

# **Manitoba Natural Resources and Indigenous Futures**

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## **Ressources naturelles et Futurités autochtones Manitoba**

### **Annual Report Rapport annuel**

**For the year ended March 31, 2025  
Pour l'exercice terminé le 31 mars 2025**

### **LAND ACKNOWLEDGEMENT**

We acknowledge that Manitoba is located on the Treaty Territories and ancestral lands of the Anishinaabeg, Anishinewuk, Dakota Oyate, Denesuline and Nehethowuk Nations.

We acknowledge that Manitoba is located on the National Homeland of the Red River Métis.

We acknowledge that northern Manitoba includes lands that were and are the ancestral lands of the Inuit.

### **RECONNAISSANCE TERRITORIALE**

Nous reconnaissons que le Manitoba se trouve sur les territoires visés par un traité et sur les terres ancestrales des peuples anishinaabeg, anishinewuk, dakota oyate, denesuline et nehethowuk.

Nous reconnaissons que le Manitoba se situe sur le territoire national des Métis de la Rivière-Rouge.

Nous reconnaissons que le nord du Manitoba comprend des terres qui étaient et sont toujours les terres ancestrales des Inuits.

**Annual Report**

**2024-25**

**Manitoba Natural  
Resources and  
Indigenous Futures**

**Rapport annuel**

**2024-2025**

**Ressources naturelles  
et Futurités  
autochtones Manitoba**

Office of the Deputy Minister  
Room 309 Legislative Building  
450 Broadway, Winnipeg R3C 0V8  
Phone: 204-945-8687  
Email: [dmnrif@manitoba.ca](mailto:dmnrif@manitoba.ca)

Electronic format: <https://manitoba.ca/openmb/infomb/departments/index.html>

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Accessibility Coordinator, Daphne Titterton at [NRIFPolicy@gov.mb.ca](mailto:NRIFPolicy@gov.mb.ca) or 204-583-5440.



## Minister of Natural Resources and Indigenous Futures

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Legislative Building, Winnipeg, Manitoba R3C 0V8 CANADA

Her Honour the Honourable Anita R. Neville, P.C., O.M.  
Lieutenant Governor of Manitoba  
Room 235 Legislative Building  
Winnipeg, MB R3C 0V8

May it Please Your Honour:

I have the privilege of presenting, for the information of Your Honour, the Annual Report of Manitoba Natural Resources and Indigenous Futures, for the fiscal year ending March 31, 2025.

As Minister of Natural Resources and Indigenous Futures, I am privileged to work alongside a talented team of professionals dedicated to building a promising future for all Manitobans. This annual report highlights our department's progress towards advancing key government priorities such as economic reconciliation, responsible resource stewardship, and strengthened financial accountability.

With a renewed commitment to building nation-to-nation relationships, our government has made significant progress establishing shared management partnerships with Indigenous Nations to build community prosperity, protect the environment and safeguard our natural resources for the benefit of all through conservation officer, wildfire and other services. Through collaboration with First Nations, Inuit, and Métis organizations, we worked to improve economic participation and opportunities for Indigenous Manitobans and grow the overall economy.

In 2024-25, the department made significant investments in wildfire mitigation, launched new initiatives such as the Indigenous Economic Development Fund, and continued to support economic reconciliation through revenue-sharing agreements and co-developed forestry management plans that protect the exercise of Aboriginal and Treaty rights. We also successfully expedited our Treaty Land Entitlement Transfer process, exceeding our target and demonstrating our commitment to fulfilling longstanding obligations to First Nations.

These and many more detailed examples of our progress can be found in the following report that demonstrates our government’s dedication to building a strong economy and healthy environment for all Manitobans.

Respectfully submitted,

*Original Signed By*

Honourable Ian Bushie  
Minister of Natural Resources and Indigenous Futures





## Ministre des Ressources naturelles et des Futurités autochtones

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Palais législatif, Winnipeg (Manitoba) R3C 0V8 CANADA

Son Honneur l'honorable Anita R. Neville, P.C., O.M.  
Lieutenante-gouverneure du Manitoba  
Palais législatif, bureau 235  
Winnipeg (Manitoba) R3C 0V8

Madame la Lieutenante-Gouverneure,

J'ai l'honneur de vous présenter, à titre d'information, le rapport annuel du ministère des Ressources naturelles et des Futurités autochtones du Manitoba pour l'exercice qui s'est terminé le 31 mars 2025.

En tant que ministre des Ressources naturelles et des Futurités autochtones, j'ai le privilège de travailler aux côtés d'une équipe de professionnels talentueux qui se consacrent à bâtir un avenir prometteur pour tous les Manitobains. Ce rapport annuel met en évidence les progrès réalisés par notre ministère dans la mise en œuvre des priorités clés du gouvernement, telles que la réconciliation économique, la gestion responsable des ressources et le renforcement de la responsabilité financière.

Avec un engagement renouvelé envers l'établissement de relations entre nations, notre gouvernement a réalisé des progrès importants dans la mise en place de partenariats de gestion partagée avec les nations autochtones afin d'assurer la prospérité des communautés, de protéger l'environnement et de préserver nos ressources naturelles dans l'intérêt de tous grâce à des services tels que ceux des agents de conservation, de lutte contre les incendies échappés et autres. Grâce à notre collaboration avec les organisations des Premières Nations, des Inuits et des Métis, nous avons œuvré à améliorer la participation économique et les possibilités offertes aux Autochtones du Manitoba, ainsi qu'à stimuler la croissance économique globale.

En 2024-2025, le ministère a réalisé d'importants investissements dans l'atténuation des incendies de forêt, lancé de nouvelles initiatives telles que le Fonds pour l'essor économique des peuples autochtones et continué à soutenir la réconciliation économique grâce à des accords de partage des revenus et à des plans de gestion forestière élaborés conjointement qui protègent l'exercice des droits ancestraux et issus de traités. Nous avons également accéléré avec succès notre processus de transfert des droits territoriaux issus de traités, dépassant notre objectif et démontrant ainsi notre engagement à respecter nos obligations de longue date envers les Premières Nations.

Vous trouverez ces exemples et bien d'autres encore, plus détaillés, dans le rapport suivant, qui témoigne de l'engagement de notre gouvernement à bâtir une économie forte et un environnement sain pour tous les Manitobains.

Le tout respectueusement soumis,

*Original signé par*

Ian Bushie  
Ministre des Ressources naturelles et des Futurités autochtones





**Natural Resources and Indigenous Futures**  
**Deputy Minister**

Room 309 Legislative Building, Winnipeg, Manitoba, Canada R3C 0V8  
T 204-945-3982  
[dmnrif@manitoba.ca](mailto:dmnrif@manitoba.ca)

Honourable Ian Bushie  
Minister of Natural Resources and Indigenous Futures  
Room 309 Legislative Building  
Winnipeg, MB R3C 0V8

Sir:

I am pleased to present for your approval the 2024-25 Annual Report of Manitoba Natural Resources and Indigenous Futures

This report outlines the department's performance in advancing key government priorities, including wildfire preparedness to protect our communities and natural resources, Indigenous economic development to equitably grow the economy, and shared resource partnerships with Indigenous nations and others as we together manage our natural resources for the benefit of all Manitobans.

Respectfully submitted,

*Original Signed By*

Bruce Gray  
Deputy Minister of Natural Resources and Indigenous Futures





Ressources naturelles et Futurités autochtones  
Sous-ministre

Palais législatif, bur. 309, Winnipeg (Manitoba) R3C 0V8

Tél. : 204 945-3982

[dmnrif@manitoba.ca](mailto:dmnrif@manitoba.ca)

Ian Bushie  
Ministre des Ressources naturelles et des Futurités autochtones  
Palais législatif, bureau 309  
Winnipeg (Manitoba) R3C 0V8

Bonjour,

J'ai le plaisir de soumettre à votre approbation le rapport annuel du ministère des Ressources naturelles et des Futurités autochtones du Manitoba pour l'exercice 2024-2025.

Ce rapport décrit les résultats obtenus par le ministère dans la mise en œuvre des priorités clés du gouvernement, notamment la préparation aux incendies échappés afin de protéger nos collectivités et nos ressources naturelles, le développement économique des Autochtones afin d'assurer une croissance économique équitable, et les partenariats avec les nations autochtones et d'autres parties prenantes pour la gestion commune de nos ressources naturelles dans l'intérêt de tous les Manitobains.

Le tout respectueusement soumis,

*Original signé par*

Bruce Gray  
Sous-ministre des Ressources naturelles et des Futurités autochtones



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# Introduction/Introduction (French)

This Annual Report fulfills the department reporting requirements described in The Financial Administration Act. The annual report is organized in accordance with departments' appropriation structure as at March 31, 2025, which reflects the authorized appropriations approved by the Legislative Assembly.

Consistent with the Supplement to the Estimates of Expenditure, the annual report includes the Manitoba government performance measurement to foster operational improvements by reinforcing transparency, urgency, alignment and accountability. Performance measurement aligns the departments' work to the government's mandate and strategic priorities. Departments then create operating plans that further translate strategy into day-to-day operations.

The annual report includes information on the department and its Other Reporting Entities (OREs) summary financial results, provides a more detailed breakdown of any changes to its voted budget and reports on the department's progress in achieving diversity milestones. The financial results and associated variance explanations continue to be provided at the sub-appropriation level. The annual report provides a comprehensive picture of the department's financial performance.

Le présent rapport annuel répond aux exigences ministérielles en matière de rapports qui sont décrites dans la Loi sur la gestion des finances publiques. Il est présenté conformément à la structure des postes budgétaires du ministère au 31 mars 2025, qui tient compte des crédits autorisés ayant été approuvés par l'Assemblée législative.

En cohérence avec le budget complémentaire, le rapport annuel comprend la mesure de la performance du gouvernement du Manitoba, qui favorise l'amélioration sur le plan opérationnel en mettant l'accent sur la transparence, l'urgence, l'uniformité et la reddition de comptes. La mesure de la performance permet d'harmoniser les travaux des ministères avec le mandat et les priorités stratégiques du gouvernement. Les ministères élaborent ensuite des plans opérationnels qui intègrent ces thèmes aux activités quotidiennes.

Le rapport annuel contient les résultats financiers sommaires du ministère et de ses autres entités comptables, fournit une ventilation plus détaillée des changements apportés au budget des crédits votés et rend compte des progrès du ministère en matière de diversité. Il continue de fournir les résultats financiers accompagnés d'explications sur les écarts au niveau des postes secondaires. Le rapport annuel fournit un portrait global de la performance financière du ministère.

# Department At a Glance – 2024-25 Results

<b>Department Name &amp; Description</b>	Natural Resources and Indigenous Futures is responsible for leading responsible management of Manitoba’s natural resources and working transparently and collaboratively with First Nations, Métis and Inuit, and partner organizations to improve economic participation and opportunities for Indigenous Manitobans and communities.
<b>Minister</b>	Honourable Ian Bushie
<b>Deputy Minister</b>	Bruce Gray

<b>Other Reporting Entities</b>	<b>1</b>	<ul style="list-style-type: none"> <li>Communities Economic Development Fund</li> </ul>
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<b>Summary Expenditure (\$M)</b>	
<b>139.9</b>	<b>139.8</b>
<b>Authority</b>	<b>Actual</b>

<b>Core Expenditure (\$M)</b>		<b>Core Staffing</b>
<b>136.9</b>	<b>137.7</b>	<b>425.20</b>
<b>Authority</b>	<b>Actual</b>	<b>Authority</b>

# Coup d'œil sur le ministère – Résultats en 2024-2025

<b>Nom et description du ministère</b>	Le ministère des Ressources naturelles et des Futurités autochtones est chargé de piloter la gestion responsable des ressources naturelles du Manitoba et de travailler de façon transparente et collaborative avec les Premières Nations, les Inuits, les Métis et les organisations partenaires afin d'améliorer les possibilités économiques pour les Manitobains et les collectivités autochtones, et d'accroître leur participation à l'économie.
<b>Ministre</b>	Ian Bushie
<b>Sous-ministre</b>	Bruce Gray

<b>Autres entités comptables</b>	<b>1</b>	<ul style="list-style-type: none"> <li>Fonds de développement économique local</li> </ul>
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<b>Dépenses globales (en millions de dollars)</b>	
<b>139,9</b>	<b>139,8</b>
Dépenses autorisées	Dépenses réelles

<b>Dépenses ministérielles (en millions de dollars)</b>		<b>Personnel ministériel</b>
<b>136,9</b>	<b>137,7</b>	<b>425,20</b>
Dépenses autorisées	Dépenses réelles	Dépenses autorisées

# Departmental Responsibilities

The department leads the sustainable management and responsible development of Manitoba's natural resources, supports social and economic development strategies, and advances Indigenous economic participation and the collaborative stewardship of lands and natural resources.

The overall responsibilities of the Minister of Natural Resources and Indigenous Futures include:

- Oversee the sustainable use of lands, wildlife, fish, forests, and peatlands through effective policy, regulation, and resource management, while transparently collaborating on shared stewardship initiatives with Indigenous communities and other stakeholders.
- Support Indigenous participation in the economy through business development supports, capacity building initiatives, and collaborative strategies that advance economic reconciliation.
- Negotiate and administer agreements with Indigenous governments and representative organizations that support the co-management of natural resources, resource revenue-sharing, and meaningful engagement and consultation.
- Ensure compliance with natural resource laws and regulations, promote public safety and community engagement, and implement strategies for wildfire suppression that reduce risk.

## The minister is also responsible for:

- Beverly and Qamanirjuaq Caribou Management Board
- Communities Economic Development Fund
- Conservation Agreements Board
- Endangered Species, Ecosystems and Ecological Reserves Advisory Committee
- Fish and Wildlife Enhancement Fund Committee
- Polar Bear Advisory Committee
- Resource Tourism Appeal Committee

Appendix B – Statutory Responsibilities lists acts under the minister's responsibility.

## Department Shared Services

A shared service is a centralized function that provides common services or resources to multiple business units or departments. It aims to streamline operations, improve efficiency by reducing duplication and reduce costs to better support the department's overall objectives.

## **Financial and Administrative Services**

The branch is responsible for ensuring appropriate management of and accountability for the department's resources. The branch provides shared services to Municipal and Northern Relations, Natural Resources and Indigenous Futures, and Sport, Culture, Heritage and Tourism.

## **Other Shared Services:**

The department has shared service arrangements with the Department of Environment and Climate Change for regional office administrative support and on-line licensing for fishing and hunting.

# Responsabilités ministérielles

Le ministère dirige la gestion durable et l'exploitation responsable des ressources naturelles du Manitoba, soutient les stratégies de développement social et économique, et favorise la participation des Autochtones à l'économie ainsi que la gérance collaboratrice des terres et des ressources naturelles.

Les responsabilités générales du ministre des Ressources naturelles et des Futurités autochtones comprennent les suivantes :

- Superviser l'utilisation durable des terres, des espèces sauvages, des poissons, des forêts et des tourbières en adoptant des politiques et des règlements efficaces, en gérant les ressources, et en collaborant de façon transparente à des initiatives de gérance partagées avec les collectivités autochtones et d'autres intervenants.
- Soutenir la participation autochtone à l'économie au moyen de mesures de soutien du développement commercial, d'initiatives de renforcement de la capacité et de stratégies collaboratives qui assurent la progression de la réconciliation économique.
- Négocier et administrer des accords avec les gouvernements autochtones et les organismes représentatifs qui soutiennent la cogestion des ressources naturelles, le partage des recettes tirées des ressources, ainsi que la mobilisation et la consultation constructives.
- Assurer le respect des lois et des règlements en matière de ressources naturelles, promouvoir la sécurité publique et la mobilisation communautaire, et mettre en œuvre des stratégies de lutte contre les incendies échappés qui réduisent les risques.

