS FOR THE YEAR	\$ 1,926	\$ 512	\$ 566	\$ 2,214	\$ 1,953	\$ 2,779	\$ 2,813	\$ 2,993
RATE OF RETURN	5.5%	1.4%	1.6%	5.2%	4.5%	6.0%	5.9%	6.2%

- Increased traffic and rate increases will increase revenues over the planning period. Tanker traffic in Placentia Bay is expected to increase in 2025 while most other traffic remains steady.
- The certificate movement charge will increase to \$300 in 2025 and \$400 in 2026. After that, it will be adjusted to recover 20% of the applicable costs.
- The Average FTE pilot strength in 2024 is 48.3 employee pilots. The average number will increase in 2025 to 51.5, 53.4 in 2026 and 53.0 in 2027 when employee pilots and body corporate pilots are combined.
- Repair Expenses (not capital repairs) is budgeted with new vessels added and related disposals.
- Staff salaries for 2025 include the addition of two employees in administration and one employee for the dispatch centre.
- Pilot Boat Crewing costs are based on collective agreements that are all being negotiated. An estimate is being made for the deckhands' expired agreement, as well as the launchmaster's agreement that is expiring at the end of 2024. The largest impact on costs is the requirement to add a third crew member. An additional manager and mechanic are being added in 2025 due to the increase in number of employee crew members and vessels to be maintained.
- Transport Canada fees shown as a separate line item at levels recently quoted.
- Training costs are based on estimated pilot progression and targets that trigger attendance at courses.
- The finance costs increase with additional loans for new vessel purchases and a new lease for the Saint John pilot office and head office expansion. The loans for the Placentia Bay boats were paid in full early in 2023.
- New pilot boat additions increase the vessel depreciation.
- The plan includes the selling of the second jet boat in 2026 if an additional vessel is procured.
- The deficit surcharge is projected to be removed when it expires at the end of 2025.

Cash Flows

STATEMENT OF CASH FLOWS								
(in thousands of dollars)	ACTUAL	PROJECTION	BUDGET	BUDGET	PLAN			
	2023	2024	2024	2025	2026	2027	2028	2029
CASH FLOWS FROM OPERATING ACTIVITIES								
NET PROFIT FOR YEAR	\$ 1,926	\$ 512	\$ 566	\$ 2,214	\$ 1,953	\$ 2,779	\$ 2,813	\$ 2,993
ITEMS NOT REQUIRING CASH								
AMORTIZATION	1,795	2,368	3,136	2,876	2,992	3,260	3,309	3,160
ASSET WRITE OFF	259	919	725	75	75	75	75	75
TERMINATION BENEFITS- SEVERANCE	106	90	90	70	70	70	60	60
EXCHANGE RATE	62							
	4,148	3,889	4,517	5,235	5,090	6,184	6,257	6,288
CASH PROVIDED BY (USED FOR)								
NON-CASH WORKING CAPITAL	756	(1,243)	121	(711)	(92)	(72)	8	(1)
EMPLOYEE TERMINATION BENEFITPAYMENTS	(61)	-	-	(450)	(294)	-	(193)	-
CASH PROVIDED BY OPERATING ACTIVITIES	4,843	2,646	4,638	4,074	4,704	6,112	6,072	6,287
CASH FLOWS FROM FINANCING ACTIVITIES								
CASH PROVIDED BY FINANCING								
CAPITAL LOAN RECEIVED ACTIVITIES	2,000	1,500	3,000	1,500	-	-	4,000	-
LOAN PAYMENTS	(690)	(769)	(874)	(844)	(880)	(1,865)	(917)	(811)
CAPITAL LEASE PAYMENTS	(297)	(333)	(351)	(350)	(364)	(337)	(320)	(334)
CASH PROVIDED BY (USED FOR) FINANCING	1,013	398	1,775	306	(1,244)	(2,202)	2,763	(1,145)
CASH FLOWS FROM INVESTING ACTIVITIES								
(INCREASE) DECREASE IN INVESTMENTS	3,400	-	-	-				-
ADDITIONS TO CAPITAL ASSETS	(9,262)	(5,646)	(7,054)	(4,260)	(2,755)	(3,925)	(7,335)	(6,835)
DISPOSAL OF CAPITAL ASSETS	-	1,330	600	-	-			-
CASH USED FOR INVESTING ACTIVITIES	(5,862)	(4,316)	(6,454)	(4,260)	(2,755)	(3,925)	(7,335)	(6,835)
INCREASE IN CASH AND SAVINGS DURING THE YEAR	\$ (6)	\$ (1,272)	\$ (41)	\$ 120	\$ 705	\$ (15)	\$ 1,500	\$ (1,693)
CASH AND CASH EQUIVALENTS, BEGINNING OF YEAR	7,005	6,999	3,117	5,727	5,847	6,552	6,537	8,037
CASH AND CASH EQUIVALENTS, END OF YEAR	\$ 6,999	\$ 5,727	\$ 3,076	\$ 5,847	\$ 6,552	\$ 6,537	\$ 8,037	\$ 6,344

Changes in Equity

STATEMENT OF CHANGES IN EQUITY								
(in thousands of dollars)	ACTUAL	PROJECTION	BUDGET	BUDGET	PLAN			
	2023	2024	2024	2025	2026	2027	2028	2029
RETAINED EARNINGS, BEGINNING OF YEAR	\$ 14,518	\$ 16,408	\$ 15,636	\$ 16,920	\$ 19,134	\$ 21,087	\$ 23,866	\$ 26,679
INCOME FOR THE YEAR	1,929	512	566	2,214	1,953	2,779	2,813	2,993
OTHER COMPREHENSIVE INCOME (LOSS)	(39)	-	-	-	-	-	-	-
TOTAL COMPREHENSIVE INCOME (LOSS)	1,890	512	566	2,214	1,953	2,779	2,813	2,993
RETAINED EARNINGS, END OF THE YEAR	\$ 16,408	\$ 16,920	\$ 16,202	\$ 19,134	\$ 21,087	\$ 23,866	\$ 26,679	\$ 29,672

