Dear Applicant:

Re: Your request for access to information under Part II of the Access to Information and Protection of Privacy Act FA/15/2017

On March 16, 2017, the Department of Fisheries and Land Resources (FLR) received your request for access to the following records:

"I request all correspondence related to Mistaken Point Ecological Reserve (MPER), World Heritage Mistake Point Ecological Reserve (WHMPER), Mistaken Point (MP), UNESCO, Mistaken Point Ambassadors Inc. and/or Portugal Cove South. This search would include Minister Trimper, Colleen Janes, Richard Thomas and Sean French. This request covers the time period from January 1, 2015 to present"

On April 11, 2017 this request was clarified to the following:

"Any and all correspondence which would indicate a lack of planning surrounding Mistaken Point and/or Negative remarks surrounding the individuals considered for positions at Mistaken Point, from the following individuals - Minister Trimper, Colleen Janes, Richard Thomas and Sian French. This request covers the time period from January 1, 2015 to present"

I am pleased to inform you that a decision has been made by the Deputy Minister for FLR to provide partial access to the requested information. In particular, access to specific information contained within the records, has been refused according to Section 40 (1) Disclosure harmful to personal privacy. As required by 8(2) of the Act, we have severed information that is unable to be disclosed and have provided you with as much information as possible and the appropriate copies have been enclosed.

Please be advised that you may ask the Information and Privacy Commissioner to review the processing of your access request, as set out in section 42 of the Access to Information and Protection of Privacy Act (the Act). A request to the Commissioner must be made in writing within 15 business days of the date of this letter or within a longer period that may be allowed by the Commissioner.
The address and contact information of the Information and Privacy Commissioner is as follows:

Office of the Information and Privacy Commissioner
2 Canada Drive
P. O. Box 13004, Stn. A
St. John’s, NL. A1B 3V8

Telephone: (709) 729-6309
Toll-Free: 1-877-729-6309
Facsimile: (709) 729-6500

You may also appeal directly to the Supreme Court Trial Division within 15 business days after you receive the decision of the public body, pursuant to section 52 of the Act.

Please be advised that this letter will be published following a 72 hour period after it is sent electronically to you or five business days in the case where records are mailed to you. It is the goal to have the letter posted to the Completed Access to Information Requests website within one business day following the applicable period of time. Please note that requests for personal information will not be posted online.

If you have any further questions, please contact me by telephone at 709-729-4797 or by email at rhondahickey@gov.nl.ca

Sincerely,

Rhonda Hickey
ATIPP Coordinator

Enclosures

Right of access

8. (1) A person who makes a request under section 11 has a right of access to a record in the custody or under the control of a public body, including a record containing personal information about the applicant.

(2) The right of access to a record does not extend to information excepted from disclosure under this Act, but if it is reasonable to sever that information from the record, an applicant has a right of access to the remainder of the record.

(3) The right of access to a record may be subject to the payment, under section 25, of the costs of reproduction, shipping and locating a record.

2015 cA-1.2 s8
Disclosure harmful to personal privacy

40. (1) The head of a public body shall refuse to disclose personal information to an applicant where the disclosure would be an unreasonable invasion of a third party's personal privacy.

Access or correction complaint

42. (1) A person who makes a request under this Act for access to a record or for correction of personal information may file a complaint with the commissioner respecting a decision, act or failure to act of the head of the public body that relates to the request.

(2) A complaint under subsection (1) shall be filed in writing not later than 15 business days

(a) after the applicant is notified of the decision of the head of the public body, or the date of the act or failure to act; or

(b) after the date the head of the public body is considered to have refused the request under subsection 16 (2).

(3) A third party informed under section 19 of a decision of the head of a public body to grant access to a record or part of a record in response to a request may file a complaint with the commissioner respecting that decision.

(4) A complaint under subsection (3) shall be filed in writing not later than 15 business days after the third party is informed of the decision of the head of the public body.

(5) The commissioner may allow a longer time period for the filing of a complaint under this section.

(6) A person or third party who has appealed directly to the Trial Division under subsection 52 (1) or 53 (1) shall not file a complaint with the commissioner.

(7) The commissioner shall refuse to investigate a complaint where an appeal has been commenced in the Trial Division.

(8) A complaint shall not be filed under this section with respect to

(a) a request that is disregarded under section 21;

(b) a decision respecting an extension of time under section 23;

(c) a variation of a procedure under section 24; or

(d) an estimate of costs or a decision not to waive a cost under section 26.

(9) The commissioner shall provide a copy of the complaint to the head of the public body concerned.
Direct appeal to Trial Division by an applicant

52. (1) Where an applicant has made a request to a public body for access to a record or correction of personal information and has not filed a complaint with the commissioner under section 42, the applicant may appeal the decision, act or failure to act of the head of the public body that relates to the request directly to the Trial Division.

(2) An appeal shall be commenced under subsection (1) not later than 15 business days

(a) after the applicant is notified of the decision of the head of the public body, or the date of the act or failure to act; or

(b) after the date the head of the public body is considered to have refused the request under subsection 16 (2).