## **La personne occupant le poste de ministre est aussi responsable des entités suivantes :**

- Conseil de gestion des caribous de Beverly et de Qamanirjuaq
- Fonds de développement économique local
- Commission des accords de conservation
- Comité consultatif sur les espèces, les écosystèmes et les réserves écologiques en voie de disparition
- Comité de mise en valeur du poisson et de la faune
- Comité consultatif de la conservation des ours polaires
- Comité d'appel en matière de tourisme axé sur la nature

L'annexe B portant sur les responsabilités législatives dresse la liste des lois qui relèvent de la personne occupant le poste de ministre (en anglais seulement).

## **Services partagés du ministère**

Un service partagé est une fonction centralisée qui fournit des ressources ou des services communs à plusieurs unités fonctionnelles ou ministères. Il a pour objet de rationaliser les activités, d'améliorer l'efficacité en évitant les chevauchements et de réduire les coûts pour mieux soutenir les objectifs globaux du ministère.

### **Direction des services partagés des finances et de l'administration**

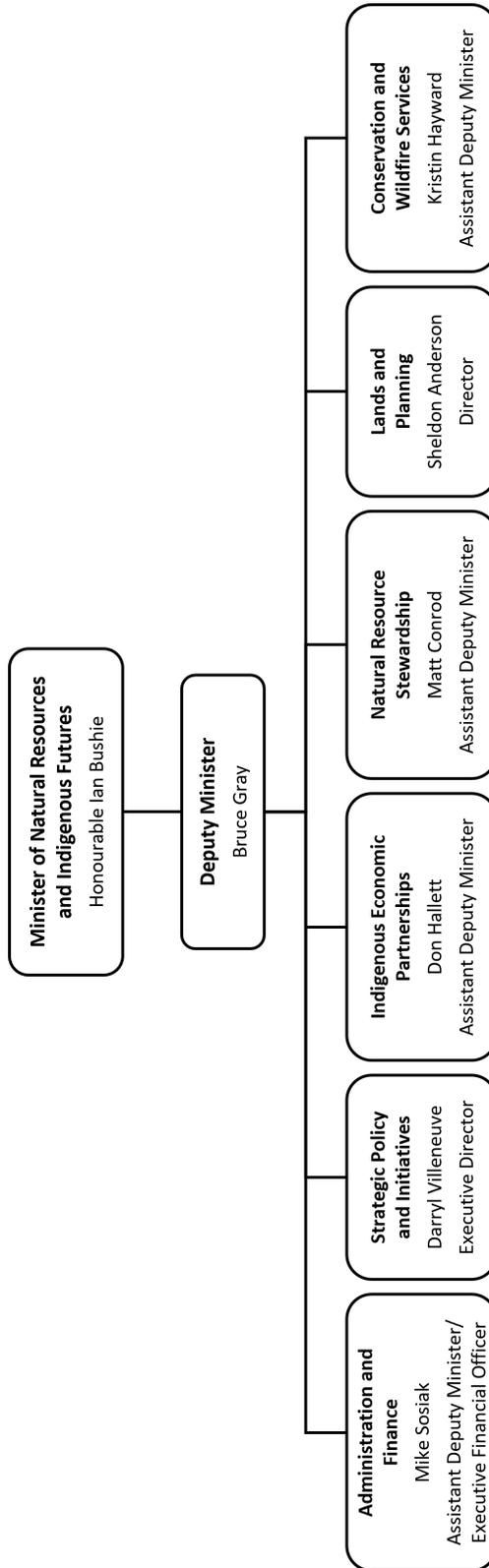
La Direction est chargée d'assurer la gestion appropriée des ressources ministérielles et l'obligation redditionnelle à cet égard. Elle fournit des services partagés au ministère des Relations avec les municipalités et le Nord, au ministère des Ressources naturelles et des Futurités autochtones et au ministère du Sport, de la Culture, du Patrimoine et du Tourisme.

### **Autres services partagés**

Le ministère a conclu des ententes sur les services partagés avec le ministère de l'Environnement et du Changement climatique pour le soutien administratif des bureaux régionaux et la délivrance en ligne des permis de pêche et de chasse.

# Organizational Structure

Natural Resources and Indigenous Futures as of March 31, 2025



**Other Reporting Entities (OREs) Accountable to the Minister:**

Communities Economic Development Fund

**Other Organizations Accountable to the Minister:**

- Beverly and Qamanirjuaq Caribou Management Board
- Conservation Agreements Board
- Endangered Species, Ecosystems and Ecological Reserves Advisory Committee
- Fish and Wildlife Enhancement Fund Committee
- Polar Bear Advisory Committee
- Resource Tourism Appeal Committee

# Operating Environment and Departmental Risk

The 2024-25 fiscal year was marked by notable advancements and challenges for Natural Resources and Indigenous Futures. The department made strides towards a whole-of-government approach to economic reconciliation, aligning policies and programs across departments while ensuring meaningful engagement with First Nations, the Red River Métis, and the Inuit. This collaborative work strengthened nation-to-nation relationships and led to the launch of the Manitoba Indigenous Loan Guarantee Program. The department also increased grant funding to establish the Indigenous Economic Development Fund to promote employment, business ownership, and financial independence for Indigenous Peoples.

One of the key challenges to advancing reconciliation with First Nations is the fulfillment of Treaty Land Entitlement, which remains a provincial priority. Delays in land transfers have created uncertainty for First Nations seeking land for economic and community development. To address this, the department is conducting a comprehensive review to identify opportunities and barriers for accelerating Treaty Land Entitlement implementation.

Our commitment to economic reconciliation includes establishing resource revenue-sharing frameworks that ensure Indigenous communities benefit equitably from natural resource and other development. Additionally, long-term agreements with First Nations and the Red River Métis will prioritize early engagement, collaborative decision-making, co-development of resource management plans, and increased participation in resource and other economic development. The department is committed to collaborative development of natural resource policies that strengthen engagement and equity in decision-making.

Effective stewardship of Manitoba's natural resources requires strong community-based partnerships. The Conservation Officer and Wildfire Services are strengthening their commitment to building effective relationships and partnerships with Indigenous and local communities. The Conservation Officer and Wildfire Services also face challenges in recruitment and retention, particularly in northern communities and among key groups such as Indigenous Peoples and women. Through enhanced cooperation, we can integrate Indigenous knowledge and a variety of valued perspectives into enforcement and wildfire prevention strategies. Additionally, through collaborative monitoring with Indigenous communities and Land Guardians we can establish critical mechanisms for sustainable resource management that allow for real-time data collection, support community-led conservation efforts, improve environmental protection, and foster shared responsibility in protecting Manitoba's lands and resources.

# 2024-25 Key Achievement Highlights

During the fiscal year, Manitoba Natural Resources and Indigenous Futures accomplished the following:

- **Wildfire Preparedness, Prevention, Mitigation and Response:** In 2024-25, Manitoba entered into a two-year cost sharing agreement with Natural Resources Canada under the Resilient Communities through FireSmart Program. In the first year of this agreement, the Wildfire Service invested \$300 thousand to strengthen Manitoba's FireSmart Program and support a whole-of-society wildfire prevention and mitigation framework for Manitoba.
- **Fighting and Managing Wildfires in a Changing Climate Program:** In 2024-25, government entered into its second year of a four-year cost sharing agreement with Natural Resources Canada for wildfire management and suppression under the Fighting and Managing Wildfires in a Changing Climate Program. Northern Affairs and Indigenous Futures invested \$8.7 million to procure a wide range of urgently needed wildfire equipment, facilities and information technology products.
- **Indigenous Loan Guarantee Program:** In 2024-25, Indigenous Business Development Branch collaborated with the Department of Finance to develop the Manitoba Indigenous Loan Guarantee Program to support nation-to-nation partnerships in wind energy projects.
- **Indigenous Economic Development:** In 2024-25, government launched and allocated \$4 million to the Indigenous Economic Development Fund to advance Indigenous economic development initiatives. Manitoba also continued annual funding to the First People's Economic Growth Fund with a grant of \$2.7 million to support financing and concierge services and foster business and economic opportunities for First Nations in Manitoba.
- **Community Economic Development:** In 2024-25, Natural Resources and Indigenous Futures continued annual funding to the Communities Economic Development Fund with a grant of \$1.8 million to support entrepreneurs, businesses and communities in northern Manitoba. The fund offers business and commercial fishing loans and supports mineral resource development to drive economic growth and good jobs in northern Manitoba. The Communities Economic Development Fund approved \$6.2 million in business loans and \$2.4 million in fisheries loans in 2024-25.
- **Commercial Fisheries Advisory Council with Indigenous Representation:** In 2024-25, Manitoba engaged with commercial fishers to gather input into the establishment of a Commercial Fisher Advisory Table through two fish forums. The commercial fisher advisory table will act as a new platform to engage and collaborate between Manitoba, commercial fishers, and Indigenous Nations.
- **Economic Reconciliation for the Forestry Sector:** In 2024-25, Manitoba shared over \$3 million in timber revenue with eight First Nations, with the intent of expanding a successful pilot into longer-term agreements. A \$500 thousand grant supported a new partnership with three First Nations in the Swan Valley region to co-develop a 20-year forestry strategy that protects Indigenous rights and creates economic opportunities. Manitoba is also in discussions with the Manitoba Métis Federation to explore further collaboration in the forestry sector.

# Principales réalisations en 2024-2025

Au cours de l'exercice, le ministère des Ressources naturelles et des Futurités autochtones du Manitoba a accompli les réalisations suivantes.

- **Préparation, prévention, atténuation et intervention en cas d'incendie échappé** : En 2024-2025, le Manitoba a conclu un accord de partage des coûts de deux ans avec Ressources naturelles Canada dans le cadre du programme de collectivités résilientes grâce à Intelli-feu. Au cours de la première année de cet accord, la Direction de la lutte contre les incendies échappés a investi 300 000 dollars pour renforcer le programme Intelli-feu du Manitoba et soutenir un cadre de prévention et d'atténuation des incendies échappés à l'échelle de toute la société pour le Manitoba.
- **Programme Combattre et gérer les feux de forêt dans un climat en changement** : En 2024-2025, le gouvernement a entamé la deuxième année d'un accord de partage des coûts de quatre ans avec Ressources naturelles Canada pour la gestion et la lutte contre les incendies échappés dans le cadre du programme Combattre et gérer les feux de forêt dans un climat en changement. Le ministère des Ressources naturelles et des Futurités autochtones a investi 8,7 millions de dollars pour acquérir une large gamme de pièces d'équipement, d'installations et de produits informatiques indispensables à la lutte contre les incendies échappés.
- **Programme de garanties de prêts pour les Autochtones** : En 2024-2025, la Direction du développement de l'entreprise autochtone a collaboré avec le ministère des Finances pour élaborer le Programme de garanties de prêts pour les Autochtones du Manitoba afin de soutenir les partenariats entre nations dans le cadre de projets d'énergie éolienne.
- **Essor économique des peuples autochtones** : En 2024-2025, le gouvernement a lancé le Fonds pour l'essor économique des peuples autochtones et y a alloué 4 millions de dollars afin de faire progresser les initiatives de développement économique autochtone. Le Manitoba a également maintenu son financement annuel au First Peoples Economic Growth Fund, avec une subvention de 2,7 millions de dollars destinée à soutenir les services de financement et de guides-experts et à favoriser les possibilités commerciales et économiques pour les Premières Nations du Manitoba.
- **Développement économique local** : En 2024-2025, le ministère des Ressources naturelles et des Futurités autochtones a maintenu son financement annuel au Fonds de développement économique local avec une subvention de 1,8 million de dollars afin de soutenir les entrepreneurs, les entreprises et les communautés du nord du Manitoba. Le fonds propose des prêts aux entreprises et aux pêcheurs commerciaux et soutient le développement des ressources minérales afin de stimuler la croissance économique et la création d'emplois de qualité dans le nord du Manitoba. En 2024-2025, le Fonds de développement économique local a approuvé 6,2 millions de dollars en prêts aux entreprises et 2,4 millions de dollars en prêts à l'industrie de la pêche.
- **Conseil consultatif des pêches commerciales avec représentation autochtone** : En 2024-2025, le Manitoba a collaboré avec les pêcheurs commerciaux afin de recueillir leurs commentaires sur la création d'une table consultative des pêcheurs commerciaux dans le cadre de deux forums sur la pêche. Cette table consultative des pêcheurs commerciaux servira de nouvelle plateforme pour favoriser la collaboration entre le Manitoba, les pêcheurs commerciaux et les nations autochtones.

- **Réconciliation économique pour le secteur forestier** : En 2024-2025, le Manitoba a partagé plus de 3 millions de dollars de revenus provenant de l'exploitation forestière avec huit Premières Nations, dans le but de transformer un projet pilote couronné de succès en accords à plus long terme. Une subvention de 500 000 dollars a permis de soutenir un nouveau partenariat avec trois Premières Nations de la région de Swan Valley afin d'élaborer conjointement une stratégie forestière sur 20 ans qui protège les droits des Autochtones et crée des possibilités économiques. Le Manitoba est également en pourparlers avec la Fédération métisse du Manitoba afin d'explorer de nouvelles possibilités de collaboration dans le secteur forestier.

# Department Performance Measurement

The departmental objectives reflect the elected government priorities listed in the department mandate letters. The government identified five provincial themes: Lowering Costs for Families, Rebuilding Health Care, Growing Our Economy, Healthier Families and Safer Communities and A Government that Works for You, with the department's objectives listed under each of the themes.

Manitoba Natural Resources and Indigenous Futures was officially formed on November 13, 2024. Performance measurement results included in this report are reflective of the department's mandate and priorities effective at its establishment during the remainder of the fiscal year 2024-25. The department did produce performance measurement content for the 2025-26 Supplement to the Estimates of Expenditure. Reporting on the performance measurement content will be included in the 2025-26 Annual Report published in September 2026.

## Vision

A thriving and sustainable Manitoba where people, communities, businesses, and natural resources flourish, strengthened by the ongoing contributions of Indigenous Peoples and others toward economic reconciliation and shared prosperity.

## Mission

To foster responsible resource development through respectful partnerships, sustainable stewardship, and meaningful Indigenous economic participation, integrating traditional knowledge and innovation to create shared prosperity for all Manitobans.

## Values

- **Respect and Shared Vision** – We honour Indigenous rights, listen, and value knowledge and views of all groups in guiding responsible resource development and equitable economic inclusion for all Manitobans.
- **Relationships and Collaboration** – We build strong partnerships with Indigenous and other governments, stakeholders and industry through trust, reciprocity, shared benefits, and meaningful participation in resource development.
- **Stewardship and Sustainability** – We support responsible natural resource development that balances economic growth, environmental sustainability, and positive social outcomes.
- **Knowledge and Innovation** – We integrate Indigenous knowledge and western science while continuously learning and adapting to improve policies and practices.

# Provincial Themes and Department Objectives

## Healthier Families and Safer Communities

1. Protect communities and our environment

## Growing Our Economy

2. Renew nation-to-nation relationships with Indigenous governments to unlock their economic potential
3. Work with Indigenous Nations and industry to establish good relationships that advance economic reconciliation, protect wildlife and the environment, and grow the overall economy

## A Government that Works for You

4. Strengthen financial comptrollership and accountability
5. Establish shared resource stewardship partnerships with Indigenous nations

# Mesure de la performance du ministère

Les objectifs ministériels reflètent les priorités du gouvernement élu, qui sont décrites dans les lettres de mandat. Le gouvernement a désigné cinq thèmes provinciaux (Réduire les coûts pour les familles, Rebâtir le système de soins de santé, Faire croître notre économie, Des familles plus en santé et des communautés plus sûres et Un gouvernement qui travaille pour vous) sous lesquels sont répertoriés les objectifs ministériels.