Capital Expenditure Plan

CAPITAL EXPENDITURE COMPARISON								
	ACTUAL	PROJECTION	BUDGET	BUDGET				
	2023	2024	2024	2025	2026	PLAN		
				2025	2026	2027	2028	2029
(in thousands of dollars)								
CAPITAL PURCHASES								
CONSTRUCTION OF BOATS - 19 METRES	4,528	2,561	2,264	-	250	500	4,250	4,250
PURCHASE OF USED OR NEW BOATS	4,107	613	2,300	2,300	-	-	-	-
PILOT BOAT PLANNED REFITS	1,269	1,281	1,640	1,040	1,800	2,500	2,500	2,000
ESTIMATE OF CAPITAL REPAIRS	-	806	400	570	450	450	450	450
WHARVES AND STRUCTURES	114	219	290	275	100	75	75	75
MAINTENANCE AND OTHER VEHICLES	-	-	75	-	75	-	-	-
LEASEHOLD IMPROVEMENTS	171	92	-	-	-	250	-	-
COMPUTERS, FURNITURE, AND EQUIPMENT	80	2	30	20	10	10	10	10
PORTABLE PILOTAGE UNITS	-	72	40	40	60	40	40	40
COMPUTER SOFTWARE	3	-	15	15	10	100	10	10
TOTAL	\$ 10,272	\$ 5,646	\$ 7,054	\$ 4,260	\$ 2,755	\$ 3,925	\$ 7,335	\$ 6,835
RIGHT-OF-USE LEASE ADDITIONS								
HEAD OFFICE	240	-	-	-	-	2,578	-	-
WHARVES AND STRUCTURES	-	88	-	-	-	-	-	-
TOTAL	\$ 240	\$ 88	\$ -	\$ -	\$ -	\$ 2,578	\$ -	\$ -

The Authority would like to add at least one additional used or new vessel in 2025 that meets the safety standards when one becomes available to be purchased or built. It is expected that \$1.5 million in additional borrowing will be required for these investments with the balance funded by operating cash flows and accumulated savings. As described earlier, the capital asset replacement plan will continue during the planning period with a revolving replacement of pilot boat assets. The longer-term plan includes consultation and design for two new vessel builds to begin in 2026.

The Authority budgets for vessel upgrades/refits that are planned, but under IFRS, there are unanticipated repairs that also must be capitalized. An allowance is assumed for these items, but depending on the components that fail, the Authority can be well over, or well under budget on the capital portion of these repairs. The requirements included in the 2025 Capital Budget include:

- The purchase of at least one new or used vessel to replace older vessels, provide safer platforms for pilot transfers, and provide improved service.
- Capital costs related to scheduled inspections, HVAC system upgrades, as well as engine rebuilds on various other vessels in the fleet are also budgeted. In total, there is \$1.040 million budgeted for planned refits, including additional spare equipment, with another \$570,000 budgeted for the estimated capital portion of regular repairs.
- The increase in wharves and structures is due to additions, repairs and replacements of floating docks required in several ports.

- Further investment in the replacement of portable pilotage units is planned annually as well as software replacement and upgrades.

The amounts included in the Plan for the years of 2026-2029 include:

- Additional building project for two vessels by the end of 2029.
- Midlife maintenance on the older Placentia Bay and Saint John vessels in 2026-2029.
- Regular annual maintenance and capital asset replacement for pilot boat and electronic equipment.
- Replacement of the accounting software in advance of a Microsoft decision to end their current product offering.
- A new head office lease in 2027 at the expiry of the current commitments.

6. Borrowing Plan

Borrowing Authority

The Authority funds a portion of major capital projects through loans with financial institutions when they cannot be fully covered by available reserves or savings. Coinciding with the changes to IFRS16, the Authority also recognises implicit financing arrangements through material leases that provide the right to use an asset for an extended period of time. The Authority's funding activities are governed by section 36 of the *Pilotage Act* and section 127 of the *Financial Administration Act*. Pursuant to Section 127(3) of the *Financial Administration Act*, the borrowing by the Authority has to be approved by the Minister of Finance.

Overview of Borrowing

Short-Term Borrowings to be Undertaken/Maintained in 2025

The Authority wishes to increase its short-term borrowing from \$5.0 million in overdraft protection and/or short-term operating borrowing to \$7.5 million. This would allow the Authority to fulfil its mandate during the worst of any business interruptions and is being increased due to an incident in Placentia Bay, NL that is expected to slow the amount of expected tanker traffic in the port, potentially impacting a significant amount of the Authority's revenues. At this point in time, the impacts of the incident are not known, but the increased authority to borrow would allow for the Authority to achieve its mandate in the event that revenues are impacted.