(3) Where an applicant has filed a complaint with the commissioner under section 42 and the commissioner has refused to investigate the complaint, the applicant may commence an appeal in the Trial Division of the decision, act or failure to act of the head of the public body that relates to the request for access to a record or for correction of personal information.

(4) An appeal shall be commenced under subsection (3) not later than 15 business days after the applicant is notified of the commissioner’s refusal under subsection 45 (2).

2015 cA-1.2 s52
Rita,

As requested, here is a summary of the ongoing HR activities for PNAD. Please let me know if you would like any additional info.

Other RSAs yet to be submitted include April extensions for the three T'R Rainfall Event monitoring staff, plus the temporary extensions (7) for April and the seasonal recalls (~120) for April/May.

RSAs

Combinations
1. WPEO I – interviews scheduled for Friday, Feb. 17 – Sian & Kim Interviews completed Feb. 17th
2. Squires Rangers (2) – posted and closed, interviews to be scheduled for first week in March – Colin Davis
3. Park Tech II – posted and closed, interviews to be scheduled for first week in March – Colin Davis
4. MP Interpreter Temporary – closed Dec 2, Jeri screening
5. MP Ranger Temporary – closed Dec 2, Jeri screening
6. MP Ranger Seasonal – closed Feb. 13, Jeri screening
7. Tradesworker II – at staffing, not yet posted, Sian to check with staffing Feb 17 Vanessa will send file to Lori and recommend posting internal first
8. Land Management Specialist – at staffing, not yet posted, Sian to check with staffing following meeting with Tina Griffin, and update to Rita Feb. 17 advised staffing to hold competition until further notice from PNAD
9. CSA I – at staffing, not posted, may not be needed pending April decision re accommodation, backfill and backfill
10. MP Interpreter, retired – with Minister for signature to fill from previous competition. Sent to staffing Feb 17th to fill from previous competition, Jeri cc'd on email

Treasury Board
1. Request WPEO I Temporary Position be converted to Seasonal position – ADM review in progress

JES
1. Environmental Scientist – Tina Leonard – Submitted, awaiting response
2. WPEO I – Submitted, awaiting response
3. Park Operations, Departmental Program Coordinator – Submitted, awaiting response
4. GIS Specialist (Computer System Analyst I) – Submitted, JES reviewed and confirmed current CG level, submitted appeal and awaiting information

Accommodation Plans
1. in progress

Position Description Review
1. Manager, Operations – ADM review in progress

Ms. Siân K. French, Director
Parks and Natural Areas Division
Environment and Climate Change
Government of Newfoundland and Labrador
P.O. Box 550, 117 Riverside Drive
Corner Brook, NL A2H 6E6

T (709) 637-2275
F (709) 637-8060
Hi all,

Not sure who is in the office today so sending it to all. DM has approved these staffing actions in principle. Attached are the RSAs for processing. Time sensitive as requesting extensions for staff effective August 26th.

I will also TRIM them but not sure who to action them to? Please advise.

Thanks!

Sian

Ms. Siân K. French, Director
Parks and Natural Areas Division
Environment and Climate Change
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T (709) 637-2275
F (709) 637-8060

From: Janes, Colleen G
Sent: Wednesday, August 17, 2016 1:55 PM
To: Hickey, Ellen; French, Sian; Johnson, Colleen J.
Cc: Bailey, Geoff
Subject: Re: Staffing at La Manche

Thanks all. I will await the RSAs

Sent from my BlackBerry 10 smartphone on the Bell network.

From: Hickey, Ellen
Sent: Wednesday, August 17, 2016 1:46 PM
To: French, Sian; Janes, Colleen G; Johnson, Colleen J.
Cc: Bailey, Geoff
Subject: RE: Staffing at La Manche

Perfect.

Ellen Hickey
Human Resource Consultant
Resource Sector
We foster the development of a diverse organization where employees are safe, engaged, productive and informed in their pursuit of excellence.

From: French, Sian
Sent: Wednesday, August 17, 2016 1:45 PM
To: Hickey, Ellen; Janes, Colleen G; Johnson, Colleen J.
Cc: Bailey, Geoff
Subject: RE: Staffing at La Manche

Only one student is available.

Ms. Siân K. French, Director
Parks and Natural Areas Division
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Government of Newfoundland and Labrador
P.O. Box 550, 117 Riverside Drive
Corner Brook, NL A2H 6E6
T (709) 637-2275
F (709) 637-8060

From: Hickey, Ellen
Sent: Wednesday, August 17, 2016 1:34 PM
To: Janes, Colleen G; French, Sian; Johnson, Colleen J.
Cc: Bailey, Geoff
Subject: RE: Staffing at La Manche

1. If only one student is being kept on we have to find out if both students are interested in the extension. If both are interested we would have to draw from a hat to decide which one was kept on.
2. There are no issues with temporary assigning [REDACTED] to the Park Ranger, operational and financially it makes more sense than to try and bring someone in off the street.