Le ministère des Ressources naturelles et des Futurités autochtones du Manitoba a été officiellement constitué le 13 novembre 2024. Les résultats liés à la mesure de la performance inclus dans le présent rapport reflètent le mandat et les priorités du ministère à compter de sa création jusqu'à la fin de l'exercice 2024-2025. Le ministère a fourni des renseignements sur la mesure de la performance dans le budget complémentaire 2025-2026. Ces renseignements feront partie des éléments traités dans le rapport annuel 2025-2026, qui sera publié en septembre 2026.

## Vision

Un Manitoba durable et florissant où les gens, les collectivités, les entreprises et le secteur des ressources naturelles prospèrent, renforcés par les contributions soutenues des peuples autochtones et autres, pour progresser sur la voie de la réconciliation économique et de la prospérité partagée.

## Mission

Favoriser l'exploitation responsable des ressources au moyen de partenariats respectueux, d'une gérance durable et de la participation notable des Autochtones à l'économie, intégrant les connaissances traditionnelles et l'innovation en vue de créer une prospérité partagée pour tous les Manitobains.

## Valeurs

- **Respect et vision partagée** – Nous célébrons les droits autochtones, et écoutons et estimons les connaissances et les points de vue de tous les groupes quant à l'orientation de l'exploitation responsable des ressources et à l'inclusion économique équitable de tous les Manitobains.
- **Relations et collaboration** – Nous établissons des partenariats solides avec les Autochtones et d'autres gouvernements, parties prenantes et acteurs de l'industrie en nous fondant sur la confiance, la réciprocité, les avantages partagés et la participation active à l'exploitation des ressources.
- **Gérance et durabilité** – Nous soutenons l'exploitation responsable des ressources qui maintient la croissance économique, la durabilité environnementale et des résultats sociaux positifs.
- **Savoir et innovation** – Nous intégrons le savoir autochtone et la science occidentale tout en apprenant et en nous adaptant continuellement afin d'améliorer nos politiques et nos pratiques.

# Thèmes provinciaux et objectifs ministériels

## Des familles plus en santé et des communautés plus sûres

1. Protéger nos collectivités et notre environnement

## Faire croître notre économie

2. Renouveler nos relations entre nations avec les gouvernements autochtones afin de libérer leur potentiel économique
3. Travailler avec les nations autochtones et les acteurs de l'industrie pour établir de bonnes relations qui favorisent la réconciliation économique, la protection de la faune et de l'environnement, et la croissance de l'économie globale

## Un gouvernement qui travaille pour vous

4. Renforcer le contrôle financier et l'obligation redditionnelle
5. Établir des partenariats de gérance partagée des ressources avec les nations autochtones

# Department Performance Measurement - Details

The following section provides information on key performance measures for Natural Resources and Indigenous Futures for the 2024-25 reporting year. All Manitoba government departments include a performance measurement section in a standardized format in their annual reports.

Performance indicators in Manitoba government annual reports are intended to complement financial results and provide Manitobans with meaningful and useful information about government activities and their impact on the province and its citizens.

## Healthier Families and Safer Communities

### 1. Protect communities and our environment

#### Key Initiatives

- **Wildfire Preparedness, Prevention, Mitigation and Response:** In 2024-25, Manitoba entered into a two-year cost sharing agreement with Natural Resources Canada under the Resilient Communities through FireSmart Program. In the first year of this agreement, the Wildfire Service invested \$300,000 to strengthen Manitoba's FireSmart Program and support a whole-of-society wildfire prevention and mitigation framework for Manitoba. Manitoba supported community education and capacity-building activities that lay the foundation for developing Community Wildfire Protection Plans. The department conducted research and engagement. Groundwork was undertaken to establish a provincial FireSmart committee.
- In 2024-25, the Wildfire Service entered into its second year of a four-year cost sharing agreement with Natural Resources Canada for wildfire management and suppression under the Fighting and Managing Wildfires in a Changing Climate Program. The Wildfire Service invested \$8.7 million to procure a wide range of urgently needed wildfire equipment, facilities and information technology products. These acquisitions will significantly increase the efficiency and effectiveness of Wildfire Service operations and will promote the safety and well-being of wildland fire fighters.

## Growing Our Economy

### 2. Renew nation-to-nation relationships with Indigenous governments to unlock their economic potential

#### Key Initiatives

- **Advance Economic Reconciliation:** The department has been engaging with Indigenous nations and among program areas across departments to ensure that Indigenous voices guide the use of provincial funds to support Indigenous economic development and advance economic reconciliation.

- **Indigenous Loan Guarantee Program:** In 2024-25, Indigenous Business Development Branch collaborated with the Department of Finance to initiate the development of the Manitoba Indigenous Loan Guarantee Program (ILGP) to support opportunities for Indigenous Economic Development through nation-to-nation partnerships in wind energy projects. This initiative advances economic reconciliation by enabling Indigenous Nations to better share in the financial benefits of viable renewable wind energy projects.
- **Indigenous Economic Development:** The department developed the new Indigenous Economic Development Fund (IEDF) in 2024-25 and allocated \$4 million to the program. The IEDF advances Indigenous economic development initiatives. The department also continued annual funding to the First People’s Economic Growth Fund with a grant of \$2.7 million to support financing and concierge services and foster business and economic opportunities for First Nations in Manitoba.
- **Community Economic Development:** In 2024-25, the department continued annual funding to the Communities Economic Development Fund with a grant of \$1.8 million to support entrepreneurs, businesses and communities in northern Manitoba. The fund offers business and commercial fishing loans and supports mineral resource development to drive economic growth and good jobs in northern Manitoba. In 2024-25, Communities Economic Development Fund approved \$6.23 million in business loans and \$2.44 million in fisheries loans.

## Performance Measures

Measure	2022-23 Actual	2023-24 Actual	2024-25 Target	2024-25 Actual
2.b Participation rate of the Indigenous workforce population in Manitoba, annually.	64.2	65.4	-	64

**2.b Participation rate of the Indigenous workforce population in Manitoba, annually:** The participation rate of the Indigenous workforce population is the number of Indigenous labour force participants expressed as a percentage of the Indigenous population 15 years of age and over. Data is provided by Statistics Canada on an annual basis. This performance measure was introduced in 2024-25 and was previously listed in the Supplement to the Estimates of Expenditure for Manitoba Indigenous Economic Development as "Participation rate of the Indigenous workforce population in Manitoba." Indigenous labour force participation in Manitoba is influenced by a range of external factors. This measure remains a key performance indicator (KPI) for tracking broader labour market trends.

## 3. Work with Indigenous Nations and industry to establish good relationships that advance economic reconciliation, protect wildlife and the environment, and grow the overall economy

### Key Initiatives

- **Commercial Fisheries Advisory Council with Indigenous Representation:** In 2024-25, Manitoba engaged with commercial fishers to gather input into the establishment of a Commercial Fisher Advisory Table through two fish forums. The forums were held on April 30, 2024 in Scanterbury and May 1, 2024 in Gimli. Over 100 commercial fishers participated in the forums. The commercial fisher

advisory table will act as a new platform to engage and collaborate between Manitoba, commercial fishers, and Indigenous Nations.

- **Economic Reconciliation for the Forestry Sector:** In 2024-25, Manitoba shared over \$3 million of revenue collected from harvested timber with eight First Nations. These extended agreements are part of a successful pilot project that will be followed by longer-term agreements and the inclusion of other First Nations. In addition, Manitoba signed a partnership agreement with three First Nations in the Swan Valley region that lays the foundation for a more inclusive approach to forest management. The agreement includes co-developing a 20-year strategic plan for forestry in the area, which will ensure Indigenous rights are protected, jobs are maintained long-term and new economic opportunities are created for Indigenous nations. Manitoba provided the three First Nations with a grant of \$500 thousand in 2024-25 to ensure they have the capacity to fully participate in the implementation of this comprehensive agreement.

In 2024-25, Manitoba continued to work with three First Nations (Minegoziibe Anishinaabe, Wuskwi Sipihk First Nation, and Sapotaweyak Cree Nation) via an MOU regarding the extension of Louisiana-Pacific's Forest Management Licence, the development of a new Forest Management Plan, and additional measures to protect Aboriginal and Treaty rights. Together with the First Nations, Manitoba developed an Interim Measures Agreement to identify enforceable measures to protect the exercise of Treaty Rights within Forest Management Licence 3. This work will advance efforts to transform forestry in Manitoba through increased collaboration with Indigenous Nations that includes co-development of forestry management plans, collaborative monitoring of wildlife and critical habitat, and meaningful consultation and accommodation measures.

- **Expand Hunting and Trapping Opportunities:** On August 7, 2024, Manitoba amended the Wildlife Act Trapping of Wild Animals Regulation to add two new certified traps to the list of approved trapping devices, enable the use of more humane power-assisted snares for coyotes and open gray wolf trapping in Open Area Trapping Zone 2A. This initiative ensures trappers can use more modern equipment and methods to humanely trap fur bearing animals and improve trapper safety throughout rural Manitoba. It also expands grey wolf trapping opportunities in Open Trapping Zone 2A and allows agriculture producers to legally protect their livestock from predators. Additionally, the department will now be able to collect better data on wolf harvest numbers to improve wildlife monitoring and management. This initiative benefits wildlife populations, animal welfare, trappers and the public in the long term.
- **Population Assessment Program:** In 2024-25, Manitoba completed population surveys for moose, caribou, and deer in Game Hunting Areas 6, 8, 9A, and 10, and deployed 159 camera traps in Game Hunting Areas 26 and 18/18A-C to assess the abundance and density of moose populations. Population assessment also involved engaging Indigenous nations and stakeholders to develop common understanding and incorporate local and Indigenous traditional knowledge.
- **Improve Wildfires Act Application Process:** Amendments to The Wildfires Act (Bill 24) came into force on April 1, 2024, to replace requirements for a work permit with a new regulation outlining safety requirements. The amendments were in place prior to the start of the wildfire season. Applicants had previously reported that processing times delayed the start of their operations, leading to lost productivity and higher costs. This initiative will improve government transparency, strengthen interprovincial operations, and reduce uncertainty for potential investors in industrial operations in Manitoba and the public at large. Manitoba is now more aligned with neighboring jurisdictions that specify requirements in publicly available regulations and do not have a wildfire work permit system. The department and industry will also benefit from additional efficiencies due to less administrative burden.

## Performance Measures

Measure	2022-23 Actual	2023-24 Actual	2024-25 Target	2024-25 Actual
3.a Number of lakes with an assessment of fish stocks each fiscal year.	23	15	15	<b>38</b>
3.b Number of sustainable certified fisheries on commercially fished lakes each fiscal year.	2	2	2	<b>2</b>

**3.a Number of lakes with an assessment of fish stocks each fiscal year:** This measure tracks the number of lakes with an assessment of fish stocks. The measure is calculated by the number of lakes with fish stock assessments reported on the department website each fiscal year, as tracked by the Fisheries branch. Since 2022 there was a change in the methodology to have a more clearly defined year-end target. This performance measure was previously listed in the Supplement to the Estimates of Expenditure for Manitoba Economic Development, Investment, Trade and Natural Resources.

**3.b Number of sustainable certified fisheries on commercially fished lakes each fiscal year:** This measure will track the number of sustainable certified fisheries on commercially fished lakes each year. The measure is calculated by the number of lakes maintaining certified fisheries plus the number of newly certified lakes during the fiscal year. This performance measure was previously listed in the Supplement to the Estimates of Expenditure for Manitoba Economic Development, Investment, Trade and Natural Resources. The 2024-25 target for this measure was misprinted as 5. The table above contains the correct target for 2024-25. The number of certified fisheries in Manitoba is influenced by a range of external factors, including the number of commercial fishers wanting to proceed with certification. This measure remains a key performance indicator (KPI) for tracking sustainable commercial fishery trends in Manitoba.

## A Government that Works for You

### 4. Strengthen financial comptrollership and accountability

#### Key Initiatives

- **Fiscal Management and Accountability:** In 2024-25, Finance and Administration officials continued to effectively manage departmental resources through diligent monitoring and tracking of expenditures on a quarterly basis; including the preparation of quarterly financial reporting.
- **Enhanced Comptrollership:** Finance and Administration officials have continued to effectively develop and implement both corporate and department-specific financial controls. The department's Delegated Financial Signing Authority (DFSA) charts were updated to reflect the November 2024 departmental re-organization. The Shared Services DFSA was updated, and a new Shared Services Agreement was developed with the Department of Environment and Climate Change, reflecting shared financial and administrative service arrangements between the two departments in co-located regional officers. An updated 2025 Comptrollership Plan was developed and drafted for the new Department of Natural Resources and Indigenous Futures, which was finalized and approved in the first quarter of the 2025-26 fiscal year.

- **Measuring Our Impact:** Finance and Administration officials successfully undertook rigorous analysis to update various angling licenses and fees, as well as estimates of both expenditures and cost-shared revenues received through various Federal - Provincial cost shared programs for forestry and wildfire suppression, as part of the 2025-26 Estimates process.

## 5. Establish shared resource stewardship partnerships with Indigenous Nations

### Key Initiatives

- **Resolve Barriers to Treaty Land Entitlement Transfer:** The department continues to work cooperatively with Entitlement First Nations, the Treaty Land Entitlement Committee and the Government of Canada to oversee the implementation of TLE Agreements, as well as reduce barriers and resolve interests in order to transfer lands to Canada for reserve creation. In 2024-25, \$44 thousand was allocated for a contract to conduct outstanding survey requirements on a TLE selection, as well as the removal of an unregistered and dilapidated cabin from a TLE Selection. NRIF will continue to identify opportunities and specific projects where the TLE funding allocation can be used to resolve issues.
- Working closely with other departments, NRIF adopted a whole-of-government approach to review and expedite the TLE process in 2024-25. Between July and November 2024, the Consultation and Agreements Branch facilitated eleven interdepartmental sessions with representatives from multiple provincial departments to discuss challenges and identify initiatives that support a renewed, whole-of-government approach for advancing Manitoba’s outstanding TLE obligation.

### Performance Measures

Measure	2023-24 Actual	2024-25 Target	2024-25 Actual
5.a Number of TLE acres ready to be transferred to Canada within a fiscal year.	4,372	12,000	15,053

**5.a Number of TLE acres ready to be transferred to Canada within a fiscal year:** The target of TLE acres represents the total expected number of acres that are ready to be requested by Canada, to be transferred by Manitoba to Canada through Provincial Order-in-Council, for the purposes of being converted to Reserve under TLE obligations. This measure is a Key Performance Indicator (KPI). This performance measure was previously listed in the Supplement to the Estimates of Expenditure for Manitoba Indigenous Economic Development.

### Other Performance Measures

- **Number of new or enhanced government projects and participants that support economic reconciliation in Manitoba within a fiscal year:** This performance measure was previously listed in the Supplement to the Estimates of Expenditure for Manitoba Indigenous Economic Development. This measure is being discontinued because accurate reporting was not feasible. The department introduced a more effective measure in the 2025-26 Supplement to the Estimates of Expenditure for Manitoba Natural Resources and Indigenous Futures: “Number of new or enhanced Indigenous

Business Development Branch projects that support Indigenous economic development in Manitoba within a fiscal year”.

- **Number of agreements co-developed with Indigenous Nations, annually:** This performance measure was previously listed in the Supplement to the Estimates of Expenditure for Manitoba Economic Development, Investment, Trade and Natural Resources. Following government reorganization in 2024, Natural Resources and Indigenous Futures identified a need to clarify the scope and align this measure to reflect the department’s mandate. This measure is being discontinued and will be relaunched following further review and refinement.

# FINANCIAL DETAILS

## Consolidated Actual Expenditures

This table includes the expenditures of the department and Other Reporting Entities (OREs) that are accountable to the minister and aligns to the Summary Budget.