Commercial Line of Credit

Proposed Terms and Conditions

Amount:	\$7.5 million - Fluctuating by Way of Overdraft or Short-term notes
Rate of Interest:	The Lender's Prime Commercial Lending Rate
Term:	Advances to be made as overdraft situations occur and balances revolving and not to exceed one year
Lender:	One or more of the Major Banks

The five-year summary of short-term borrowing usage is below:

Year	Highest Amount	Days in Overdraft
2019	\$0	0
2020	\$0	0
2021	\$0	0
2022	\$0	0
2023	\$0	0

Long-Term Borrowings to be Undertaken/Maintained in 2025

The Authority had an approval in 2024 to borrow \$3 million towards the boat replacement project intended to add used vessels to the fleet. Due to the availability of vessels on the market one addition remains outstanding, and the Authority has only drawn \$1.5 million of this approved amount thus far. The Authority would like to maintain this approval and draw the remaining \$1.5 million in 2025, if cash flows deem it necessary. The loan is expected to be a bank term loan with a 3 to 10-year term and amortized over 15 years.

Capital Loan (Existing Borrowing)

The Authority launched two new pilot vessels for the ports of Halifax and Saint John in 2012 and 2013. The total cost of these vessels was \$5.8 million with \$2.0 million borrowed for the project. The principal balance remaining on this loan on December 31, 2024, will be \$651,000 and is locked in at 4.87% until January 2029.

The Authority purchased two used pilot vessels for the ports of Halifax and Saint John at a cost of \$3.4 million, and approval for financing up to \$3.0 million was provided by the Minister of Finance. Draws on this loan facility were completed in 2017 and the loan was refinanced at the end of its initial 5-year term and is locked in at 3.68% interest until April 2027. There will be \$1.537 million remaining on the loan at December 31, 2024.

The Authority had an approval in 2022 to borrow \$8 million towards the construction of two state of the art vessels with an estimated total cost of \$9.4 million. The full \$8 million was drawn towards this project. The borrowing is split between two vehicles:

- \$6 million borrowed at an interest rate of 3.71% with a 5-year term and amortized over 15 years. There will be \$5.164 million remaining on the loan at December 31, 2024.
- \$2 million borrowed at an interest rate of 4.90% with a 3-year term and amortized over 15 years. There will be \$1.853 million remaining on the loan at December 31, 2024.

Lastly, the planned procurement of used vessels continued in 2024 with vessels added for Sydney, St. John's, and the Strait of Canso. The total cost of these vessels is expected to be \$5.4 million. During the year, the Authority borrowed \$1.5 million towards this sum, less then the approvals received in the Corporate Plan 2024 – 2029 process. The principal balance remaining on this loan on December 31, 2024, will be \$1.482 million and is locked in at 4.14% until September 2027.

Material Leases to be Undertaken/Maintained in 2025

In 2017, the Authority entered into a 10-year lease for its head office space. In 2019 the Authority adopted IFRS16 that requires a lease liability to be recognized. No borrowing authority was required for this transaction at the time. In 2023 the Authority added an additional 1,471 square feet over a four-year term that is valued below the threshold requiring approved borrowing authority.

	2023 Actual	2024 Projected	2025 Budget	2026 Plan	2027 Plan	2028 Plan	2029 Plan
Bank Overdraft/Line of Credit	-	-	-	-	-	-	-
Short-term Borrowings	-	-	-	-	-	-	-
Long-term Borrowings	9.945	10.674	11.330	10.450	8.585	7.668	6.857
Total	9.945	10.674	11.330	10.450	8.585	7.668	6.857

The aggregate principal amount outstanding of borrowings will not exceed the maximum limit of \$20 million.

	2023 Actual	2024 Projected	2025 Budget	2026 Plan	2027 Plan	2028 Plan	2029 Plan
Canadian dollars	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Total Short-term outstanding borrowings	\$0	\$0	\$0	\$0	\$0	\$0	\$0

	2023 Actual	2024 Projected	2025 Budget	2026 Plan	2027 Plan	2028 Plan	2029 Plan
Opening Balance	8.633	9.943	10.674	11.330	10.450	8.585	7.668
Maturities	0.690	0.769	0.844	0.880	1.865	0.917	0.811
New Issuances	2.000	1.500	1.500	-	-	-	-
Closing Balance at December 31	9.943	10.674	11.330	10.450	8.585	7.668	6.857