Ellen Hickey
Human Resource Consultant
Resource Sector
telephone # 729-2284
fax # 729-2148
email: ehickey@gov.nl.ca

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From: Janes, Colleen G
Sent: Wednesday, August 17, 2016 12:50 PM
To: French, Sian; Johnson, Colleen J.; Hickey, Ellen
Cc: Bailey, Geoff
Subject: RE: Staffing at La Manche

Copying Ellen for comment on 2.

Will await word from Colleen re 1
From: French, Sian
Sent: Wednesday, August 17, 2016 12:48 PM
To: Johnson, Colleen J.; Janes, Colleen G
Cc: Bailey, Geoff
Subject: Staffing at La Manche

1. A park ranger recently resigned from La Manche. The two students are due to finish August 26th. One student does not return to school until Sept. 6. Are funds available to extend one student a week and a bit to September 6th? This would reduce staff overtime, particularly over the Labour Day weekend.

2. Can we also consider TA Labourer [REDACTED] to Vacant Park Ranger position for the remainder of the season? This would enable Ranger coverage of night shifts and reduce overtime. [ATIPPA Section 40 (1)]

If you support both or either of these requests, we will submit RSA asap.

Thanks,

Sian

Ms. Siân K. French, Director
Parks and Natural Areas Division
Environment and Conservation
Government of Newfoundland and Labrador
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T (709) 637-2275
F (709) 637-8060
Philpott, Holly

From: French, Sian
Sent: Tuesday, February 14, 2017 12:49 PM
To: Malone, Rita C.
Cc: Graham, Jeri
Subject: Request for DM approval in principle for new senior position for Mistaken Point

Rita,

Just wondering if you had an opportunity to discuss with the DM the Mistaken Point staffing proposal to create a new temporary Park Planner position with supervisory responsibilities for Mistaken Point? And if support, what next steps would be?

Thanks,

Sian

Ms. Siân K. French, Director
Parks and Natural Areas Division
Environment and Climate Change
Government of Newfoundland and Labrador
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Corner Brook, NL A2H 6E6

T (709) 637-2275
F (709) 637-8060

From: French, Sian
Sent: Tuesday, January 31, 2017 10:25 AM
To: Graham, Jeri; Malone, Rita C.
Subject: FW: Request for assistance with a Job Class Profile for Mistaken Point World Heritage Site position

FYI – for our discussion on Thursday afternoon. I have a further update from Glen that I can share with you at that time.

Sian

Ms. Siân K. French, Director
Parks and Natural Areas Division
Environment and Climate Change
Government of Newfoundland and Labrador
P.O. Box 550, 117 Riverside Drive
Corner Brook, NL A2H 6E6

T (709) 637-2275
F (709) 637-8060
From: French, Sian
Sent: Monday, January 30, 2017 12:27 PM
To: Croucher, Glen
Subject: Request for assistance with a Job Class Profile for Mistaken Point World Heritage Site position

Glen,

Here is general description of the duties of the position at Mistaken Point Ecological Reserve and World Heritage Site for which we need a suitable job class profile. Some possibilities may be Senior Policy Planning and Research Analyst A or Park Planner (with the addition of supervisory skills), the latter appears to be a better fit. Any advice you can provide would be much appreciated.

This senior position will be responsible for leading the onsite planning and program development, delivery and evaluation for Mistaken Point Ecological Reserve and World Heritage Site as per the WER Act, associated regulations, management plan and the UNESCO World Heritage Site management plan, working with local stakeholders, overseeing the development, implementation and evaluation of visitor services and interpretation program, and enforcing, liaising with other departments provincially and nationally and assisting with international reporting on the World Heritage Site. Also responsible for the onsite supervision and coordination of 7 staff (4 seasonal park interpreters, 1 year round temporary park interpreter, 1 seasonal park ranger, 1 year round temporary park ranger) and 4 seasonal students, work with a colleague on site (Environmental Scientist), and report to Manager of Natural Areas (HL23) in Corner Brook. The position will I think require a minimum of a Masters degree with related field and 4-5 years relevant work experience. Competencies in coordination and supervision of work, strong written and oral communications, excellent interpersonal skills, ability to manage complex tasks, strong leadership and initiative skills, independence, strong analytical and critical thinking skills, a high degree of accountability and decision making for onsite programs.

Sincerely,

Sian

Ms. Siân K. French, Director
Parks and Natural Areas Division
Environment and Climate Change
Government of Newfoundland and Labrador
P.O. Box 550, 117 Riverside Drive
Corner Brook, NL A2H 6E6

T (709) 637-2275
F (709) 637-8060
Draft Info – can you please review and add a bit on the role of the Advisory Council and attach the draft TOR when you return it? I can’t recall if TOR specified term of appointment? I.e. 3 years?

Youth Volunteer Opportunity
Mistaken Point World Heritage Site Advisory Council

Position Details

Context: The Department of Environment and Conservation, Parks and Natural Areas Division, is recruiting for a volunteer Youth Representative and alternate to serve on the newly established Mistaken Point World Heritage Site Advisory Council.