**Natural Resources and Indigenous Futures includes the following ORE:**

- Communities Economic Development Fund

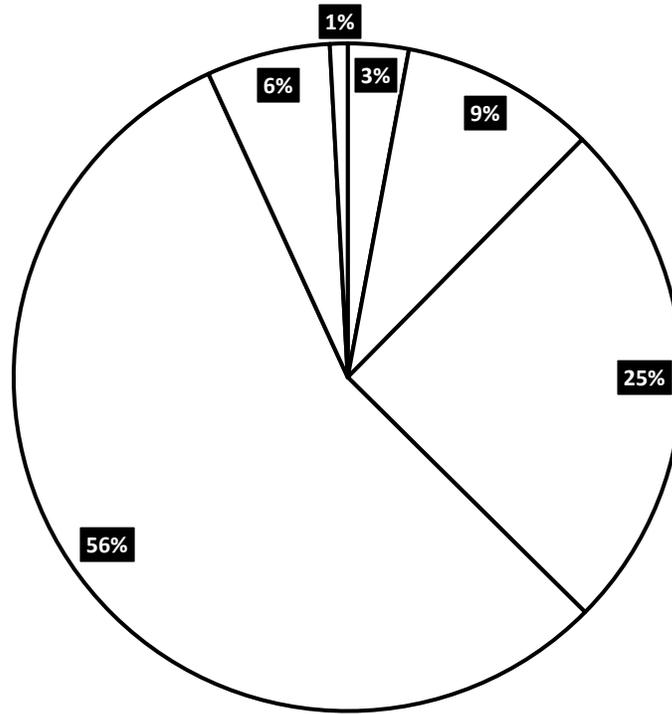
### Consolidated Actual Expenditures

For the fiscal year ended March 31, 2025, with comparative figures for the previous fiscal year \$(000s)

<b>Main Appropriations</b>	<b>Part A - Operating</b>	<b>Other Reporting Entities</b>	<b>Consolidation and Other Adjustments</b>	<b>2024-25 Actual</b>	<b>2023-24 Actual</b>
Administration and Finance	4,107	-	-	<b>4,107</b>	3,451
Indigenous Economic Partnerships	12,299	2,600	(1,700)	<b>13,199</b>	8,602
Natural Resources Stewardship	34,994	-	-	<b>34,994</b>	32,796
Conservation and Wildfire Services	77,889	-	-	<b>77,889</b>	77,168
Costs Related to Capital Assets (NV)	8,365	-	-	<b>8,365</b>	7,793
Interfund Activity	-	-	1,200	<b>1,200</b>	2,300
<b>TOTAL</b>	<b>137,654</b>	<b>2,600</b>	<b>(500)</b>	<b>139,754</b>	<b>132,110</b>

NV – Non-Voted

**Percentage Distribution of Consolidated Actual Expenditures  
by Operating Appropriation,  
2024-25, Actuals**



- 3% Administration and Finance
- 9% Indigenous Economic Partnerships
- 25% Natural Resource Stewardship
- 56% Conservation and Wildfire Services
- 6% Costs Related to Capital Assets (Non-Voted)
- 1% Interfund Activity

# Summary of Authority

Part A - Operating	2024-25 Authority \$(000s)
<b>2024-25 PRINTED ESTIMATES - PART A</b>	
<b>Allocation of funds from:</b>	
Internal Service Adjustments	6,639
<b>Subtotal</b>	<b>6,639</b>
<b>In-year re-organization from:</b>	
Business, Mining, Trade and Job Creation	115,381
Indigenous Economic Development	14,009
Municipal and Northern Relations	66
Sport Culture Heritage and Tourism	400
Enabling Appropriations	422
<b>Subtotal</b>	<b>130,278</b>
<b>2024-25 Authority</b>	<b>136,917</b>

<b>Part B – Capital Investment</b>		<b>2024-25 Authority \$(000s)</b>
<b>2024-25 PRINTED ESTIMATES – PART B</b>		
<b>Allocation of funds from:</b>		
Internal Service Adjustments		4,318
	<b>Subtotal</b>	<b>4,318</b>
<b>In-year re-organization from:</b>		
Business, Mining, Trade and Job Creation		7,645
	<b>Subtotal</b>	<b>7,645</b>
<b>2024-25 Authority</b>		<b>11,963</b>

<b>Part C – Loans and Guarantees</b>		<b>2024-25 Authority \$(000s)</b>
<b>2024-25 PRINTED ESTIMATES – PART C</b>		
<b>In-year re-organization from:</b>		
Indigenous Economic Development		67,500
	<b>Subtotal</b>	<b>67,500</b>
<b>2024-25 Authority</b>		<b>67,500</b>

## Detailed Summary of Authority by Appropriation \$(000s)

Detailed Summary of Authority	Printed Estimates 2024-25	In-Year Re-organization	Virement	Enabling Authority	Authority 2024-25	Supplementary Estimates
<b>Part A – Operating (Sums to be Voted)</b>						
Administration and Finance	-	4,714	-	228	4,942	-
Indigenous Economic Partnerships	-	13,512	-	135	13,647	-
Natural Resource Stewardship	-	31,683	-	4,345	36,028	-
Conservation and Wildfire Services	-	76,854	-	1,931	78,785	-
⌘ <b>Subtotal</b>	-	126,763	-	6,639	133,402	-
<b>Part A – Operating (NV)</b>		3,515	-	-	3,515	-
<b>TOTAL Part A - Operating</b>	-	130,278	-	6,639	136,917	-
<b>Part B – Capital Investment</b>	-	7,645	-	4,318	11,963	-
<b>Part C – Loans and Guarantees</b>	-	67,500	-	-	67,500	-

NV – Non-Voted

## Part A: Expenditure Summary by Appropriation

### Departmental Actual Expenditures

For the fiscal year ended March 31, 2025, with comparative figures for the previous fiscal year \$(000s)

Authority 2024-25	Appropriation	Actual 2024-25	Actual 2023-24	Increase (Decrease)	Expl. No.
<b>25.1 Administration and Finance</b>					
(a) Minister's Salary					
33	Salaries and Employee Benefits	33	25	8	
(b) Executive Support					
435	Salaries and Employee Benefits	353	-	353	
44	Other Expenditures	35	-	35	1
(c) Financial and Administrative Services					
2,203	Salaries and Employee Benefits	2,210	1,928	282	
175	Other Expenditures	149	171	(22)	
(d) Strategic Policy and Initiatives					
1,098	Salaries and Employee Benefits	1,084	1,093	(9)	
531	Other Expenditures	68	116	(48)	2
(e) Indigenous Heritage Resources					
373	Salaries and Employee Benefits	175	118	57	3
50	Other Expenditures	-	-	-	
<b>15,075</b>	<b>Subtotal 25.1</b>	<b>4,107</b>	<b>3,451</b>	<b>656</b>	
<b>25.2 Indigenous Economic Partnerships</b>					
(a) Indigenous Business Development					
543	Salaries and Employee Benefits	551	371	180	4
1,526	Other Expenditures	116	11	105	5
8,364	Grant Assistance	9,314	5,114	4,200	6
(b) Consultation and Agreements					
1,615	Salaries and Employee Benefits	1,405	1,271	134	
1,599	Other Expenditures	913	865	48	
<b>13,647</b>	<b>Subtotal 25.2</b>	<b>12,299</b>	<b>7,632</b>	<b>4,667</b>	

Authority 2024-25	Appropriation	Actual 2024-25	Actual 2023-24	Increase (Decrease)	Expl. No.
<b>25.3 Natural Resource Stewardship</b>					
(a) Divisional Administration					
326	Salaries and Employee Benefits	170	341	(171)	7
105	Other Expenditures	86	131	(45)	
(b) Forestry and Peatlands					
5,683	Salaries and Employee Benefits	4,691	4,549	142	
8,194	Other Expenditures	8,516	6,636	1,880	8
1,377	Grant Assistance	1,352	1,261	91	
(c) Lands and Planning					
2,296	Salaries and Employee Benefits	1,787	1,705	82	
2,974	Other Expenditures	3,383	3,092	291	
(d) Consultation and Reconciliation					
1,143	Salaries and Employee Benefits	942	791	151	
977	Other Expenditures	651	1,823	(1,172)	9
(e) Wildlife					
4,150	Salaries and Employee Benefits	4,450	4,147	303	
2,621	Other Expenditures	2,889	2,295	594	10
173	Grant Assistance	156	106	50	11
(45)	Recoveries- Other Expenditures	(45)	-	(45)	12
(f) Fisheries					
3,195	Salaries and Employee Benefits	3,210	2,929	281	
2,859	Other Expenditures	2,756	2,990	(234)	
<b>36,028</b>	<b>Subtotal 25.3</b>	<b>34,994</b>	<b>32,796</b>	<b>2,198</b>	
<b>25.4 Conservation and Wildfire Services</b>					
(a) Divisional Administration					
326	Salaries and Employee Benefits	262	227	35	
102	Other Expenditures	97	91	6	
(b) Conservation Officer Service					
18,781	Salaries and Employee Benefits	15,225	14,495	730	
7,459	Other Expenditures	7,268	8,846	(1,578)	13

<b>Authority 2024-25</b>	<b>Appropriation</b>	<b>Actual 2024-25</b>	<b>Actual 2023-24</b>	<b>Increase (Decrease)</b>	<b>Expl. No.</b>
	(c) Manitoba Wildfire Service				
11,917	Salaries and Employee Benefits	11,035	12,087	(1,052)	
26,268	Other Expenditures	27,836	25,354	2,482	
	(d) Wildfire Suppression				
13,932	Salaries and Employee Benefits	16,166	16,068	98	
<b>78,785</b>	<b>Subtotal 25.4</b>	<b>77,889</b>	<b>77,168</b>	<b>721</b>	
	<b>25.5 Cost Related to Capital Asset</b>				
	(a) General Assets				
3,150	Other Expenditures	164	7,764	(7,600)	14
	(b) Infrastructure Assets				
293	Other Expenditures	8,079	-	8,079	15
72	Accretion Expense	122	-	122	
<b>3,515</b>	<b>Subtotal 25.5</b>	<b>8,365</b>	<b>7,764</b>	<b>601</b>	
<b>136,917</b>	<b>Total Expenditures</b>	<b>137,654</b>	<b>128,811</b>	<b>8,843</b>	

Explanations:

1. Variance due to the creation of 9.00 new FTEs for the establishment of the Minister and Deputy Minister offices in new department.
2. Variance due to lower operating costs due to vacancies.
3. Variance due to contract salary increases and timing of filling vacancies.
4. Variance due to contract salary increases and filling of vacancies.
5. Variance due to operating cost increase as a result of filling vacancies and new secondment positions to advance Indigenous Economic Development initiatives.
6. Variance due to increase in grant assistance for the advancement of Indigenous Economic Development initiatives, which was delayed in prior year due to timing of filling positions to initiate new programs.
7. Variance due to lower operating costs due to vacancies.
8. Variance due to increase in crown timber payments as timber dues are tied directly to commodity markets which were higher throughout 2024-25.
9. Lower operating cost due to delayed advancement of memorandum of understanding (MOU) with First Nations to support participation in the development of new approach to forest land stewardship.

10. Variance due to increase in operating cost for wildlife and moose management survey contract.
11. Variance due to grant formerly classified as other expenditures reclassified to grant assistance in 2024-25.
12. Variance due to recovery of the Habitat Conservancy grant from Enabling Appropriations in 2024-25.
13. Variance mainly due to decrease in minor building maintenance and repairs and minor equipment and supply purchases made in previous year.
14. Variance due to reclassification of assets from general assets to infrastructure assets.
15. Variance due to shortfall in accretion expense budget transferred during the previous 2023-24 reorganization.

## Overview of Capital Investments, Loans and Guarantees

<b>Part B – Capital Investment</b>	<b>2024-25 Actual \$(000s)</b>	<b>2024-25 Authority \$(000s)</b>	<b>Variance Over/(Under) \$(000s)</b>	<b>Expl. No.</b>
Provides expenditure authority for capital requirements.				
Other Equipment and Buildings	7,374	11,963	(4,589)	1

### Explanation:

1. Variance due to \$4,318.0 expenditure transferred to prepaid asset to reflect a refundable deposit paid for equipment.

<b>Part C – Loans and Guarantees</b>	<b>2024-25 Actual \$(000s)</b>	<b>2024-25 Authority \$(000s)</b>	<b>Variance Over/(Under) \$(000s)</b>	<b>Expl. No.</b>
Provides expenditure authority for non-budgetary capital and operating requirements				
Communities Economic Development Fund	9,000	67,500	(58,500)	1

### Explanation:

1. Variance due to timing of community engagement and development of related program details.

## Revenue Summary by Source

### Departmental Actual Revenue

For the fiscal year ended March 31, 2025, with comparative figures for the previous fiscal year \$(000s)

Actual 2023-24	Actual 2024-25	Increase/ (Decrease)	Expl. No.	Source	Actual 2024-25	Estimate 2024-25	Variance Over/(Under)	Expl. No.
<b>Other Revenue</b>								
8,367	8,570	203		Regional Operations Fees and Cost Recovery	8,570	5,320	3,250	1
168	222	54	2	Cottaging Initiative	222	732	(510)	3
3,764	4,260	496		Fisheries Fees and Sundry	4,260	2,085	2,175	4
6,403	8,140	1,737	5	Forestry Fees and Sundry	8,140	4,566	3,574	6
5,575	5,316	(259)		Wildlife Fees and Sundry	5,316	3,456	1,860	7
90	116	26	8	Employee Benefit Deduction Sundry	116	130	(14)	
1,810	1,679	(131)		Land Information Sales and Fees	1,679	1,962	(283)	
108	108	-		Transient Accommodation Facilities	108	120	(12)	
63	53	(10)		Sundry	53	50	3	
<b>26,348</b>	<b>28,464</b>	<b>2,116</b>		<b>Subtotal</b>	<b>28,464</b>	<b>18,421</b>	<b>10,043</b>	
<b>Government of Canada</b>								
16	19	3		Northern Flood Agreement	19	50	(31)	9
1,325	1,497	172		2 Billion Trees	1,497	1,469	28	
217	4,389	4,172	10	NRCan Wildfire Bilateral Agreement	4,389	4,500	(111)	
<b>1,558</b>	<b>5,905</b>	<b>4,347</b>		<b>Subtotal</b>	<b>5,905</b>	<b>6,019</b>	<b>(114)</b>	
<b>27,906</b>	<b>34,369</b>	<b>6,463</b>		<b>Total Revenue</b>	<b>34,369</b>	<b>24,440</b>	<b>9,929</b>	

## Explanation:

1. Increase primarily due to Manitoba Wildfire Services providing fire suppression assistance to Saskatchewan and the Northwest Territories. Costs for this support was recovered from the receiving province and territory under the Canadian Inter-Agency Forest Fire Centre (CIFFC) and Great Lakes Forest Fire Compact (GLIFFC) agreements.
2. Cottage sales are customer driven, variance due to increase in cottage sales from previous year.
3. Cottage sales are customer driven, variance due to less cottage sales occurred than anticipated.
4. Variance due to increase in fees for angling license.
5. Timber due rates are tied directly to commodity markets which were higher in 2024-25 resulting in higher timber dues than previous year.
6. Timber due rates are tied directly to commodity markets which were higher in 2024-25 resulting in higher timber dues than anticipated.
7. Variance due to increased volume of vendor licenses issued and increased to reflect commissions retained by vendors. The commissions are deducted at the end of the statement to determine government net revenue.
8. Variance due to increase in rent revenue due to filling vacant positions.
9. Variance due to lower than anticipated arbitrator expenses as a new arbitrator for the Northern Flood Agreement has yet to be appointed. The Northern Flood Agreement is a cost shared agreement with Indigenous Services Canada and Manitoba Hydro in which the department pays arbitrator expenses and recovers one third from Indigenous Services Canada and one third from Manitoba Hydro.
10. Increase due to implementation of new agreement with Natural Resources Canada (NRCan) bilateral agreement beginning in 2024-25.

# Departmental Program and Financial Operating Information

## Administration and Finance (Res. No. 25.1)

### Main Appropriation Description

Provides executive planning, management and directs departmental policies and programs while overseeing their implementation. Provides corporate leadership and co-ordination in strategic planning, policy development, financial and information technology services to support the department and related agencies. Delivers the comptrollership function and central management services, including financial and administrative services and budget oversight.