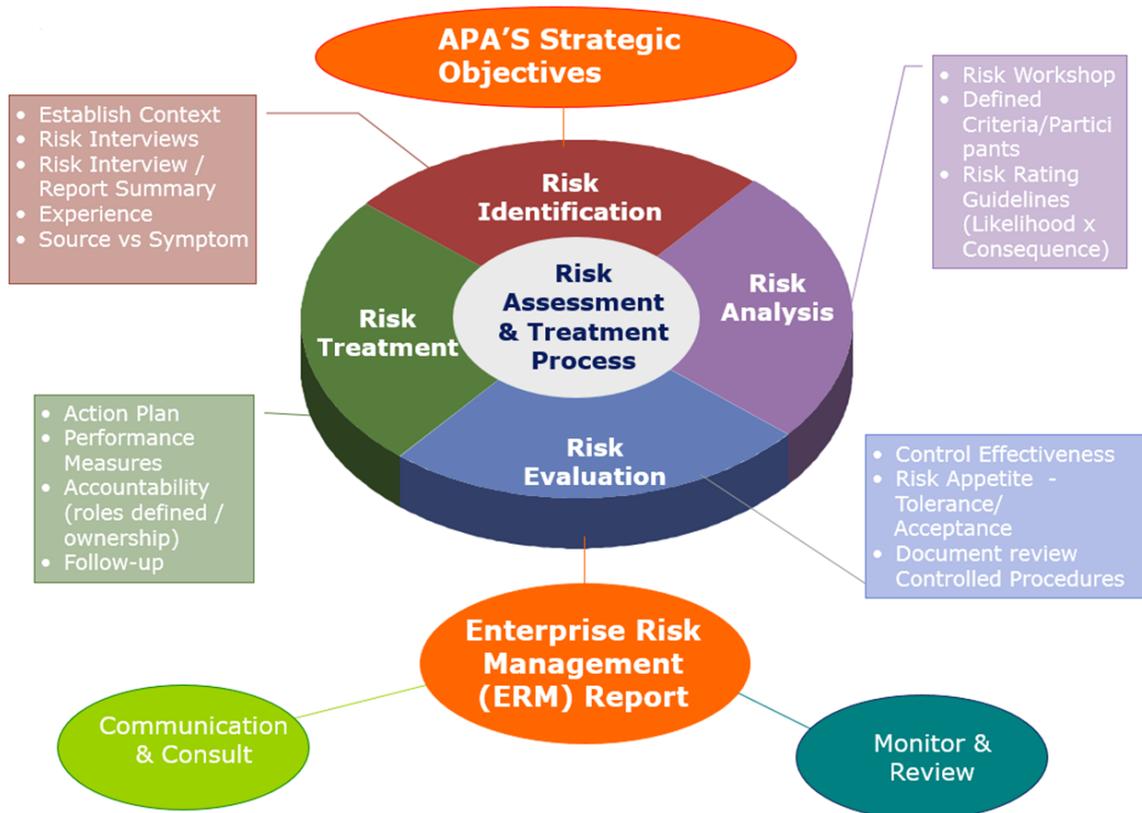
	2023 Actual	2024 Projected	2025 Budget	2026 Plan	2027 Plan	2028 Plan	2029 Plan
Asset: Office Space							
The Authority signed a 10-year lease beginning in June 2017 for its Head Office premises. The lease has been recorded under IFRS 16.							
Maximum expected liability on the lease	\$0.929	\$0.730	\$0.525	\$0.313	\$0.094	\$0	\$0
Maximum expected number of years to be agreed	3.4	2.4	1.4	0.4	0	0	0

7. Risk Management

Enterprise Risk Management (ERM)

The Authority has developed its risk-assessment practices to allow it to undertake a complete assessment of risk factors, by implementing a formal comprehensive risk management framework that covers the entire organization and supports the realization of the Authority’s mandate, business goals, and objectives.

APA’S Risk Management Framework



Purpose

This procedure outlines the requirements and processes for maintaining an Enterprise Risk Management (ERM) system that is designed to:

- Assist the Board of Directors to identify, understand, clarify and prioritize the risks facing the Authority.
- Assist the management team to identify, understand, clarify and prioritize the operational risks facing the Authority.
- Assist the Authority’s employees to bring forward identified hazards that could become emerging risks.
- Provide for multi-directional information flow, and reporting structure, within the organization regarding new and existing risks and their mitigation strategies.

Procedure Statement

The ERM system will use the measurement-driven approach for identifying and mitigating risk (see ERM Risk Ranking Criteria).

This model focuses on understanding the materiality and probability of occurrence of the identified risks facing the Authority, as well as velocity of possible onset and ability for further mitigation. Risk mitigation activities are focused on creating and applying appropriate mitigation strategies.



Risk Assessment Matrix

	Health & Safety	Environmental / Property	Financial	Operational	Human Resources	Regulatory Compliance	Information Technology
Consequence / Severity							
5 Catastrophic	Fatality or Long term disability	A significant event with potential to cause major damage to both the immediate area and the surrounding community	> \$5M	Threatens the viability of APA in the medium or long term	Long term suspension of pilotage services OR loss of management capacity requiring Board intervention	Acting outside of Pilotage Act leading to an incident	Server access and/or information lost without possible restoration or personal information stolen
4 Major	Multiple LTI's OR short term disability	A significant even with potential to cause major damage, OR Causes alarm in the surrounding communit	\$1M - \$5M	Threatens viability of APA in a major port for the short term OR Threatens viability of APA in minor port for medium to long term	Reduction or short term suspension of pilotage services OR significant reduction in management oversight	Loss of confidence of Board OR substantial fine	Server access and information lost with restoration possible but will take greater than one day to restore or ransom-ware installed
3 Moderate	Medical Treatment Case that results in Lost Time (LTI)	An event with potential to cause damage or may cause alarm in the immediate vicinity	\$100K - \$1M	Threatens viability of APA in a major port for the short term OR Complaints received from major clients	Long term, significant changes in work loads or work flows OR >	Complaints from major clients OR Minor fine OR pilot boat certificate suspended or revoked	Server access and information lost with restoration possible between 12 and 24 hours or an employee's email is hacked
2 Minor	Medical Treatment Case	An event which has minimal impact outside of the immediate area and is quickly brought under control	\$10K - \$100K	Temporary disruption of service in a major port	Temporary changes in work flows or work loads required to maintain operational and management activities	Complaints from clients OR Non compliance from external audit OR repetition of audit observations	Server access and information lost with restoration possible within 12 hours or local instances of computer viruses
1 Insignificant	First Aid Case	An insignificant even unlikely to cause damage which is resolved by routine management activities	<\$10K	Temporary disruption of service in a minor port	No reduction in operational or management capacity	Observations from internal / external audits; Suggestions for improvement from governance / regulator	Server access lost with restoration possible within 1 hour

The impact rating chart is used to assess the Impact of the risk assuming that it has occurred. Consideration is given to the main types of impacts that would accrue if the risk did occur. Then for each of the types selected an example is chosen from the table that best equates to what the impact would be. The risk impact is then rated to the highest of these choices.

For emerging risks, the impacts are initially based on the absence of controls and then later adjust ratings based on the produced controls. When controls are identified there are three main types to consider (preventative, detective and reactive).