Role of the Advisory Council –
Term – 2 or 3 year appointment?

Duties: as outlined in attached TOR?

Criteria:
1. Applicants must be aged 16-24 years old.
2. Applicants must be from the Southern Shore region of the Avalon Peninsula and preference may be given to youth applicants from Portugal Cove South, Trepassey, St. Shotts, ...
3. Other merit criteria? Leadership skills, experience or knowledge of Mistaken Point, fossils, natural history, ...

How to Apply: Please submit a letter outlining your interest in this opportunity and why you feel you would be suited to the position as well as a resume. Applications should be submitted to Crystal Breon, Natural Areas Planner, by email crystalbreon@gov.nl.ca or fax (709) 729-6737.

Application deadline: 3 PM, Thursday, September 8th, 2016
Thank you!

Ms. Siân K. French, Director
Parks and Natural Areas Division
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Government of Newfoundland and Labrador
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T (709) 637-2275
F (709) 637-8060

-----Original Message-----
From: Hickey, Ellen
Sent: Thursday, November 24, 2016 12:07 PM
To: Corbett, Leona; French, Sian
Cc: Malone, Rita C.
Subject: RE: Seasonal Park Ranger

I spoke with Glen Croucher on this initially and he said he would speak with Geoff Williams, no PDQ was required. I'll go see Lana

Ellen Hickey
Human Resource Consultant
Resource Sector
telephone # 729-2284
fax # 729-2148
email: ehickey@gov.nl.ca

We foster the development of a diverse organization where employees are safe, engaged, productive and informed in their pursuit of excellence.

-----Original Message-----
From: Corbett, Leona
Sent: Thursday, November 24, 2016 12:00 PM
To: French, Sian; Hickey, Ellen
Cc: Malone, Rita C.
Subject: RE: Seasonal Park Ranger

ATIPPA Section 40 (1)
Hi Sian

It was my understanding as well that what was on file could be used as it was directly related to that position - Ellen will follow-up and we will advise from there (may just be a missed piece of communication somewhere).

Leona

Leona Corbett
Manager, HR Planning
(709) 729-0184
leonacorbett@gov.nl.ca

Exceptional People – Exceptional Public Service

-----Original Message-----
From: French, Sian
Sent: Thursday, November 24, 2016 9:49AM
To: Corbett, Leona; Hickey, Ellen
Cc: Malone, Rita C.
Subject: Fw: Seasonal Park Ranger

Can you please investigate and advise? I thought we had been through this and no PDQ was required as there is already a job profile and PDQ for Park Ranger?

S

Ms. Síân K. French, Director
Parks and Natural Areas Division
Environment and Conservation
Government of Newfoundland and Labrador
P.O. Box 550, 117 Riverside Drive
Corner Brook, NL A2H 6E6

T (709) 637-2275
F (709) 637-8060

-----Original Message-----
From: Pederson, Lana
Sent: Thursday, November 24, 2016 9:12AM
To: French, Sian
Subject: Seasonal Park Ranger

Hi Sian,

As per your correspondence with Christine Quinlan regarding Seasonal Park Ranger - Mistaken Point Ecological Reserve, we will require a PDQ to proceed with this request.

Thank-You
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So I should prepare an RSA to send each position (2) for a 13wk TA effective May 4 which is the recall date for the other two MP interpreters? and an RSA to send each position (2) to competition with PCN fields left blank? And separately you will submit a request to have PCNs created? Answers to your questions are below.

Ms. Siân K. French, Director
Parks and Natural Areas Division
Environment and Conservation
Government of Newfoundland and Labrador
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Can you send the relevant info: Info would match PCNs 51680 and 51681

Classification – CG-27
Accounting Flex (is money temporary or permanent?) Same as PCNs 51680 and 51681. We submitted a budget request for funding for one year 2015/16 as funding for the two positions is already approved in perpetuity from 2016/17 on assuming WHS inscription
Location – Mistaken Point, Portugal Cove South

AS we will need this to get PCN created.

Stephanie

Ross has requested RSAs for these two new positions. Can I do RSAs before I have PCNs? I presume these are the two new positions requested in the budget. Do I put 00049999 on the RSA to get it in the system?
From: French, Sian  
Sent: Monday, April 27, 2015 9:24 AM  
To: Hickey, Ellen  
Subject: FW: RSAs

Ellen,

Please see question below.

Ms. Siân K. French, Director  
Parks and Natural Areas Division  
Environment and Conservation  
Government of Newfoundland and Labrador  
P.O. Box 550, 117 Riverside Drive  
Corner Brook, NL A2H 6E6

T (709) 637-2275  
F (709) 637-8060

From: Firth, Ross  
Sent: Monday, April 27, 2015 9:21 AM  
To: French, Sian  
Subject: RE: RSAs

Double check with Ellen.