Sub-Appropriations	2024-25 Actual	2024-25 Authority	
	\$(000s)	FTEs	\$(000s)
Minister's Salary	33	1.00	33
Executive Support	388	10.00	479
Financial and Administrative Services	2,359	26.00	2,378
Strategic Policy and Initiatives	1,152	11.00	1,629
Indigenous Heritage Resources	175	2.00	423
<b>TOTAL</b>	<b>4,107</b>	<b>50.00</b>	<b>4,942</b>

### Minister's Salary (25.1a)

#### Sub-Appropriation Description

Provides the Minister with compensation to which individuals appointed to Executive Council are entitled.

#### 25.1a Minister's Salary

Expenditures by Sub-Appropriation	Actual	Authority 2024-25		Variance	Expl. No.
	2024-25 \$(000s)	FTEs	\$(000s)	Over/(Under) \$(000s)	
Salaries and Employee Benefits	33	1.00	33	-	
<b>Total Sub-Appropriation</b>	<b>33</b>	<b>1.00</b>	<b>33</b>	<b>-</b>	

## Executive Support (25.1b)

### Sub-Appropriation Description

Supports department employees in the Minister's Office and the Deputy Minister's Office of Natural Resources and Indigenous Futures. Oversees the development and implementation of departmental policies and programs that are designed to achieve the goals set out in the department's mandate.

### Key Results Achieved

- **Oversight of Performance and Accountability:** In 2024-25, executive leadership and staff established strategic direction and allocated resources to advance the department's mandate. It led engagement efforts with Indigenous communities, stakeholders and internal teams to ensure inclusive and informed decision-making. It oversaw performance monitoring and guided adaptive changes to policies and programs in response to evolving priorities and feedback.

### 25.1b Executive Support

Expenditures by Sub-Appropriation	Actual	Authority 2024-25		Variance	Expl. No.
	2024-25 \$(000s)	FTEs	\$(000s)	Over/(Under) \$(000s)	
Salaries and Employee Benefits	353	10.00	435	(82)	
Other Expenditures	35	-	44	(9)	
<b>Total Sub-Appropriation</b>	<b>388</b>	<b>10.00</b>	<b>479</b>	<b>(91)</b>	

## Financial and Administrative Services (25.1c)

### Sub-Appropriation Description

Oversees comptrollership and administrative functions to ensure that financial and administrative policies, procedures and reporting systems are developed, maintained, administered, and meet accountability requirements. The Executive Financial Officer also acts as the Designated Officer for The Freedom of Information and Protection of Privacy Act and The Public Interest Disclosure (Whistleblower Protection) Act.

### Key Results Achieved

- **Enhanced Comptrollership:** In 2024-25, Financial and Administrative Services developed an updated Comptrollership Plan for the new Department of Natural Resources and Indigenous Futures to ensure financial and administrative operations are following core policy, central directives, orders, and regulations.

## 25.1c Financial and Administrative Services

Expenditures by Sub-Appropriation	Actual	Authority 2024-25		Variance	Expl. No.
	2024-25 \$(000s)	FTEs	\$(000s)	Over/(Under) \$(000s)	
Salaries and Employee Benefits	2,210	26.00	2,203	7	
Other Expenditures	149	-	175	(26)	
<b>Total Sub-Appropriation</b>	<b>2,359</b>	<b>26.00</b>	<b>2,378</b>	<b>(19)</b>	

## Strategic Policy and Initiatives (25.1d)

### Sub-Appropriation Description

Provides long-range planning, maintaining interjurisdictional relations and coordinating with multiple branches and divisions to develop, coordinate, and implement legislation, regulations, policies, and programs. The branch also coordinates support for agencies, boards, and commissions reporting to the Minister and oversees the Resource Tourism Operators Program.

### Key Results Achieved

- **Amendments to The Wildfires Act:** The department led a legislative project that expanded inspection and enforcement powers for officers to mitigate human caused wildfire risks, increased the maximum fines that may be imposed on individuals and corporations in contravention of the legislation, and removed the requirement for a work permit while carrying on work in a burning permit area, instead establishing the authority for requirements in regulation.
- **Amendments to The Wildlife Act:** The department led a legislative project that made changes to bring the definitions for hunting and angling into alignment. The department introduced residency definition changes to streamline licence purchases and enhance public service delivery.
- **Additional Regulatory Changes:** In 2024-25, the department supported four regulatory initiatives:
  - Replaced work permit requirements with a new regulation outlining safety requirements for wildfires.
  - Updated seasonal changes for annual hunting, bag limits and vehicle use in hunting.
  - Updated residency definitions for hunting.
  - Added two new certified traps to the list of approved trapping devices, enabling the use of more humane power-assisted snares for coyotes, and open gray wolf trapping in Open Area Trapping Zone 2A. These changes ensure trappers can use more modern equipment and methods to humanely trap fur bearing animals throughout rural Manitoba and prevent serious injury to trappers. It also expands trapping opportunities and addresses problem wildlife due to recent increases in livestock depredation.

## 25.1d Strategic Policy and Initiatives

Expenditures by Sub-Appropriation	Actual	Authority 2024-25		Variance	Expl. No.
	2024-25 \$(000s)	FTEs	\$(000s)	Over/(Under) \$(000s)	
Salaries and Employee Benefits	1,084	11.00	1,098	(14)	
Other Expenditures	68	-	531	(463)	1
<b>Total Sub-Appropriation</b>	<b>1,152</b>	<b>11.00</b>	<b>1,629</b>	<b>(477)</b>	

Explanation:

1. Variance primarily due to timing of filling vacancies.

## Indigenous Heritage Resources (25.1e)

### Sub-Appropriation Description

Undertakes heritage screenings for land development within the province, performs site visits, identifies impact assessment requirements, oversees permitted work and industry reports, manages heritage data and records, administers the Manitoba Burials Policy, and various responsibilities related to the humanitarian search at Prairie Green Landfill.

### Key Results Achieved

- **Heritage Resource Act Administration:** In 2024-25, the department engaged in work related to land use planning and management, data protection, heritage resources management, heritage conservation guidelines, and the recovery and repatriation of human remains.
- **Heritage Permits:** The department led the issuance, monitoring, inspection, and clearance of heritage permits for archaeological work and for capital projects or work on designated heritage buildings.

## 25.1e Indigenous Heritage Resources

Expenditures by Sub-Appropriation	Actual	Authority 2024-25		Variance	Expl. No.
	2024-25 \$(000s)	FTEs	\$(000s)	Over/(Under) \$(000s)	
Salaries and Employee Benefits	175	2.00	373	(198)	1
Other Expenditures	-	-	50	(50)	2
<b>Total Sub-Appropriation</b>	<b>175</b>	<b>2.00</b>	<b>423</b>	<b>(248)</b>	

### Explanations:

1. Variance primarily due to timing of filling vacancies.
2. Variance due to lower operating cost related to timing of filling vacancies.

## Indigenous Economic Partnerships (Res. No. 25.2)

### Main Appropriation Description

Supports the full inclusion of Indigenous communities and businesses in all aspects of Manitoba's economy by working meaningfully with First Nations, Métis, Inuit and partner organizations to grow the economy through the development of economic participation and education initiatives.

Coordinates meaningful engagement with Indigenous communities. Leads the consistent implementation of Crown consultation policies to meet Manitoba's consultation obligations when Government decisions may affect Aboriginal or Treaty Rights.

Implements the land, financial and cooperative elements of signed settlement agreements with Indigenous communities, including Treaty Land Entitlement, hydroelectric impact and settlement agreements, Crown-Indigenous consultation, negotiations of settlement agreements and other land and self-government agreements. Directs and supports negotiations where new settlements are proposed.

Sub-Appropriations	2024-25 Actual	2024-25 Authority	
	\$(000s)	FTEs	\$(000s)
Indigenous Business Development	9,981	6.00	10,433
Consultation and Agreements	2,318	19.00	3,214
<b>TOTAL</b>	<b>12,299</b>	<b>25.00</b>	<b>13,647</b>

### Indigenous Business Development (25.2a)

#### Sub-Appropriation Description

Supports the full inclusion of Indigenous communities and businesses in all aspects of Manitoba's economy by working meaningfully with First Nations, Métis, Inuit and partner organizations to grow the economy through the development of economic participation and education initiatives.

#### Key Results Achieved

- **Indigenous Economic Development Fund:** In 2024-25, the Indigenous Economic Development Fund Committed \$4 million in grant funding to support projects that drive long-term economic development opportunities for Indigenous Nations in Manitoba. Projects align with priority areas of workforce development, education and training for youth, and capacity building.
- **Indigenous Business Development:** In 2024-25, Manitoba provided \$1.8 million to the Communities Economic Development Fund and \$2.7 million to the First Peoples Economic Growth Fund to support Indigenous business development and economic reconciliation.

- **Communities Economic Development Fund:** Communities Economic Development Fund continued to operate a business loans program providing repayable loans for high-impact economic development opportunities. The organization continued to approve commercial fisher loans to maintain and support additional fisher jobs.
- **Manitoba Indigenous Loan Guarantee Program:** In 2024-25, in collaboration with the Department of Finance, the department initiated the development of the Manitoba Indigenous Loan Guarantee Program for nation-nation partnerships in economic development. The program will advance economic reconciliation by enabling Indigenous Nations to better share in the financial benefits of viable renewable wind energy projects in their territories.

## 25.2a Indigenous Business Development

Expenditures by Sub-Appropriation	Actual	Authority 2024-25		Variance	Expl. No.
	2024-25 \$(000s)	FTEs	\$(000s)	Over/(Under) \$(000s)	
Salaries and Employee Benefits	551	6.00	543	8	
Other Expenditures	116	-	1,526	(1,410)	1
Grant Assistance	9,314	-	8,364	950	2
<b>Total Sub-Appropriation</b>	<b>9,981</b>	<b>6.00</b>	<b>10,433</b>	<b>(452)</b>	

### Explanations:

1. Variance due to a \$725.0 reduction in bad debt expense during year end consolidation of the department's ORE - CEDF's allowance for doubtful accounts provision and additional \$750.0 lapsing in operating expenditures due to timing.
2. Variance due to increased grant funding identified for the Indigenous Economic Development Fund (IEDF) program which was offset by the \$1,410.0 lapse in other expenditures.

## Consultation and Agreements 25.2(b)

### Sub-Appropriation Description

Implements the land, financial and cooperative elements of signed settlement agreements with Indigenous communities, including Treaty Land Entitlement, hydroelectric impact and settlement agreements, Crown-Indigenous consultation, negotiations of settlement agreements and other land and self-government agreements. Directs and supports negotiations where new settlements are proposed. Leads the consistent implementation of Crown consultation policies to meet Manitoba's consultation obligations when government decisions may affect Aboriginal or Treaty rights.

## Key Results Achieved

- **Treaty Land Entitlement:** In 2024-25, the Consultation and Agreements Branch had 15,053.35 acres available to be requested by Canada for reserve creation. The department continues to review specific projects and initiatives, with funding support, for the strategic advancement of Treaty Land Entitlement.
- **Resource Management Boards:** In 2024-25, the branch coordinated meetings with six Resource Management Boards established under individual settlement agreements with Indigenous communities. The branch also supported the boards' review of multiple dispositions, allocations, and resource management policies. Key work included advancing land use and resource management projects with the Cedar Lake, Moose Lake, and Fox Lake Resource Management Boards.
- **Relationships and Agreements:** The branch advanced the following relationships and agreements:
  - Norway House Community Council and Manitoba Hydro
  - O-Pipon-Na-Piwin Cree Nation Land Transfer Agreement
  - Sioux Valley Dakota Nation governance agreement
  - York Factory First Nation and Cross Lake First Nation land transfer working groups
  - Chemawawin Cree Nation Forebay Agreement land transfers
- **Consultation Protocols:** The branch worked with Fisher River Cree Nation to renegotiate a 2013 agreement and worked with Black River First Nation and Hollow Water First Nation to begin collaboratively developing new consultation protocols.

## 25.2b Consultation and Agreements

Expenditures by Sub-Appropriation	Actual	Authority 2024-25		Variance	Expl. No.
	2024-25 \$(000s)	FTEs	\$(000s)	Over/(Under) \$(000s)	
Salaries and Employee Benefits	1,405	19.00	1,615	(210)	
Other Expenditures	913	-	1,599	(686)	1
<b>Total Sub-Appropriation</b>	<b>2,318</b>	<b>19.00</b>	<b>3,214</b>	<b>(896)</b>	

### Explanation:

1. Variance due to changes in timing of items being advanced to expedite Treaty Land Entitlements that were over 3,000 acres above targeted levels.

## Natural Resource Stewardship (Res. No. 25.3)

### Main Appropriation Description

Supports responsible stewardship of Manitoba's natural resources, including fish, forests, wildlife, and peatlands. Provides for the administration and management of Crown land.

Sub-Appropriations	2024-25 Actual	2024-25 Authority	
	\$(000s)	FTEs	\$(000s)
Divisional Administration	256	3.00	431
Forestry and Peatlands	14,559	46.00	15,254
Lands and Planning	5,170	25.00	5,270
Consultation and Reconciliation	1,593	12.00	2,120
Wildlife	7,450	41.00	6,899
Fisheries	5,966	35.35	6,054
<b>TOTAL</b>	<b>34,994</b>	<b>162.35</b>	<b>36,028</b>

### Divisional Administration (25.3a)

#### Sub-Appropriation Description

Provides strategic leadership and organizational planning for the division to ensure alignment and collaboration on key priorities, programs, and initiatives.

#### 25.3a Divisional Administration

Expenditures by Sub-Appropriation	Actual	Authority 2024-25		Variance	Expl. No.
	2024-25 \$(000s)	FTEs	\$(000s)	Over/(Under) \$(000s)	
Salaries and Employee Benefits	170	3.00	326	(156)	1
Other Expenditures	86	-	105	(19)	
<b>Total Sub-Appropriation</b>	<b>256</b>	<b>3.00</b>	<b>431</b>	<b>(175)</b>	

Explanation:

1. Variance due to timing of filling vacancies.

## Forestry and Peatlands (25.3b)

### Sub-Appropriation Description

Ensures that Manitoba's forests and peatlands are developed and managed in a sustainable manner.

### Key Results Achieved

- **2 Billion Trees:** 2024 was the first operational planting year of Manitoba's 2 Billion Tree Program. In 2024-25, the program planted 539,795 seedlings across 270 hectares of provincial forest, 11,181 saplings in Manitoba 100 communities, and 50,825 seedlings and saplings with six Indigenous communities. Manitoba also completed inventories in 10 communities to guide planting and pest management and held two tree planting workshops to promote proper tree planting and tree care techniques.
- **Provincial Forest Renewal:** In 2024-25, Manitoba planted 1.8 million jack pine, red pine, Scots pine, and white spruce seedlings on provincial forested lands and acquired two Brackë site preparation units to support increased tree planting.
- **Forest Monitoring:** In 2024-25, Manitoba completed ariel surveys to map 427,612 hectares of jack pine budworm and 77,070 hectares of spruce budworm damage. Manitoba tracked budworm populations at 119 locations and monitored emerald ash borer at 140 sites. No emerald ash borers were detected. Manitoba updated sustainable harvest levels for Forest Management License #2, which covers over 5 million hectares. Manitoba also updated interim allowable cut for the Interlake forest section, acquired 110,000 hectares of high resolution imagery to assess renewal opportunities, and improved the silviculture tracking system.
- **Dutch Elm Disease and Urban Forest Management Program:** In 2024-25, Manitoba identified 3,248 elms for removal in 38 communities outside Winnipeg to lower annual losses of American elm trees and preserve mature urban canopies.
- **Public Engagement:** Forestry and Peatlands staff supported public education by participating in events such as the Royal Manitoba Winter Fair, Arbor Day, and National Forest Week.
- **Timber and Peat Harvesting:** In 2024-25, 1.1 million cubic metres of timber was harvested and \$6.4 million in commercial timber dues were collected. 1.4 million cubic metres of peat was harvested and \$170 thousand in peat royalties were collected.
- **Timber Dues Revenue Sharing:** Manitoba shared over \$3 million of revenue collected from harvested timber with eight First Nations. These extended agreements are part of a successful pilot project that will be followed by longer-term agreements and the inclusion of other First Nations.
- **Consultation and Collaboration:** Forestry and Peatlands continued consultation on forest and peat management plans and signed a historic memorandum of understanding with three First Nations to support collaborative stewardship and Treaty Rights.
- **Forest Management Planning:** Manitoba extended licences for Nisokapawino Forestry Management Corporation to allow for completion of the review and Consultation with Indigenous communities on their proposed 20-year Forest Management Plan.
- **Peatland Protection:** In 2024-25, Manitoba developed and reviewed two new significant peatlands for protection. As of March 31, 2025, Manitoba has protected 1.8 million hectares of peatlands (amounting to 9 percent of Manitoba's peatlands), including 27,527 hectares under the Provincially

Significant Peatlands designation. This designation will contribute to Manitoba’s goal of protecting 30 percent of Manitoba’s land by 2030.