At present, there are three risks that are identified as Very High or High.

Very High Risk: Injury to pilot/crew member while transferring (Health and Safety Risk)

Details: These transfers are done thousands of times annually in all types of weather conditions involving many types of vessels. It is this activity that exposes some of our employees to the greatest danger.

Present Status: The Authority has mitigations already in place for this risk, including:

- Empowering employees to refuse transferring if ladders or equipment are not suitable.
- Providing Personal Locator Beacons and updating AIS technology to quickly find employees if in the water.
- Providing state-of-the-art vessels, or vessels with upgraded safety equipment, in Placentia Bay, Saint John, Halifax, Strait of Canso, St. John's, and Sydney means these more advanced platforms are available for over 89% of the Authority's assignments.
- Pilot boats supplied by the Authority, or the contractors are deemed suitable platforms for the areas serviced. The boats are also well maintained to assure proper operation and surfaces for transfer and inspected annually.
- Boats are equipped with man overboard equipment, crews are trained to utilize the equipment, and regular drills are conducted.
- Robust OHS system is in place with updated manuals and regular committee meetings. Standard Operating Procedures are constantly monitored and updated in support of pilot transfers.
- Pilots have access to H2S Gas monitors in areas where they may be exposed to this hazard.
- Dispatchers inquire on all orders whether there is a hazard present and records this. Pilots are notified of all potential hazards.
- All pilots are required to have medicals to assure ability to do physical component of job
- Pilots have the authority to suspend pilotage operations if the weather is deemed to be too severe to provide the service.
- An electronic procedure was put in place to allow for easier reporting of near-misses and will be presented for "lessons learned" at each OHS committee meeting.
- Mariners participated in "pool days" to evaluate their chosen personal protection equipment.
- Additional crew members are onboard vessels with older Person-Overboard recovery equipment.

High Risk: The risk that work conditions or policies will not mitigate the likelihood of injury or illness in the workplace. (Health and Safety Risk)

Details: The global pandemic and new strains of COVID has increased the risk that employees will be exposed to significant illness.

Present Status: The Authority has mitigations already in place for this risk, including:

- The Authority has developed and actioned a pandemic plan that includes numerous mitigations.
- There is a robust OHS Committee that meets frequently, more so during the worst of the pandemic.
- A safety officer is on staff that oversees all mitigations.

- The Authority achieved and maintains its ISO 9001 certification that includes formal incident and near miss reporting with corrections documented.
- A wellness committee established as part of an OHS committee that is very active.
- Foster a workplace that does not tolerate violence, harassment or discrimination in the workplace. Prevention of Discrimination, Violence and Harassment in the Workplace Directive is updated to reflect the changes to Regulations implemented in 2021.
- Have staff redundancy that allows lost time without impacting service.

High Risk: The risk that the transition of employee pilots to Body Corporate pilots causes a work stoppage and/or increased costs. (Operational Risk)

Details: The Pilotage Act allows for employee pilots to elect to become contractors under a body corporate. This transition requires a new service agreement to be negotiated, increasing risk of work stoppage and/or increased costs.

Present Status: The Authority has mitigations already in place for this risk, including:

- Research other authorities that have Body Corporates to determine contracting risks and opportunities.
- Have early and open dialogue with pilots to assure strong communications and reduce risk of work stoppage.
- Have information session with industry so that they are aware of risks.
- Have hired experienced legal council to guide through process.

Cyber Security

Due to the size of the Authority, IT services are outsourced to a local firm, a relationship that has spanned almost 20 years. The Authority is also registered with the Canadian Centre for Cyber Security who provides regular seminars, cyber threat briefs and bulletins, and active monitoring services of the Authority's IP Addresses. A high-level summary of the infrastructure is below:

Preparations:

- An Incident Response Plan has been developed within the Crisis Management Plan.
- Security Awareness Training - Cyber Security awareness training is provided to everyone that has server and application access and is refreshed annually.
- Practice Recovery – Annual practice and testing of the restoration process is conducted.

Professional Cyber Security Assistance when under attack

The Authority has access to experts at the Canadian Centre for Cyber Security and a private cyber incident response team.

8. Compliance with Legislative and Policy Requirements

Official Languages Act

The Authority continues to fulfill the duty to have an Official Languages Program in support of the *Official Languages Act*.

The Authority has assigned an Official Languages Champion to monitor and promote the use of official languages within the organization. The assigned Champion shows leadership through creating and executing an official languages action plan to support the Authority's obligations annually.

Diversity and Inclusion at a Crown Corporation

In support of initiatives to build a diverse public service, the Authority is committed to developing an inclusive, barrier-free work environment in which all persons have equal access to opportunities within our organization as a federal Crown corporation.

The Authority continues to fulfill its duties as established under our Diversity, Inclusion and Employment Policy in support of several important Acts: *Multiculturalism Act*, *Employment Equity Act*, *Accessibility Act* and *Pay Equity Act*.

The Authority has assigned a Champion to monitor each of these Acts and promote the use of the core principles of accommodation, equity, and inclusion within the organization. The assigned Champion shows leadership through respecting the requirement for fulfilling the established objectives within the policy annually.

Multiculturalism Act

The Authority supports the intention of the *Multiculturalism Act*, enacted in 1988, which affirms the policy of the Canadian government to recognize and promote the multicultural heritage of Canadian society.

The Authority aligns its Diversity, Inclusion and Employment Policy in support of this Act with consideration of all employment efforts from recruitment through the employment life cycle.