Ross Firth  
Assistant Deputy Minister - Natural Heritage Branch  
Department of Environment and Conservation  
P.O. Box 2007  
117 Riverside Drive  
Corner Brook, NL  
A2H 7S1

Ph. 709 637 2199
From: French, Sian  
Sent: Monday, April 27, 2015 9:04 AM  
To: Firth, Ross  
Subject: RE: RSAs

Do you also want RSAs to backfill with TA while competitions are underway?

Ms. Sián K. French, Director  
Parks and Natural Areas Division  
Environment and Conservation  
Government of Newfoundland and Labrador  
P.O. Box 550, 117 Riverside Drive  
Corner Brook, NL A2H 6E6  
T (709) 637-2275  
F (709) 637-8060

From: Firth, Ross  
Sent: Friday, April 24, 2015 4:30 PM  
To: French, Sian  
Subject: RSAs

Sian  

Would you please put together RSAs to recruit two new additional seasonal interpreters for Mistaken Point this season.

Thanks,  
Ross

Ross Firth  
Assistant Deputy Minister - Natural Heritage Branch  
Department of Environment and Conservation  
P.O. Box 2007  
117 Riverside Drive  
Corner Brook, NL  
A2H 7S1  
Ph. 709 637 2199
Hello Sian,

Below are the compiled comments of our thoughts re the R+P Interpretation Plan.

I am concerned about the office space allocated for interpreters and students in the visitor centre. The area for PNAD interpreters/students is not clearly marked. Is there enough space for them? It doesn’t look like much space. Is there storage space specifically for PNAD gear or is it assumed that there will be a trailhead building with space for that?

I like the description of the interpretation.

Julie

Some really good comments here, my greatest concern of course, is space for interpreters and students. I just don’t know where everyone is going to fit in next season with three additional staff.

Edwina

From Louis –Here are my comments to Sian for the R and P document.

1- A building at the trailhead with toilet, a welcome desk, small exhibition/information space, and interpreter office space. The presence at the trailhead would allowed a better presence in the reserve. The building would be small and could easily be environmental friendly to meet the requirement of an ecological reserve (energy from renewable source, compost toilet...). That should be included in the first phase of changes, as I think it would facilitate the interpretation work and allow to the accommodation of more visitors. Hence in the projected interpretive center in Portugal Cove South, we might need less office space.

2- I really like the break-down of the interpretation that R and P develop. The fact that they cover more largely on the early life history, geology (tectonic plates, continental drift...), evolution, etc. will give a better background to visitors to understand the importance of Mistaken Point fossil assemblage.

3- Currently in the plan, the exhibition area is pictured as an open square space. I don’t know if there has been any thought put into how interpretation and guided tour would be manage. An open space, often allow bigger guided group, but limit it to one per room to avoid groups talking over each other. On the opposite, exhibition that follow a linear pattern, can have more group, but sometimes of smaller size, since the area is smaller. Thinking about this would allow us to know which format we want and how many visitor we will be able to accommodate.

4- As well, I feel that our interpretive material can be divide in two theme with their own exhibit room: (1) The geology, evolution history and paleontology aspect of MPER fossils, and (2) the culture, history and landscape of the region. That would help structure the exhibit and facilitate the interpretation and structure of guided tours.
I think that the exhibition information should be in both Canadian official language (English and French). I guess that it was already in the plan, since part of the money come from the federal, but just wanted to mention it, as I couldn't find anything written in the plan.
From: Janes, Colleen G  
Sent: Friday, October 28, 2016 2:39 PM  
To: Butler, Frank  
Subject: RE: Recruitment activity  
Attachments: ECC Priority List.xlsx

Hi Frank

Attached is our updated Priority List.

Colleen

From: Butler, Frank  
Sent: Friday, October 21, 2016 11:11 AM  
To: Janes, Colleen G  
Subject: Recruitment activity

Hi Colleen,

Thanks for getting back to me about the temporary extensions. I have another request.

Right now, we only have one Staffing Specialist to cover the recruitments for all of Resource Sector. So, I have been asking all of the DMs in the Sector to prioritize their recruitments so that we can respond to the most important requests first. Also, your direction will make it easier to manage the expectations of the various managers and provide them with more accurate timeframes for resolution.

The attached spreadsheet shows all of the queued recruitments for ECC. When time permits, could you please rank order them in terms of organizational priority?

Thanks,

Frank

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Sian
This has already been fact checked by Sharon, approved by Ross and Jamie and is sent to ministers and is already approved by two. Unless something glaringly wrong, it’s set to go.
I did change miraculous.

From: French, Sian
Sent: Tuesday, January 27, 2015 11:21 AM
To: Thomas, Deborah; Firth, Ross
Subject: FW: proof

I am sending this proof out to my team for fact checking now. One initial comment is that I would suggest editing the Minister’s quote to replace the word miraculous. The site is a key event in the evolution of life and the word miraculous has religious overtones. Just a thought for consideration.