- **Inventories and Assessments:** In 2024-25, Manitoba completed a wetland inventory in the Interlake drainage basin in partnership with Environment and Climate Change Canada and Ducks Unlimited Canada. Manitoba interpreted 450,000 hectares of forest inventory and publicly released historical spatial data from the 1960s and 1970s on DataMB; remeasured forest dynamics at 89 permanent sample plots to understand forest growth rates; completed 17 ground sampling plots and acquired 143 photo plots to provide information on the state of Canada's forests; and interpreted 15,400 plots to support global reporting on deforestation and forest change for international forest assessments.

### 25.3b Forestry and Peatlands

Expenditures by Sub-Appropriation	Actual	Authority 2024-25		Variance	Expl. No.
	2024-25 \$(000s)	FTEs	\$(000s)	Over/(Under) \$(000s)	
Salaries and Employee Benefits	4,691	46.00	5,683	(992)	1
Other Expenditures	8,516	-	8,194	322	
Grant Assistance	1,352	-	1,377	(25)	
<b>Total Sub-Appropriation</b>	<b>14,559</b>	<b>46.00</b>	<b>15,254</b>	<b>(695)</b>	

Explanation:

1. Variance due to timing of filling vacancies.

### Lands and Planning (25.3c)

#### Sub-Appropriation Description

Administers lands under The Crown Lands Act and The Wild Rice Act, with a mandate to balance the principles of sustainable development within the operational planning, policy, and program framework. The branch also coordinates the review of Crown lands selected and scheduled for transfer to Canada under Treaty Land Entitlement or other settlement agreements, manages the Geographical Names Program, and coordinates secretariat support for corporate and operational Crown land policy.

#### Key Results Achieved

- **Develop A Modern Framework for Crown Land Management:** In 2024-25, Lands Branch continued to develop a Crown land ownership GIS dataset using Crown land information from a tabular database.
- **Develop A Modern Framework for Crown Land Planning:** Initiated pre-planning work related to Crown land planning including the review and acquisition of existing land and water management plans, available GIS data, economic development strategies, and work underway in neighbour provinces.

- **Process Improvements:** In 2024-25, Lands Branch introduced process improvements to the function of the Land Advisory Review Committee for applications under The Crown Lands Act, and reduced application review times by approximately 30 days.
- **Treaty Land Entitlement and Other Settlement Agreements:** In 2024-25, Lands Branch completed the transfer to Canada by Order-in-Council of 17.87 acres of Crown land selection, and 62 acres of Crown interests for acquired land, in accordance with the Treaty Land Entitlement Framework Agreement. 13,191.95 acres of Crown land and interests were transferred to Canada for the Sayisi Dene Settlement Agreement.
- **Improving Compliance and Enforcement:** In 2024-25, Lands Branch established a collections and arrears unit to develop policy and procedures to address outstanding Crown land fee arrears. The branch also conducted 179 Crown land site inspections to assess site conditions to ensure compliance with permit requirements.
- **Build Stronger Relationships with Indigenous Nations:** In 2024-25, Lands Branch worked with First Nation, Métis and Inuit communities to build understanding and support various projects proposed on Crown land.
- **Manitoba's Indigenous Place Names Project:** In 2024-25, Lands Branch worked to improve the geospatial accuracy of Manitoba's Geographical Name dataset and build relationships with multiple First Nations to support the Indigenous Place Name Project.
- **Review of Crown Land Administration:** In 2024-25, Lands Branch initiated a project to review Crown land specified uses to achieve consistency in the administration of Crown land dispositions.

### 25.3c Lands and Planning

Expenditures by Sub-Appropriation	Actual	Authority 2024-25		Variance	Expl. No.
	2024-25 \$(000s)	FTEs	\$(000s)	Over/(Under) \$(000s)	
Salaries and Employee Benefits	1,787	25.00	2,296	(509)	1
Other Expenditures	3,383	-	2,974	409	
<b>Total Sub-Appropriation</b>	<b>5,170</b>	<b>25.00</b>	<b>5,270</b>	<b>(100)</b>	

Explanation:

1. Variance due to timing of filling vacancies.

### Consultation and Reconciliation (25.3d)

#### Sub-Appropriation Description

Supports the department policy and planning process to ensure timely, informed, and consistent decisions on department-wide policy priorities. Supports engagement on shared management of Manitoba's natural resources.

## Key Results Achieved

- **Strengthen Consultation and Engagement Process:** In 2024-25, Strategic Policy and Initiatives Branch supported consistent policy and process delivery across the department to ensure meaningful participation of Indigenous communities in shared resource management. Branch staff participated in training and learning opportunities for public and Indigenous engagement.
- **Crown-Indigenous Consultations and Engagements:** Throughout 2024-25, the department continued to consult with First Nations, Métis, and other Indigenous communities where proposed decisions or activities had the potential to adversely affect the exercise of an Aboriginal or Treaty right. The department supported meaningful consultations with First Nations on mining, mineral, and quarry development projects and facilitated early engagement by industry proponents. Division staff also engaged with Indigenous governments and organizations on resource and revenue sharing agreements, wildlife conservation and management, and rights-based harvesting activities.
- **Consultation Protocols with First Nations:** In 2024-25, the department made substantial advances in developing consultation protocols with First Nations that establish mutually agreed-upon processes for Crown-Indigenous consultation. In February 2025, Manitoba signed a mineral sector consultation protocol with God's Lake First Nation to ensure the voices of the community are represented in decision-making on resource management and development.
- **Opaskwayak Cree Nation (OCN) Joint Management Agreement:** Department staff engaged with OCN to implement a 20-year agreement on the joint management of resources to increase partnership and collaboration in the wildlife, fisheries, forestry, and mining sectors. This agreement is a step towards improving relationships and ensuring that Indigenous communities can lead and benefit from natural resource management on their ancestral lands and traditional territories.
- **Increase Indigenous Participation in Resource Industries:** The department supported six Indigenous communities to participate at the Central Canada Mineral Exploration Convention in Winnipeg and facilitated three communities to participate at the Prospectors and Developers Association of Canada Convention in Toronto. Manitoba's commitment to ongoing collaboration with Indigenous communities supports, and Indigenous inclusion, capacity-building, benefit-sharing, and long-term economic reconciliation and benefits for all stakeholders.

### 25.3d Consultation and Reconciliation

Expenditures by Sub-Appropriation	Actual	Authority 2024-25		Variance	Expl. No.
	2024-25 \$(000s)	FTEs	\$(000s)	Over/(Under) \$(000s)	
Salaries and Employee Benefits	942	12.00	1,143	(201)	
Other Expenditures	651	-	977	(326)	1
<b>Total Sub-Appropriation</b>	<b>1,593</b>	<b>12.00</b>	<b>2,120</b>	<b>(527)</b>	

Explanation:

1. Variance due to timing of project expenditures.

## Wildlife (25.3e)

### Sub-Appropriation Description

Manages, protects, and enhances wildlife resources and their ecosystems to support sustainable use of these resources.

### Key Results Achieved

- **Wildlife Population and Health Monitoring:** In 2024-25, Manitoba engaged Indigenous nations and stakeholders to develop common understanding and incorporate local and Indigenous traditional knowledge in wildlife management. Manitoba surveyed moose, caribou, and deer populations in GHAs 6, 8, 9A, and 10; deployed 159 camera traps in GHAs 26 and 18/18A-C; tested 57 birds (11 positive) and 21 mammals (2 skunks positive) for avian influenza; and tested 3,007 cervids for chronic wasting disease (4 positive).
- **Furbearer and Game Bird Management:** In 2024-25, Manitoba graduated 150 new trappers and issued 4,549 licences and permits to trappers who harvested an estimated \$1,230,330 in raw fur (September 2023 to August 2024). Manitoba added new certified humane trapping devices under the Canada-European Agreement on International Humane Trapping Standards. The Waterfowl and Game Bird Management Program monitored approximately 100 sharp-tailed grouse leks (1,556 grouse counted); banded 1,929 Canada Geese; recaptured 78 previously banded Canada geese; relocated 56 wild turkeys; and supported Canada goose egg collection in Winnipeg to reduce goose-vehicle collisions.
- **Species at Risk and Conservation:** In 2024-25, Manitoba's Tall Grass Prairie Communities and Species at Risk Project surveyed 3,770 hectares across 59 properties. The Zoology Conservation Program surveyed boreal caribou in two management units; deployed 10 GPS collars; extended a federal-provincial boreal caribou conservation agreement; conducted 195 avian point counts; worked with the Manitoba Piping Plover Recovery Program to coordinate Manitoba's piping plover census (1 pair in 41 basins); and coordinated the Manitoba Nocturnal Owl Survey (102 owls were detected on 820 stations within 82 survey routes).
- **Data and Education:** In 2024-25, the Conservation Data Centre responded to 344 requests for rare species information, processed 400 self-serve data requests, and received approximately 110,000 observations for potential inclusion in the species at risk database. Manitoba's Wildlife Smart Program produced educational resources and monitored human-wildlife interactions to assist with human-wildlife coexistence. The top three reported animal behaviours were sightings (1,846), injured wildlife (1,301), and hanging around (974); the top three non-agricultural anthropogenic attractants were garbage (418), human food (208) and bird feeders (134); and outcomes for animals handled included euthanasia (583), relocation (183), placement for care in a rehabilitation facility (77) and release (32).
- **Human-Wildlife Interaction:** In 2024-25, Manitoba's Agricultural Interactions Management Program provided information and loaned scaring and capture devices to agricultural producers to reduce the risk of wildlife damage. The Targeted Predator Removal Program responded to 94 service requests due to attacks on livestock and removed 473 coyotes, 54 wolves and 24 foxes. The Human Dimensions Program held polar bear conservation engagement sessions in Churchill and continued to prioritize Indigenous collaboration, particularly for moose co-management.

### 25.3d Wildlife

Expenditures by Sub-Appropriation	Actual	Authority 2024-25		Variance	Expl. No.
	2024-25 \$(000s)	FTEs	\$(000s)	Over/(Under) \$(000s)	
Salaries and Employee Benefits	4,450	41.00	4,150	300	
Other Expenditures	2,889	-	2,621	268	
Grant Assistance	156	-	173	(17)	
<b>Subtotal Before Recoveries</b>	<b>7,495</b>	<b>41.00</b>	<b>6,944</b>	<b>551</b>	
Other Expenditures – Recoveries	(45)	-	(45)	-	
<b>Total Sub-Appropriation</b>	<b>7,450</b>	<b>41.00</b>	<b>6,899</b>	<b>551</b>	

### Fisheries (25.3f)

#### Sub-Appropriation Description

Manages, protects, and enhances fisheries resources and their ecosystems to support sustainable use of these resources.

#### Key Results Achieved

- **Eco-Certification:** In 2024-25, Fisheries Branch continued to advance progress towards the eco-certification of Manitoba’s largest commercial fisheries. The department completed pre-certification assessments for Lake Winnipeg and Lake Manitoba. The department also partnered with Lake Winnipeg commercial fishers to register two Prospective Fisheries Improvement Projects—a key step forward in the certification process.
- **Waterhen Eco-Certification:** In 2024-25, Fisheries Branch worked with Waterhen Lake commercial fishers to maintain its eco-certification status by completing its third annual surveillance audit.
- **Cedar Lake Eco-Certification:** In 2024-25, Fisheries Branch worked with Cedar Lake commercial fishers to maintain its eco-certification status by completing its first annual surveillance audit.
- **Fish Stock Monitoring:** In 2024-25, Fisheries Branch completed fish stock assessments on numerous fisheries, including Manitoba’s three largest commercial fisheries: Lake Winnipeg, Lake Manitoba and Lake Winnipegosis. The branch also completed fish stock assessments on several important commercial and recreational angling fisheries. The department sampled and aged approximately 20,000 fish, analyzed data and developed stock assessment reports to support the sustainable management of fisheries.
- **Commercial Fisher Advisory Table:** In 2024-25, Fisheries Branch initiated engagement with commercial fishers on the establishment of a commercial fisher advisory table, which will act as a new platform to engage with commercial fishers in Manitoba. Two fish forums were held with over 100 participants.

**25.3f Fisheries**

Expenditures by Sub-Appropriation	Actual	Authority 2024-25		Variance	Expl. No.
	2024-25 \$(000s)	FTEs	\$(000s)	Over/(Under) \$(000s)	
Salaries and Employee Benefits	3,210	35.35	3,195	15	
Other Expenditures	2,756	-	2,859	(103)	
<b>Total Sub-Appropriation</b>	<b>5,966</b>	<b>35.35</b>	<b>6,054</b>	<b>(88)</b>	

## Conservation and Wildfire Services (Res. No. 25.4)

### Main Appropriation Description

The Conservation and Wildfire Services division includes the Conservation Officer Service and the Manitoba Wildfire Service. The division ensures public safety and protection of Manitoba's natural resources and delivers wildfire preparedness, mitigation and prevention programming, and wildfire suppression services.

Sub-Appropriations	2024-25	2024-25 Authority	
	Actual \$(000s)	FTEs	\$(000s)
Divisional Administration	359	3.00	428
Conservation Officer Service	22,493	126.65	26,240
Manitoba Wildfire Services	38,871	58.20	38,185
Wildfire Suppression	16,166	-	13,932
<b>TOTAL</b>	<b>77,889</b>	<b>187.85</b>	<b>78,785</b>

### Divisional Administration (25.4a)

#### Sub-Appropriation Description

Provides leadership, strategic and organizational planning, risk management, regulatory compliance and ministerial communications for the division.

#### Key Results Achieved

- **Conservation and Wildfire Services Revitalization:** In 2024-25, the division led and oversaw revitalization of Conservation and Wildfire Services; undertook multi-year capital planning initiatives; strengthened community relationships and partnerships to enhance capacity and ensure the provision of responsive, relationship-based services; and explored options to enhance recruitment and provide more opportunities for training and staff development.
- **Resilient Communities Through FireSmart Program:** In 2024-25, the division led the negotiation of a two-year cost sharing agreement with Natural Resources Canada to support wildfire prevention and mitigation under the Resilient Communities Through FireSmart Program, and oversaw investment into various prevention and mitigation initiatives.
- **Wildfire Management and Suppression Equipment:** In 2024-25, the division managed the second year of a four-year cost sharing agreement with Natural Resources Canada for acquiring wildfire management and suppression equipment under the Fighting and Managing Wildfires in a Changing Climate Program, and oversaw investments into wildfire management and suppression equipment.