Employment Equity Act

The Authority supports the intention of the *Employment Equity Act* to help ensure that all Canadians have the same access to the labour market. The Act requires that the Authority take actions to ensure the full representation of members of four designated groups within their organizations: women, Indigenous people, persons with disabilities, and members of racialized groups. Within the Authority this includes, but is not limited to, ensuring all recruitment, selection, and appointments are based on merit, all terms and conditions of employment, including training, career development and performance management, are equitable, and overall ensuring that all employees feel included and valued.

In 2022, the Authority is no longer exempt from the Employment Equity Act reporting requirements, due to having more than 100 permanent full-time, permanent part-time, temporary, and casual employees. The Authority fulfilled its requirements for reporting under the Employment Equity Act will uphold its requirements in its related policies and procedures. The Authority conducts a voluntary Employment Equity

Survey of all new hire employees to allow for collection of self-identifying demographic data as a federally designated group.

Accessibility Act

The Authority supports the *Accessible Canada Act* in the intention to make Canada barrier-free by January 1, 2040. This involves identifying, removing, and preventing barriers in the federal jurisdiction. The Authority's Accessibility Plan is focused on how we can make informed and incremental changes to improve accessibility across various aspects of our organization. These focus areas include:

- employment
- the built environment
- information and communication technologies
- communication, other than information and communication technologies
- the procurement of goods, services, and facilities
- the design and delivery of programs and services, and
- transportation

Each focus area is considered for current state, identification of barriers, and how these barriers can be addressed incrementally over the life of the plan.

A collaborative approach to the Authority's Accessibility Plan is utilized to ensure a holistic and inclusive viewpoint on the organization was achieved.

The Authority's Plan was posted on September 30th, 2023, and references the roadmap for what we have done to date, and the continuous improvement work will strive to accomplish over the life of the plan and beyond. Subsequent reports will outline the progress made to the date as required under regulation.

Pay Equity Act

The Authority supports the *Pay Equity Act* as introduced in 2021 with the objective to allow Canadians the right to experience workplace compensation practices that are free from gender-based discrimination. Pay equity aims to ensure that employers provide you with equal pay for doing work of equal value.

As a federally regulated entity, the Authority is tasked take a proactive approach to pay equity. This means the Authority is required to take a closer look at their practices and correcting any potential gender wage gaps within our organization. The Act and the supporting Regulations require that federally regulated entities prepare and publish accessibility plan(s), progress reports on the implementation of their plan(s), and descriptions of their feedback processes. As such, the APA has prepared this initial plan to meet this requirement and to further our organizational value for providing an inclusive workplace.

The Authority has applied for an extension until February 2025 to post its final plan required under the Pay Equity Act. The current analysis does not show that material adjustments are required.

Public Service Disclosure Protection Act

The Authority continues to fulfill the duty to have a Public Service Disclosure Protection Policy and a means of confidential disclosure for employees in support of the *Public Service Disclosure Protection Act (PSDPA)*.

The Authority has assigned a member of the senior management staff to monitor and promote the use of these core principles within the organization. The responsible individual shows leadership through respecting the requirement for fulfilling the following objectives annually educate employees on their rights and the procedure for disclosure of information in confidence, and without reprisal, about suspected wrongdoing in the workplace.

Occupational Health and Safety Regulations of the Canada Labour Code

The Authority continues to fulfill the duty to submit the Employer's Annual Hazardous Occurrence Report (EAHOR) detailing the total number of disabling injuries, deaths, minor injuries, occupational diseases and other hazardous occurrences that have occurred in federally regulated workplaces in the past year.

The Authority has assigned a member of the senior management staff to monitor and promote the use of these core principles within the organization. The assigned individual shows leadership through respecting the requirement by establishing objectives, accurately recording and reporting on these requirements annually.

Access to Information Act

The Authority has a clear commitment to transparent governance. The Authority reports, through its website, monthly summaries of all requests related to the *Access to Information Act* received, reports that have been tabled in Parliament, and proactively discloses travel and hospitality expenses for the board members and key management positions. The Authority will be aligning with the new requirements under the Directive on Proactive Publication under the *Access to Information Act* since the Directive on Proactive Publication includes obligations for Crown corporations, including the use of the Open Government Portal as the prescribed platform for proactive publication moving forward. There were five ATIP requests received in 2023.

Fighting Against Forced Labour and Child Labour in Supply Chains Act.

The Authority supports the *Fighting Against Forced Labour and Child Labour in Supply Chains Act* in the intention to implement Canada's international commitment to contribute to the fight against forced labour and child labour through the imposition of reporting obligations on government institutions producing, purchasing or distributing goods in Canada or elsewhere. The Authority provides services within Canada but does purchase goods from outside Canada. Initial reporting was provided in 2024 with additional actions to be developed in 2025 to prevent and reduce the risk that forced labour or child labour is used in the manufacturing or delivery of procured goods.

Directive on travel, hospitality, conferences and event expenditures

The Authority has established travel, hospitality, conference and event expenditure policies, guidelines and practices that are in alignment with Treasury Board policies and directives. The policies were implemented in June 2016 and revised in June 2017. The Authority confirms that the requirements of the directive have been met.

The Atlantic Pilotage Authority's area of operation is defined as all the Canadian waters in and around the provinces of New Brunswick, Prince Edward Island, Nova Scotia, and Newfoundland and Labrador, including the waters of Chaleur Bay in the Province of Quebec.

Travel of pilotage authority board and management representatives is required to meet the needs of stakeholders in each area and manage the Authority's resources effectively. Periodic travel outside of the Authority's area of operation is also required to meet with Government representatives, industry associations, and the other pilotage authorities. Conferences include port specific marine business conferences and pilotage specific conferences. Board travel costs are captured with all other Board costs under professional and special services in the Authority's financial statements.