Sian

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T (709) 637-2275
F (709) 637-8060

From: Thomas, Deborah
Sent: Friday, January 23, 2015 2:14 PM
To: Firth, Ross
Cc: French, Sian; Porter, Sharon
Subject: proof

Hi there,
Here we begin approvals – you’re up first Ross! Once it goes through here, on to Jamie, then three ministers, then the comm branch and the premier’s office. WHEW!
Sian, only require fact checking from your shop at this point. Thanks everyone!
I would ask this draft not be shared with anyone until it is more finalized and through more levels of approval.
As an FYI, ACOA instructed not to mention them or their funding at all.

Deborah
Promoting Our Provinces’ Natural Heritage

Mistaken Point Nomination Bid Submitted to UNESCO World Heritage Committee

The Provincial Government, in partnership with Mistaken Point Ambassadors is pleased to announce the Mistaken Point Nomination dossier for Inscription on the UNESCO World Heritage List has received by the World Heritage Committee in Paris, France.

“I am extremely pleased with the nomination package we have submitted for consideration. The submission truly represents the natural wonder of Mistaken Point Ecological Reserve. We will anxiously await the committee’s decision and hope this miraculous location will be latest recipient of this prestigious title.
- The Honourable Dan Crummell, Minister of Environment and Conservation

The Provincial Government provided $431,527 to Mistaken Point Ambassadors Inc. under the Regional Development Program through the Department of Business, Tourism, Culture and Rural Development, and an additional investment of $209,000 was provided by the Department of Environment and Conservation to support the development of the nomination dossier.

“Joining Gros Morne National Park and L'anse aux Meadows National Historical Site as the province’s third World Heritage Site, Mistaken Point Ecological Reserve would receive the recognition it deserves. It is already one of the most unique places in the country and a popular tourist destination, but this designation would draw visitors from all over the world.”
- The Honourable Darin King, Minister of Business, Tourism, Culture and Rural Development.

Nominations for world heritage status adhere to strict requirements set out by the World Heritage Committee and require extensive documentation supporting the justification for inscription.

“Inscription of Mistaken Point Ecological Reserve as a UNESCO World Heritage Site would highlight the incredible natural heritage located on the southern Avalon and have important implications for economic development in the entire region. I am proud of the successful partnership between the Provincial Government and Mistaken Point Ambassadors in advancing the nomination of Mistaken Point.”
- Keith Hutchings, Minister of Municipal and Intergovernmental Affairs and MHA for Ferryland

The nomination package will now be reviewed by series of experts on the World Heritage Committee and a site visit will be conducted in the summer or fall of 2015. The site evaluation team will report back to the World Heritage Committee and a final decision on whether Mistaken Point will be inscribed on the World Heritage List is anticipated July, 2016.

“Mistaken Point Ambassadors Inc. has been involved in the preparation of the nomination package for Mistaken Point and has played a lead role in promoting the project locally. One of our main objectives is to facilitate stakeholder engagement so that the on-site evaluation team will be assured of strong community support for the UNESCO nomination. We are proud to be part of highlighting this unique fossil site to the world. We hope that inscription of Mistaken Point as an UNESCO World Heritage Site could also be an economic generator for our region and the Province as a whole.”
QUICK FACTS

- Mistaken Point Ecological Reserve is located southeast of Portugal Cove South on the southern tip of the Avalon Peninsula. The exquisitely preserved fossils found at the site are dated between 580 and 560 million years old making them the oldest-known, large complex life forms found on Earth and a critical milestone in the history of life on Earth.

- UNESCO’s World Heritage mission is to ensure conservation of the world’s natural and cultural heritage and encourage local participation in the preservation of that heritage.

- The World Heritage Committee decides which heritage sites are inscribed on the World Heritage List, reviews the state of conservation of existing sites, allocates financial assistance through the World Heritage Fund, requests that participating States Parties take action to enhance the protection and management of threatened World Heritage Sites, and reports its finding to the General Conference of UNESCO.

- Canada’s existing World Heritage Sites:
  - L’Anse aux Meadows National Historic Site, Newfoundland and Labrador
  - Nahanni National Park, Northwest Territories
  - Dinosaur Provincial Park, Alberta
  - Kluane/Wrangell – St.Elias/Glacier Bay/Tatshenshini-Alsek, Yukon and British Columbia (and Alaska)
  - Canadian Rocky Mountain Parks, Alberta and British Columbia
  - SGang Gwaay, British Columbia
  - Head-Smashed-In Buffalo Jump, Alberta
  - Wood Buffalo National Park, Alberta and Northwest Territories
  - Historic District of Old Québec, Quebec
  - Gros Morne National Park, Newfoundland and Labrador
  - Old Town Lunenburg, Nova Scotia
  - Waterton-Glacier International Peace Park, Alberta (and Montana)
  - Miguasha National Park, Quebec
  - Rideau Canal, Ontario
  - Joggins Fossil Cliffs, Nova Scotia
  - Landscape of Grand Pré, Nova Scotia
  - Red Bay Basque Whaling Station, Newfoundland and Labrador

Media contacts:

<table>
<thead>
<tr>
<th>Deborah Thomas</th>
<th>Tansy Mundon</th>
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<tr>
<td>Director of Communications</td>
<td>Director of Communications</td>
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<tr>
<td>Department of Environment and Conservation</td>
<td>Department of Business, Culture, Tourism and Rural Development</td>
</tr>
<tr>
<td>709-729-2575, 728-8092</td>
<td>709-7294570, 728-8092</td>
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<tr>
<td><a href="mailto:deborahthomas@gov.nl.ca">deborahthomas@gov.nl.ca</a></td>
<td><a href="mailto:tansymundon@gov.nl.ca">tansymundon@gov.nl.ca</a></td>
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<table>
<thead>
<tr>
<th>Darlene Dunne</th>
<th>Loretta Ryan</th>
</tr>
</thead>
<tbody>
<tr>
<td>Executive Assistant</td>
<td>Chairperson</td>
</tr>
</tbody>
</table>
Deborah L. Thomas  
Director of Communications  
Department of Environment and Conservation  
(709) 729 – 2575  
deborahthomas@gov.nl.ca
The 4 MP student positions are funded by budget allocation I believe

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F (709) 637-8060

From: Bailey, Geoff
Sent: Friday, November 25, 2016 9:04 AM
To: Johnson, Colleen J.; French, Sian; Graham, Jeri
Subject: RE: position rationale for students

Colleen,

Students rationale:
I don’t know how the ecological reserve student positions are funded but have provided the rationale information below. I also attached the student duties for student in provincial parks.

1. These positions are important to the delivery of the provincial park operational program/ecological reserve interpretive program, a core function of the Parks and Natural Areas Division.
2. These positions are a key support to departmental operations, particularly provincial park campground operations.
3. These positions are a vital support to park/ecological reserve staff to ensure a consistent standard of customer service, to meet public safety, and OH&S requirements.
4. These positions will provide core service to provincial park/ecological reserve clients and other government departments including Finance (revenue, payroll, expenditure management).
5. There are insufficient staff remaining at parks/ecological reserves to provide client services and meet public safety and OH&S requirements. Student positions perform key core duties including client registration at checkpoint, financial transactions, and assist rangers with minor maintenance duties.
6. 18 provincial park student positions are funded from vacant Park ranger PCN #s. Three more positions are A base funded but not through vacant Park Ranger PCN numbers.

Geoff Bailey
Manager of Park Operations and Administration
Department of Environment and Climate Change
Parks and Natural Areas Division
P.O. Box 550
117 Riverside Drive
Corner Brook, NL
If Geoff has access to the info, can I get it today?

Geoff and Jeri – can you please provide directly to Colleen? I think all you need to do is pull the position rationale from the RSA we use. One for students in parks and one for students at Mistaken Point.

Colleen – Jeri will be in the office on Monday.

Thanks,

Sian
Let's discuss

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Hello Sian,

Firstly, thank you very much for sending across the dossier on Mistaken Point, Nomination Inscription and Congratulations to you and your team for the well deserved UNESCO Heritage status for the site. While it was very interesting to read the document and rewind memories, I do wish more care was taken to get facts correct when a document of this significance was written. Here's why I say so:

You would observe that the narrative is based on a report from 'contemporary News Paper' which does not mention the name of reporter and the source of his/her information, for example: "Both men were there to map the Precambrian rocks along Newfoundland's southeast coast". The statement does not indicate if the reporter was present there because this statement is factually incorrect. was not mapping the area, he was on summer job assisting mapping the previously unmapped area. Also, the statement that "glanced down the rock he was standing on and noticed..." is a grafted story and false.

In writing. It was a previously unmapped area and a challenging geological assignment. had come back to St. John's.
I would like to request your help in escalating this matter to higher authorities such that right people in Canadian Government could investigate and give recognition to the discoverer - after all that's all an academician and researcher demands for credit and recognition for work, which unfortunately is being denied.

The onus to get the facts right is with your organization Sian, and I seek help in doing so,

regards,
It appears that the RSA for the temporary ranger was trimmed twice in error. By way of this email I will ask Marilyn to replace RSA-2016-87 with the attached RSA for the seasonal ranger. Should we route this back through HR and Colleen Johnson for approvals?

Sian

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Ok. One of the RSA’s need to be changed then, as both show a march 31st end date and both in the comments section reference it as a year round position. Edit whichever is most appropriate. Once competition is done I suspect the season will be ended however we could do the competition so as to have it all sorted out to begin at season opening next year.

Colleen,
Yes one ranger is seasonal and one is year round temporary.

We discussed competitions with HR and they advised that Collective Agreement required that the positions be posted internally given the number of internal staff in the district in similar classifications who might be interested in year round
employment. They also advised that posting could be for a short period, i.e. a week and if no qualified applicants it could be reposted as public.

Sian

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---

Two questions:
1) both ranger RSAs are for year round positions, but per Colleen Johnson’s note below it seems as if we were approved only for 1 and year round and 1 as seasonal. Was that an error in the second RSA?
2) all are indicated for internal competition even though the positions are in a remote area and require certain skills and knowledge. The applicant pool is likely to be small. Why not public posting?