## 25.4a Divisional Administration

Expenditures by Sub-Appropriation	Actual	Authority 2024-25		Variance	Expl. No.
	2024-25 \$(000s)	FTEs	\$(000s)	Over/(Under) \$(000s)	
Salaries and Employee Benefits	262	3.00	326	(64)	
Other Expenditures	97	-	102	(5)	
<b>Total Sub-Appropriation</b>	<b>359</b>	<b>3.00</b>	<b>428</b>	<b>(69)</b>	

## Conservation Officer Service (25.4b)

### Sub-Appropriation Description

Delivers an effective, responsive, and professional service that protects public safety, Manitoba's natural resources and the environment through building relationships, offering education, and enforcement activities.

### Key Results Achieved

- **Conservation Officer Recruitment:** In 2024-25, the Conservation Officer Service continued to enhance its recruitment efforts by participating at career fairs, shows, universities, colleges and community events. As a result, 27 new seasonal Patrol Officers, and seven full-time Conservation Officers were hired.
- **Conservation Officer Training:** In 2024-25, the Conservation Officer Service built internal capacity through the following training initiatives:
  - **Western Canadian Law Enforcement Academy:** Six individuals attended training at the Western Canadian Law Enforcement Academy (WCLEA) in Lac la Biche, Alberta, and went on to work as Conservation Officers throughout the province.
  - **Park Enforcement, Safety and Security:** Twenty-seven new seasonal Patrol Officers attended a ten-day course where they received training in park enforcement, safety and security from certified Defensive Tactics instructors and peer instructors. A refresher course was also provided to returning seasonal staff.
  - **Firearms Qualifications Training:** Training was conducted by in-house basic firearms instructors with the addition of dynamic firearms training focusing on movement, use of barricades, and flashlights. Standard defensive tactics and officer safety training was held during annual centralized training, and new recruits were trained in ice rescue and the use of spike belts. Training on predator attack response was also provided.
- **Strengthening Indigenous Partnerships:** Conservation Officers across the province are actively strengthening relationships with Indigenous peoples by regularly meeting with local Indigenous government representatives to enhance communication, build trust, discuss shared interests, gather input on mutual goals, and collaborate on resource management solutions. Several successful meetings were held in 2024-25, with additional follow-ups and new meetings scheduled.

- **Wildfire Support and Investigations:** Conservation Officers provided logistical and fire operational support to the Manitoba Wildfire Service and completed 15 wildland fire investigations.
- **Conservation Officer Service Special Investigation Unit:** The unit assisted several districts with complex investigations primarily related to illegal harvest and illegal use of fish and wildlife.
- **Contraventions Act Regulations:** Under Manitoba Fisheries Act Regulations, the Conservation Officer Service collaborated with Manitoba Justice to revise set fines and move them to the Contraventions Act Regulations to allow provincial courts to streamline their processes and increase amounts paid. For example, barbed hooked fines have increased approximately five-fold from about \$52 to \$250 per offence. These higher fines will serve as an enhanced deterrent to law breakers.
- **Canine Support:** The Conservation Officer Service utilized its canine team throughout the province on a variety of compliance checks and investigations of illegal fishing and hunting activities. This included three decoy operations, 43 night hunting patrols, four occurrences of searching for evidence in both confined and non-confined areas, two vehicle searches, two suspect searches (five suspects apprehended), and five cases of assistance with search warrants.
- **Targeted Education and Enforcement:** Conservation Officers continued to employ targeted education and enforcement to deter illegal activity. The following tables provide a snapshot of the Conservation Officer Service enforcement activity for 2024-25 and demonstrate its varied undertakings to ensure the protection of Manitoba’s natural resources, environment, and public safety.

#### Wildlife, Fisheries, Parks, and Migratory Birds Prosecutions, 2011-12 to 2024-25

Fiscal Year	Wildlife	Fisheries	Parks	Migratory Birds
2011-12	308	904	381 <sup>1</sup>	24
2012-13	352	894	1,371	14
2013-14	316	800	1,670	26
2014-15	239	959	2,182	6
2015-16	329	1,265	3,260	14
2016-17	406	1,016	2,409	12
2017-18	501	846	3,256	7
2018-19	312	884	2,087	3
2019-20	226	1,005	3,061	1
2020-21	149	800	2,033	4
2021-22	264	810	3,205	4
2022-23	235	899	2,854	0
2023-24	298	1,038	2,831	2
2024-25	198	1,276	3,231	7

<sup>1</sup> No Park Vehicle Entry Passes were required, which resulted in a below average number of Parks Prosecutions related to failure to display a valid entry pass.

**Enforcements of Statues:** In 2024-25, The Conservation Officer Service enforced a broad range of statues, as demonstrated by the following table.

**Summary of Concluded Prosecutions by Act, 2024-25**

Act Name	Number of Charges	Default or Ex Parte Conviction	Guilty	Quashed	Stay of Proceedings	Fine & Costs Paid
Criminal Code of Canada	1	-	-	-	1	-
Fisheries Act	731	126	568	13	21	\$72,658
Migratory Birds Convention Act, 1994	5	-	4	-	1	\$2,360
The Crown Lands Act	8	-	8	-	-	\$4,260
The Environment Act	2	-	2	-	-	\$407
The Fisheries Act	143	54	74	3	12	\$42,712
The Forest Act	5	3	2	-	-	\$2,542
The Highway Traffic Act	41	17	20	3	1	\$11,010
The Liquor, Gaming, and Cannabis Control Act	55	13	40	1	1	\$22,732
The Off-Road Vehicles Act	61	26	32	3	-	\$11,276
The Provincial Offences Act	3	-	-	-	3	-
The Provincial Parks Act	106	39	55	5	7	\$26,997
The Resource Tourism Operators Act	1	-	1	-	-	\$1,600
The Water Protection Act	30	4	23	1	2	\$9,164
The Wildfires Act	8	1	6	1	-	\$3,030
The Wildlife Act	85	11	62	7	5	\$38,081
Wild Animal and Plant Protection and Regulation of International and Interprovincial Trade Act (Canada)	1	-	1	-	-	\$200
<b>Total</b>	<b>1,286</b>	<b>294</b>	<b>898</b>	<b>37</b>	<b>54</b>	<b>\$249,029</b>

**Restitution Notices:** In 2024-25, officers issued 424 restitution notices, valued at \$78,348, to individuals harvesting fish and wildlife illegally, as indicated in the following table.

**Restitution Notices Issued for Illegally Taken Fish and Wildlife, 2015-16 to 2024-25**

<b>Fiscal Year</b>	<b>Fish</b>	<b>Wildlife</b>	<b>Total Restitution</b>
2015-16	\$11,382	\$42,000	\$53,382
2016-17	\$31,668	\$64,200	\$95,868
2017-18	\$14,270	\$52,300	\$66,570
2018-19	\$25,158	\$81,200	\$106,358
2019-20	\$17,892	\$57,900	\$75,792
2020-21	\$25,956	\$87,100	\$113,056
2021-22	\$21,252	\$70,500	\$91,752
2022-23	\$36,666	\$67,800	\$104,466
2023-24	\$66,360	\$40,600	\$106,960
2024-25	\$58,348	\$20,000	\$78,348

**Problem Wildlife Response:** The Conservation Officer Service fielded over 1800 District Occurrence Reports (DOR) regarding problem wildlife across the province, including reports regarding 309 polar bears, of which 20 required handling by the Conservation Officer Service as indicated by the following table.

**District Occurrence Reports by Region – Problem Wildlife, 2024-25**

<b>DORs Initiated</b>	<b>Eastern</b>	<b>Western</b>	<b>Northern</b>	<b>Total</b>
Beaver	22	18	-	40
Black Bear	538	525	47	1,110
Polar Bear	1	-	308	309
Deer	12	27	-	39
Elk	1	20	-	21
Migratory Birds	4	16	-	20
Wolf	9	25	11	45
Coyote	45	28	-	73
Fox	22	18	13	53
Other Species	45	57	5	107
<b>Total</b>	<b>699</b>	<b>734</b>	<b>79</b>	<b>1,817</b>

**Turn-in-Poachers (T.I.P.) Line:** The T.I.P. toll-free line provides a 24-hours a day, 365 days a year answering service for the public to report resource violations and wildfires. The T.I.P. line also handles calls related to problem or injured wildlife and human-black bear conflicts in urban and rural areas, including provincial parks. Current and historical T.I.P. line activity is shown in the table below. Non-program calls now include callers not reporting any of the other call types, or calling with general inquiries, questions regarding camping, hunting and fishing seasons, reporting lost or abandoned domestic animals, and reporting environment hazards such as sewage or chemical spills.

**T.I.P. Line Summary Calls, 2022-21 to 2024-25**

T.I.P. Call Type	2020-21	2021-22	2022-23	2023-24	2024-25
Resource Violation	965	804	414	687	414
Fire Reports	203	724	160	260	311
Injured Wildlife	1,037	1,649	2,166	2,275	2,115
Problem Wildlife	1,390	2,453	1,542	1,966	2,089
Orphaned Wildlife	174	301	126	143	260
RCMP/Police Request Assistance	147	151	110	124	140
Emergency Management Service	-	17	12	17	15
Non-Program Calls*	486	614	387	439	467
<b>Total</b>	<b>4,402</b>	<b>6,713</b>	<b>4,917</b>	<b>5,839</b>	<b>5,811</b>

**25.4b Conservation Officer Service**

Expenditures by Sub-Appropriation	Actual	Authority 2024-25		Variance	Expl. No.
	2024-25 \$(000s)	FTEs	\$(000s)	Over/(Under) \$(000s)	
Salaries and Employee Benefits	15,225	126.65	18,781	(3,556)	1
Other Expenditures	7,268	-	7,459	(191)	
<b>Total Sub-Appropriation</b>	<b>22,493</b>	<b>126.65</b>	<b>26,240</b>	<b>(3,747)</b>	

Explanation:

1. Variance due to vacant positions.

## Manitoba Wildfire Services (25.4c)

### Sub-Appropriation Description

Delivers wildfire management services, including wildfire preparedness, prevention, and mitigation.

### Key Results Achieved

- **Emergency Fire Fighter Training:** In 2024-25, the Wildfire Services conducted 19 Emergency Fire Fighter courses, training 228 fire fighters. This included fire fighters from more than 20 Indigenous communities. These additional wildland fire fighters will support suppression efforts throughout the province and will bolster protection if a wildfire were to threaten a community.
- **Professional Development:** Wildfire Services staff attended a total of 143 different courses, contributing to enhanced staff preparedness.
- **Wildfire Suppression Activities:** During the 2024 fire season, Manitoba recorded 322 fires with 235,620 hectares burned. The 20-year average is 369 fires, and 238,472 hectares burned. While below the 20-year average, the season had an extended duration with the first fire reported April 8 and suppression activities continuing into early November.
- Manitoba's primary areas of concern were the larger fires in the northern and western regions. These challenging fires posed direct threats to, and led to evacuations of, Cranberry Portage, Marcel Colomb First Nation, and Bunibonabee Cree Nation (Oxford House) in May, July, and August respectively. Some communities evacuated as a precautionary measure against hazardous smoke conditions.
- The Wildfire Services primarily focused its resources within provincial boundaries, however it also provided strategic air support and Initial Attack fire crews for a wildfire along the Saskatchewan border in July, demonstrating regional cooperation during cross-boundary threats.
- **Equipment Improvements:** In 2024-25, more than \$8.7 million was invested, in addition to the Wildfire Services regular equipment budget, to acquire the following equipment: equipment trailers, specialized trailers (including a Mobile Incident Command which will be used on large project fires), information technology (including weather state equipment and instrument upgrades, and specialized equipment for initial attack crew leaders and Helitak officers), other specialized equipment, and portable storage container conversions (to provide movable office, kitchen, bathroom, and equipment storage and refurbishment facilities).
- **Resilient Communities Through FireSmart Program:** In 2024-25, Manitoba entered into a two-year cost sharing agreement with Natural Resources Canada to support wildfire prevention and mitigation under the Resilient Communities Through FireSmart Program. A total of \$300,000 was invested in prevention and mitigation initiatives. Two Community Wildfire Prevention Grants were awarded to communities, three communities were recognized under the Neighbourhood Recognition Program, seven communities received guidance from Wildfire Service Staff on Community Wildfire Protection Plans, 30 individuals completed FireSmart Ambassador Training courses, 16 individuals completed Neighbourhood Recognition Program Specialist training courses, and 18 community events, meetings, and tradeshow were attended by the Wildfire Service to promote wildfire prevention and mitigation. The Wildfire Service undertook research and initial stakeholder engagements to strengthen implementation of the FireSmart program and support the development of a whole-of-society framework for wildfire prevention and mitigation in Manitoba and completed stakeholder analysis and strategic planning to support the establishment of a provincial FireSmart committee.

## 25.4c Manitoba Wildfire Service

Expenditures by Sub-Appropriation	Actual	Authority 2024-25		Variance	Expl. No.
	2024-25 \$(000s)	FTEs	\$(000s)	Over/(Under) \$(000s)	
Salaries and Employee Benefits	11,035	58.20	11,917	(882)	
Other Expenditures	27,836	-	26,268	1,568	
<b>Total Sub-Appropriation</b>	<b>38,871</b>	<b>58.20</b>	<b>38,185</b>	<b>686</b>	

## Wildfire Suppression (25.4d)

### Sub-Appropriation Description

Delivers wildfire suppression services, including the management of personnel, aircraft, equipment, and supplies needed for fighting wildfires.

### Key Results Achieved

- **Wildfire Collaboration and Mutual Aid Agreements:** During the 2024 fire season, resources were imported from multiple national and international partners through mutual aid agreements coordinated by the Canadian Interagency Forest Fire Centre (CIFFC) and Great Lakes Forest Fire Compact (GLFFC). Aircraft, personnel, and equipment were imported from New Brunswick, Newfoundland and Labrador, Nova Scotia, Ontario, Prince Edward Island, Quebec, Parks Canada, Minnesota, and Wisconsin. These resources were critical in protecting vital infrastructure and communities in Manitoba.
- **Aerial Firefighting:** The first contract helicopter started on May 1, 2024; the first air tanker dispatch occurred on April 25, 2024; and the first contract float plane came online on June 3, 2024. The first air tanker group stood down on September 28, 2024; the second group September 29, 2024; and the third group remained available until October 8, 2024.
- **Wildfire Support on First Nation and Municipal Lands:** In 2024-25, the Wildfire Service contributed to firefighting efforts on numerous fires that occurred on First Nation and municipal lands.
- **Resource Imports and Exports through the Canadian Interagency Forest Fire Centre:**
  - Imported May 2024**
    - 20 Type 1 Sustained Action firefighters and an agency representative from New Brunswick
    - 4 Type 1 Initial Attack firefighters and an agency representative from Parks Canada
    - 21 Type 1 Sustained Action firefighters and an agency representative from Quebec
    - 1,000 lengths of 1.5" hose from Saskatchewan
    - 1,000 lengths of 1.5" hose and 40 sprinkler kits from Ontario
  - Imported July 2024**
    - 2 Air Tankers (CL-415) from Quebec
    - 1 Bird Dog aircraft from New Brunswick

### Imported August 2024

- 12 Type 1 Initial Attack firefighters and an agency representative from Newfoundland and Labrador
- 7 Type 1 Initial Attack firefighters from New Brunswick
- 12 Type 1 Initial Attack firefighters and an agency representative from Nova Scotia
- 5 Type 1 Initial Attack firefighters from New Brunswick
- 1 Type 1 Initial Attack firefighter from Newfoundland and Labrador

### Exported July 2024

- 14 Type 1 Firefighters and an agency representative to Saskatchewan through the Manitoba/Saskatchewan border agreement

- **Resource Imports through the Great Lakes Forest Fire Compact:**

### Imported May 2024

- 39 Type 1 Initial Attack firefighters and an agency representative from Ontario

### Imported July 2024

- 20 Type 1 Initial Attack firefighters and an agency representative from Ontario
- 20 Type 1 Initial Attack firefighters, 1 Receiving/Distribution Manager, and an agency representative from Ontario

### Imported August 2024

- 11 Type 2 firefighters from Minnesota and Wisconsin
- 10 Type 2 firefighters from Minnesota and Wisconsin

**Aircraft Utilization:** The following tables provide an overview of aircraft utilization, number of fires, and area burned by priority zone, response type and region in 2024-25.