Pension plan reforms

Section 16 of the *Pilotage Act* specifies that the Authority is deemed to be a Public Service corporation for the purposes of section 37 of the *Public Service Superannuation Act*. Employees of the Authority are members of the Public Service Superannuation Plan and contributions are made by the employees and the Authority to fund their future annuity. This plan aligns with the Government priorities and has the employee/employer cost sharing ratio of essentially 50:50.

Trade agreements

As a matter of principle, the Authority conducts its expenditure contracting activities with due regard to applicable laws, regulations, international agreements and conventions, internal policies and competitive tendering processes. The Authority does this in such a way as to convey its high standards of professionalism and business ethics to the external community. The procurement practices of the Authority are disclosed on its website at: <https://www.atlanticpilotage.com/about-us/procurement-practices/>

9. Government Priorities and Direction

Results linked to Government priorities

The Government of Canada's priorities aim to strengthen the middle class; open and transparent governance; a clean environment and a strong economy; strength through diversity; and security and opportunity.

The Atlantic Pilotage Authority is facilitating reliable and efficient trade, contributing to the economic growth of Canada while being essential to protecting the environment. The Authority delivers on the commitment for open and transparent governance through increased proactive disclosures on its website and frequent consultation meetings with stakeholders.

Budget 2023

Budget 2023 announced government-wide spending reductions, including spending by certain Crown corporations. The Government committed to:

- Reduce spending on consulting, other professional services, and travel by roughly 15 percent of planned 2023-24 discretionary spending in these areas; and
- Phase in a roughly 3 percent reduction of eligible spending by 2026-27.

While the Authority is not directly scoped into these spending reductions, it aligns with the spirit of the reductions, which is to bring the pace and scale of the growth of government spending back to a pre-pandemic path, in order to ensure that Canadians' tax dollars are being used efficiently and being invested in the priorities that matter most to them.

Consulting, other professional services, and travel: The Authority has operations in twenty compulsory ports (Three more than in 2019) that span the four Atlantic Provinces. With the head office in Halifax, NS, travel is essential for stakeholder interaction, oversight, and operational effectiveness. Travel for these purposes is financially preferable to opening satellite offices and adding staff in these other areas.

With permanent administrative staff that totals fourteen employees, consulting and professional services are used for special projects and requirements where adding additional people would be more costly, or the need is short-term. Unlike various other Crowns, the Authority does not have inhouse legal counsel or information technology specialists which may lead to variability in these costs outside of the Authority's control. The requirements for external services have increased in the areas of cyber security, internal audit, and where the Authority is responding to Government directions on numerous other initiatives. The Authority believes these costs are necessary to deliver a safe and efficient pilotage service.

The Authority has taken advantage of virtual technology to minimize travel required to oversee two new pilot boats being built in Spain. Virtual reality programming of the design has allowed for the boats to be experienced, and plans adjusted, without specific travel for these purposes. The Authority will also increase its virtual attendance at meetings outside of the Atlantic region and where practical reduce the number of people required at all meetings.

With recent hires, the Authority has targeted people with technical skills that has reduced the requirement for external consulting or professional services. For example, when hiring a replacement for a Marine Technical Manager, the Authority was able to add a professional engineer which has reduced the

requirement for contacting of related services. The Authority will pursue additional opportunities to leverage employee technical skills to reduce the use of consultants in the future.

Reduction of eligible spending: Pre-pandemic, operating expenses excluding depreciation was \$24.493 million. When adjusting the 2019 expenses for inflation (18.26% per the Bank of Canada), in 2023 dollars, this expense total would be \$28.965 million. The budget for 2024 is \$28.479 million and below this adjusted benchmark. Thus, last year’s budget remained consistent with pre-pandemic spending and consequently its expenses currently follow the spirit of Budget 2023, as expenses continue to be in-line with pre-pandemic spending. The Authority was aware that future operating expenses will contain cost increases to increase safety in response to a tragic incident in 2022 and to invest in service levels in response to stakeholder direction. The budget for 2025 for these operating costs is \$33.723 million with the increased costs driven by users’ demands for additional pilots and Transport Canada’s requirement to add additional pilot boat crew.

Transparency and Open Government

The Authority supports the Government’s priority for openness and transparency by using its public website to post the following:

- Increased Proactive Disclosures
- Financial reporting (Annual and Quarterly)
- Corporate Plan Summaries
- Special Examinations Reports
- Information on InfoSource
- Procurement Practices
- Completed *Access to Information Act* inquiries
- Live Feed of Current Assignments
- Accessibility Plan

In addition to the public website, the Authority provides secured pages for customers, stakeholders, and employees that allows for more targeted information to be provided to the marine community and to facilitate effective and efficient operations. This access is provided upon request with some stakeholders given direct data feeds for incorporation into their operations or technology.

The Authority also has frequent stakeholder meetings in each of its ports or regions for direct consultation and discussion. The Authority aims to respond to all information requests, as well as reasonably address their associated concerns, in a timely manner.

Procurement Practices

In 2024, the Office of the Auditor General released a report on professional service contracting. The report recommends that all federal organizations that have not already done so should implement a proactive process to identify actual or perceived conflicts of interest in the procurement process and retain the results of such a process, along with completed conflict of interest declarations, in the procurement file.

On an annual basis, the Authority requires its Board members, Officers, Managers, and selected staff to declare any conflicts of interest and related party transactions. The Corporate Code of Conduct includes additional requirements for all employees regarding the avoidance and reporting of actual or perceived Conflicts of Interest.