### Aircraft Utilization Summary – Hours Flown, 2019 to 2024

<b>Air Tankers/Skimmers/Bird Dogs<sup>1</sup></b>	<b>2024</b>	<b>2023</b>	<b>2022</b>	<b>2021</b>	<b>2020</b>	<b>2019</b>
Air Tankers/Skimmers	1,162.1	1,025.9	583.0	1,701.3	693.7	739.2
Bird Dogs Aircraft	586.4	579.9	351.8	801.4	365.5	431.8
<b>Fixed Wing</b>						
Long Term Contract DHC/T Otters	597.8	478.5	468.4	909.9	380.0	567.9
Casual Hire (all type)	517.6	194.8	343.6	491.6	20	261
<b>Rotary Wings</b>						
Long Term Contract Intermediate	1,005.4	1,004.4	801.2	1,580.3	408.8	356.6
Long Term Contract Medium	2,079.6	1,879.2	1,324.0	2,556.9	774.2	770.1
Casual Hire Light	-	74.3	-	697.6	-	-
Casual Hire Intermediate	3,044.9	2,716.0	539.7	4,421.1	301.6	1,117.8
Casual Hire Medium	675.5	245.4	490.2	1,248.5	38.9	760.6

<sup>1</sup> Includes Manitoba-owned, casual and imported aircraft.

Number of Fires and Area Burned by Priority Zone and Response Type, 2024

	Full Response Fires			Modified Response Fires			Monitored Response Fires			No Response Fires			All Fires		
	Number of Fires	% of Fires	Area burned (hectares)	Number of Fires	% of Fires	Area burned (hectares)	Number of Fires	% of Fires	Area burned (hectares)	Number of Fires	% of Fires	Area burned (hectares)	Number of Fires	% of Fires	Area burned (hectares)
<b>RED</b>	144	44.72	60,878.4	11	3.42	499.9	9	2.80	9,205.6	-	-	-	164	50.93	70,583.9
<b>GREEN</b>	55	17.08	14,041.1	11	3.42	52,595.5	30	9.32	7,609.2	-	-	-	96	29.81	74,245.7
<b>WHITE</b>	20	6.21	6235.2	3	0.93	37,282.5	30	9.32	43,392.0	9	2.8	3,880.9	62	19.54	90,790.5
<b>ALL ZONES</b>	<b>219</b>	<b>68.01</b>	<b>81,154.7</b>	<b>25</b>	<b>7.76</b>	<b>90,377.9</b>	<b>69</b>	<b>21.43</b>	<b>60,206.7</b>	<b>9</b>	<b>2.8</b>	<b>3,880.9</b>	<b>322</b>	<b>100</b>	<b>235,620.1</b>
															<b>100</b>

### Area Burned by Priority Zone, 2024

Priority Zone	Zone Area (hectares)	Hectares Burned	% of Zone Burned
Red	11,265,951.1	70,583.9	0.627
Green	13,204,259.1	74,245.7	0.562
White	23,281,405.7	90,790.5	0.390
<b>All Zones</b>	<b>47,751,615.9</b>	<b>235,620.1</b>	<b>0.493</b>

### Number of Fires and Area Burned by Region, 2024

Cause of Fire	Fires	East	North	West	Province			
		Area Burned (hectares)	Area Burned (hectares)	Area Burned (hectares)	Fires	Area Burned (hectares)	Fires	
Recreation	7	28.0	2	2.5	3	0.7	12	31.2
Settlement	3	0.3	1	473.2	1	0.7	5	474.2
Woods Operations	1	0.1	-	-	-	-	1	0.1
Other Industry	5	1.1	1	0.1	-	-	6	1.2
Railroads	-	-	-	-	-	-	-	-
Public projects	1	0.1	1	0.3	2	0.3	4	0.7
Incendiary	28	2111.6	27	8.0	12	159.1	67	2278.8
Miscellaneous	6	1.3	5	59.7	9	381.5	20	442.5
Agricultural	-	-	-	-	-	-	-	-
Not Available	-	-	-	-	1	0.4	1	0.4
Lightning	8	3.0	124	164,465.3	74	67,922.7	206	232,391.0
<b>All Causes</b>	<b>59</b>	<b>2,145.6</b>	<b>161</b>	<b>165,009.1</b>	<b>102</b>	<b>68,465.4</b>	<b>322</b>	<b>235,620.1</b>

### 25.4d Wildfire Suppression

Expenditures by Sub-Appropriation	Actual	Authority 2024-25		Variance	Expl. No.
	2024-25 \$(000s)	FTEs	\$(000s)	Over/(Under) \$(000s)	
Salaries and Employee Benefits	16,166		13,932	2,234	1
<b>Total Sub-Appropriation</b>	<b>16,166</b>		<b>13,932</b>	<b>2,234</b>	

#### Explanation:

1. Variance due to a moderate fire season with a historically earlier start and larger fires throughout the season which increased operating costs.

# Costs Related to Capital Assets (Non-Voted)

## Description

The appropriation provides for the amortization expense related to capital assets.

### 25.5 Costs Related to Capital Assets

Description	Actual 2024-25 \$ (000)s	Authority 2024-25 \$ (000)s	Variance Over/Under \$ (000)s	Expl. No.
Amortization Expense	8,243	3,443	4,800	1
Accretion Expense	122	75	47	2
<b>TOTAL</b>	<b>8,365</b>	<b>3,518</b>	<b>4,847</b>	

#### Explanations:

1. Variance is due to shortfall in amortization budget transferred during the 2023-24 reorganization.
2. Variance is due to shortfall in accretion budget transferred during the 2023-24 reorganization.

# Other Key Reporting

## The Public Interest Disclosure (Whistleblower Protection) Act

The Public Interest Disclosure (Whistleblower Protection) Act came into effect in April 2007 and amended in 2018. It gives employees a clear process for disclosing concerns about significant and serious matters (wrongdoing) in the Manitoba public service and protects employees who make those disclosures from reprisal. The act builds on protections already in place under other statutes, as well as collective bargaining rights, policies, practices and processes in the Manitoba public service.

Wrongdoing under the act may be: contravention of federal or provincial legislation; an act or omission that endangers public safety, public health or the environment; gross mismanagement; or knowingly directing or counseling a person to commit a wrongdoing. The act is not intended to deal with routine operational or administrative matters.

A disclosure made by an employee in good faith, in accordance with the act, and with a reasonable belief that wrongdoing has been or is about to be committed is considered to be a disclosure under the act, whether or not the subject matter constitutes wrongdoing. All disclosures receive careful and thorough review to determine if action is required under the act and must be reported in a department's annual report in accordance with Section 29.1.

The following is a summary of disclosures received by Manitoba Natural Resources and Indigenous Futures for fiscal year 2024-25.

<b>Information Required Annually (per section 29.1 of PIDA)</b>	<b>Fiscal Year 2024-25</b>
The number of disclosures received, and the number acted on and not acted on. Subsection 29.1(2)(a)	NIL
The number of investigations commenced as a result of a disclosure. Subsection 29.1 (2)(b)	NIL
In the case of an investigation that results in a finding of wrongdoing, a description of the wrongdoing and any recommendations or corrective actions taken in relation to the wrongdoing, or the reasons why no corrective action was taken. Subsection 29.1(2)(c)	NIL

# Equity and Diversity Benchmarks

Manitobans are best served by a public service that is inclusive and representative of the diverse population of Manitoba at all levels of the organization, including senior management. Employment equity status is self-identified on a voluntary basis when individuals are hired into a position or at any time during their employment with Manitoba’s public service. Employment equity groups include women, Indigenous peoples, visible minorities, and persons with disabilities. This measure will capture diversity in Manitoba’s public service and in senior management. The statistic reflects employment equity representation at the department level.

<b>Equity Group</b>	<b>Benchmarks</b>	<b>% Total Employees as at March 31, 2025</b>
Women	50%	34%
Indigenous Peoples	16%	24%
Visible Minorities	13%	7%
Persons with Disabilities	9%	3%

# Appendices

## Appendix A – Other Reporting Entities

Other Reporting Entities (OREs) are accountable to the minister. OREs are directly or indirectly controlled by government as prescribed by the Public Sector Accounting Board.

The following Other Reporting Entities (OREs) form part of the department's consolidated results:

### **Communities Economic Development Fund**

Communities Economic Development Fund (CEDF) is a Manitoba Crown Corporation that has operated in northern Manitoba since 1973. CEDF is primarily focussed on improving northern economies.

For more information please visit: <https://cedf.mb.ca/>

## Appendix B - Statutory Responsibilities

Any statutes that are not assigned to a particular minister are the responsibility of the Justice Minister, as are any amendments to acts. Manitoba Natural Resources and Indigenous Futures operates under the authority of the following acts of the Continuing Consolidation of the Statutes of Manitoba:

- The Communities Economic Development Fund Act (C155)
- The Community Development Bonds Act (C160)
- The Conservation Agreements Act (C173)
- The Conservation Officers Act (C177)
- The Crown Lands Act (C340) [except section 1 as it relates to agricultural Crown lands, and subsection 7(1) and section 7.1 as they relate to work permits on agricultural Crown lands, and sections 7.2 to 7.6 and 7.7]
- The Endangered Species and Ecosystems Act (E111)
- The Fish and Wildlife Enhancement Fund Act (F87)
- The Fisheries Act (F90)
- The Fishermen's Assistance and Polluter's Liability Act (F100)
- The Forest Act (F150)
- The Forest Health Protection Act (F151)
- The Heritage Resources Act [Part II] (H 39.1)
- The Manitoba Natural Resources Transfer Act (N30)
- The Natural Resources Agreement Act, 1938 (N40)
- An Act to Ratify a Certain Agreement Between the Government of the Dominion of Canada and the Government of the Province of Manitoba (N50)
- The Manitoba Natural Resources Transfer Act Amendment Act (N60)
- The Manitoba Natural Resources Transfer Act Amendment Act, 1963 (N70)
- The Peatlands Stewardship Act (P31)
- The Polar Bear Protection Act (P94)
- The Resource Tourism Operators Act (R119.5)
- The Sioux Valley Dakota Nation Governance Act (S 135)
- The Wildfires Act (W 128)
- The Wildlife Act (W130) [except the portion of clause 89(e) that relates to compensation for damage to crops caused by wildlife as it pertains to big game and migratory waterfowl]
- The Wild Rice Act (W140)
- Manitoba Fishery Regulations, 1987 made under s. 43 of the Fisheries Act (Canada)

In addition, policies specific to departmental programs are documented in the General Manual of Administration and various Manitoba government catalogues and publications.

# Glossary

**Alignment** – This is the process of enabling all employees to see how their day-to-day actions are consistent with the values of the organization and how living those values is contributing to overall success. Creating alignment ensures employees are working toward the common goal or vision.

**Annual Report** – Departmental annual reports are a supplement to the public accounts and provide variance explanations and background information to support the public accounts. Annual reports are either released (if the Legislature is not in session) or tabled in the Legislature (if in session) by Sept. 30, following the fiscal year end.

**Appropriation** – This is the amount voted by the Legislative Assembly, approving the maximum amount that may be expended on a specific program or major activity during a fiscal year.

Main Appropriation – This is the total amount of each resolution passed by the Legislative Assembly as reported in the printed estimates of expenditure.

Sub-Appropriation – the total amounts applicable to the various breakdowns of the main appropriations in the printed estimates of expenditure.

**Authority** – In the financial tables throughout this report, authority represents the authorized votes approved by the Legislative Assembly in the Estimates of Expenditure (budget) as well as any changes (if applicable) as a result of government reorganizations, allocations from Enabling Appropriations, or and virement transfers between Main appropriations within the department. For a full reconciliation of the Printed Estimates of Expenditure to the Authority, please see the Expense Summary by Appropriation Report in the Report on the Estimates of Expenditure and Supplementary Information.

**Borrowings** – Borrowings are securities issued in the name of the province to capital markets investors. Securities include debentures, treasury bills, promissory notes, medium-term notes and Manitoba Savings Bonds.

**Full-Time Equivalent (FTE)** – This is a measurement for the number of positions. Every full-time regular position represents one full-time equivalent position. Other categories (e.g., term, departmental, seasonal and contract) are measured in proportional equivalents. For example, a program with a vote of 1.50 term FTE could hire staff in any combination that results in a total of one-and-a-half years (or 78 weeks) of employment [e.g., six staff for three months (13 weeks) each; two staff for nine months (39 weeks) each; one full-time and one half-time staff for one year; three half-time staff for one year; etc.]

**Government Reporting Entity (GRE)** – This includes core government and Crown organizations, government business entities and public sector organizations such as regional health authorities, school divisions, universities and colleges.

**Grants** – Public money provided to an individual, organization or another government to assist in attaining their objectives and for which the government does not receive a good or service.

**Guarantees** – The province, in the normal course of business, may provide a guarantee to honour the repayment of debt or loans of an organization, primarily Government Business Enterprises. Such a guarantee is provided on the Manitoba Hydro Savings Bonds.

**Interfund Activities** – These are Public Sector Accounting Standards adjustments, including Health and Education Levy, Employee Pension and Other Contributions, that are attributed to the entire department.

**Key Initiatives** – These are the specific programs, activities, projects or actions an organization will undertake to meet performance targets. Initiatives are often projects or events that aim to improve a process or an outcome in one of the four perspectives.

**Key Performance Indicators (KPI)** – KPIs refer to an ultimate result for which the department is responsible for monitoring and reporting, but for which given its complexity, it has only partial direct influence over. Departments may identify certain performance measures as KPIs.

**Mission** – A mission statement defines the core purpose of the organization — why it exists and reflects employees' motivations for engaging in the organization's work. Effective missions are inspiring, long-term in nature, and easily understood and communicated.

**Objective** – The objective is a concise statement describing the specific things an organization must do well to execute its strategy. Objectives often begin with an action verb such as increase, foster, reduce and improve.

**Other Reporting Entity (ORE)** – These are reporting organizations in the Government Reporting Entity (GRE) such as Crown corporations, government agencies, government business entities and public sector organizations such as regional health authorities, school divisions, universities and colleges that are directly or indirectly controlled by the government, as prescribed by the Public Sector Accounting Board (excludes core government).

**Performance Measure** – A performance measure is a standard used to evaluate and communicate performance against expected results. Measures are normally quantitative in nature, capturing numbers, dollars, percentages and so on. Reporting and monitoring measures helps an organization gauge progress toward effective implementation of strategy.

**Performance Results** – These are the most important outcomes the departments want to achieve by reaching their objectives. Performance results represent the essence of the outcomes the department seeks to achieve.

**Provincial Themes** – Provincial themes are the overarching strategic priorities that align departmental activities with government's direction.

**Strategy** – This represents the broad priorities adopted by an organization in recognition of its operating environment and pursuit of its mission. All performance objectives and measures should align with the organization's mandate and strategy.

**Target** – The target presents the desired result of a performance measure. They provide organizations with feedback about performance.

**Values** – Values represent the deeply-held beliefs of the organization, which are demonstrated through the day-to-day behaviours of all employees. An organization's values make an open proclamation about how it expects everyone to behave. Values should endure over the long-term and provide a constant source of strength for an organization.

**Virement** – This refers to a transfer of authority between operating expenditure appropriations within a department.

**Vision** – A powerful vision provides everyone in the organization with a shared mental framework that helps give form to the future that lies ahead. This statement should contain a concrete picture of the desired state and provide the basis for formulating strategies and objectives. The vision serves as the guiding statement for the work being done. It should answer why the work being done is important.