Gender-Based Analysis

Under the guiding principles of Treasury Board, the Public Service Commission Diversity, and Employment and Social Development Canada programs, the Authority is committed to developing an inclusive, barrier-free work environment in which all persons have equal access to opportunities within our organization as a federal Crown corporation. This includes, but is not limited to, ensuring all recruitment, selection, and appointments are based on merit, all terms, and conditions of employment, including training, career development and performance management, are equitable, and overall ensuring that all employees feel included and valued.

The Authority continues to work towards establishing policy and programs which actively support the obligations and outcomes for the Gender-Based Analysis (GBA+).

The Authority's Board of Directors has representation of visible minorities and of women. The challenge remains in the employee groups, where most people come from the maritime industry. This is especially challenging in two key personnel segments, Pilots and Pilot Boat Crew (Launchmasters and Deckhands). In total across the Atlantic districts, these job positions represent nearly 80% of our overall full-time workforce. The recruitment and hiring statistics for these positions reflect the demographics of the greater Canadian maritime industry. The Authority is committed to continuing to work with its industry and government partners to ensure it has a pulse on the best practices for recruitment, selection, and retention of a diverse populations within the maritime labour force. Initiatives such as engaging in career fairs with educational institutions and partnering with Atlantic region Indigenous groups to participate in career development and education, is an example of this work.

Indigenous Relationships

The Authority reached out to the Atlantic Policy Congress of First Nations Chiefs Secretariat to notify them of available positions on the Authority Board. Management intends to engage this group further to discuss whether there are opportunities for cooperation between their members and the Authority. The Authority also intends to continue to support and participate in working groups, events and educational sessions provided by Nova Scotia Community College Nautical Institute.

The Authority is taking steps towards education of its employees in Indigenous awareness and relations. The goal is move towards engagement with Atlantic Canadian Indigenous community leaders and to build informed, effective, and respectful relationships with Indigenous Peoples and their communities.

Sustainable Development and Greening of Government Operations

The Authority supports sustainable development by protecting the environment from potential spills and contamination through marine incidents. This is done as an essential part of the corporation's mandate and is achieved through successful pilotage service as well as through consultation and expertise that is provided to customers during the design of their facilities or operations. As specified in its core values, the Authority prioritizes safety over any competing goals or pressures.

Greening of the operations is a goal that is being pursued by the Authority. In 2017 the head office was moved to a Class "A" Smart Building that is Leadership in Energy and Environmental Design (LEED) Gold Core and Shell certified. The Authority has invested in its Halifax dock to allow for greener shore power to be used to power Heating, ventilation, and air conditioning (HVAC) systems on its pilot boats. Fueling facilities are

also being moved closer to the vessels to save on unnecessary boat movements. As the Authority is designing new pilot boats, advanced active emissions control technology is being utilized in the exhaust system to improve emissions and other efficiency standards will be considered.

A firm was contracted in 2022 to measure the Authority’s carbon footprint across its 20 compulsory areas and administration locations and operations. This analysis assisted with the 2005 baseline to measure future reductions. In 2024, a Sustainability Policy and related Plan were created and additional technologies will be evaluated in 2025 with the goal to become carbon neutral by 2050. The Authority will publish information on these commitments in the 2024 Annual Report that are consistent with the recommended climate-related financial disclosures as determined by the Task Force on Climate-related Financial Disclosures (TCFD)

Actions the Authority is currently implementing, before this study is received, are the following:

- Shore Power available at Authority wharves and docks.
- New vessel design to reduce carbon generation through Tier II engine emissions control and reduced diesel-powered generators.
- Utilization of mid-way pilot transfer stations to reduce distance of vessel transits and more efficient operations.
- Utilizing new graphite hull paint in hopes of reducing drag and related fuel consumption.
- Agreed to test biofuels for the pilot boats in Halifax and Saint John.
- Installation of electric car charging stations at Authority properties to encourage purchases of electric vehicles for staff.

Safe Workspaces and Accessibility

The Authority is committed to creating a culture that protects the psychological health, safety, and well-being in all aspects of the workplace through collaboration, inclusivity, and respect. The Authority creates a safe and accessible workspace by:

- Upholding the practice of respect, fairness and courtesy and the importance of demonstrating human dignity within all professional relationships.
- Committing to provide a workplace environment that is free from violence, harassment, discrimination, and bullying.
- Fostering an environment that values diversity, and inclusivity whereas employees are treated, and treat others, with respect and dignity.
- Committing to strive for an inclusive, barrier-free work environment in which all persons have equal access to opportunities within our organization. This includes accessibility barriers.

Success in the practice of these values for the Authority will foster a positive organizational culture and move towards the overall vision of a healthy, physically, and psychologically safe, and engaged workforce.

The Authority fulfills this duty through its established workplace policies and its supporting procedures. The Authority is prioritizing safe workspaces and accessibility by assigned a member of the executive management staff to take a leadership role in area of safe workspace including prevention of violence and

harassment, diversity, equity, and inclusion (including accessibility), and well-being of the whole person (physical, psychological, and emotional).

The Authority is committed to identifying, removing, and preventing barriers in the workplace to meet the requirements of the *Accessible Canada Act* in support of making Canada barrier-free by January 1, 2040. The Authority established its Accessibility Plan in 2023 and recognizes that accessibility is an ongoing and key component to making the APA an inclusive place of work. It is for this purpose that APA will continue to improve our accessibility plan in the future utilizing the key focus areas described under section 5 of the *Accessibility Canada Act*.