Colleen

Ellen routed the 3 RSAs to me - RSA-2016-85, -86, and -87

Sent from my BlackBerry 10 smartphone on the Bell network.

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As requested

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<tr>
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<td>Environmental Scientist</td>
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<td>Richard Thomas</td>
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ATIPPA Section 40 (1)
From: Noseworthy, Vanessa  
Sent: Wednesday, February 1, 2017 12:00 PM  
To: French, Sian  
Cc: Graham, Jeri; Reid, Lori  
Subject: RE: Park Ranger Competition- Mistaken Point

Hello,

We will get this posted asap. We already have a file for a temporary Park Ranger in Mistaken Point that has been advertised and is now in the screening phase. We will hold off on the interviews for that one in the case that there are duplicate applicants. We’ll do one interview for both the temporary and seasonal position.

Lori Reid will be in contact regarding the job ad for this one.

Thanks,
Vanessa

From: French, Sian  
Sent: Wednesday, February 01, 2017 8:39AM  
To: Noseworthy, Vanessa  
Cc: Graham, Jeri  
Subject: FW: Park Ranger Competition- Mistaken Point

Hi Vanessa,

This one will be a priority for us to try to fill before the May seasonal recall date. Jeri Graham is the contact for this file.

Thanks,

Sian

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Environment and Climate Change  
Government of Newfoundland and Labrador  
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From: Hickey, Ellen  
Sent: Tuesday, January 31, 2017 3:57 PM  
To: French, Sian; Graham, Jeri  
Subject: Park Ranger - Mistaken Point

Hi,
Craig will be sending the RSA to Staffing this afternoon to begin the recruitment action for your Seasonal Park Ranger. The position can back today classified.

Ellen Hickey  
Human Resource Consultant  
Resource Sector  
telephone # 729-2284  
fax # 729-2148  
email: ehickey@gov.nl.ca  

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Philpott, Holly

From: French, Sian
Sent: Thursday, February 26, 2015 10:38 AM
To: Firth, Ross
Subject: RE: Park and Reserve Information Request

Do want me to indicate which students are in lieu of a Park Ranger PCN?

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Government of Newfoundland and Labrador
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From: Firth, Ross
Sent: Thursday, February 26, 2015 10:37 AM
To: French, Sian
Subject: RE: Park and Reserve Information Request
Importance: High

Sian

Thanks. I'm looking at field staff only for these sites. Would you please add students under a third column in the table. I've already captured HQ and Doyles.

Thanks,
Ross

From: French, Sian
Sent: Thursday, February 26, 2015 10:23 AM
To: Firth, Ross
Subject: RE: Park and Reserve Information Request

Ross,

Please see info in table below and advise if you need any additional detail.

When you requested year round data associated with each site are you looking for the HQ positions that support the field staff or just year round staff based as those field offices? I have included the latter.

I have also included the student positions in the table. Note that in many of the parks two student positions are in lieu of a vacant seasonal ranger PCN. Alternatively I could modify the number of seasonal positions in the table to include the vacant pcn instead of students. Then the numbers in the table would match the HR records of number of positions.
I note that you have not requested staffing info for HQ or the carpentry shop.

Sian

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Corner Brook, NL A2H 6E6

T (709) 637-2275
F (709) 637-8060

From: Firth, Ross
Sent: Thursday, February 26, 2015 8:33 AM
To: French, Sian
Subject: Park and Reserve Information Request
Importance: High

Sian

Would you please provide me with a staffing complement total for each of our 13 provincial camping parks and 2 ecological reserves. As part of this information, please include the number of seasonal staff and, where appropriate, year round staff associated with each site.

Please provide me with this information no later than noon today.

Thanks,
Ross

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<th></th>
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<th>Yr Round Staff</th>
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</tr>
<tr>
<td>2</td>
<td>Mistaken Point Ecological Reserve, Portugal Cove South</td>
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<td>6</td>
<td>Barachois Pond Provincial Park, Stephenville</td>
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<td>Dildo Run Provincial Park, Tilt Cove</td>
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<td>Frenchman’s Cove Provincial Park, Frenchman’s Cove</td>
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<td>4</td>
<td>J.T. Cheeseman Provincial Park, Port aux Basques</td>
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<td>14</td>
<td>La Manche Provincial Park, La Manche</td>
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<td>Lockston Path Provincial Park, Lockston</td>
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<tr>
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<td>10</td>
<td>Notre Dame Provincial Park, Notre Dame Junction</td>
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<td>Sandbanks Provincial Park, Burgeo</td>
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<tr>
<td>7</td>
<td>Sir Richard Squires Provincial Park, Cormack</td>
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</tbody>
</table>

Ross Firth
Assistant Deputy Minister - Natural Heritage Branch
Department of Environment and Conservation

P.O. Box 2007
117 Riverside Drive
Corner Brook, NL
A2H 7S1

Ph. 709 637 2199
Hi Jeri,

Thank you for your email and your request for comments about public access to the D and E surfaces. This is a complex issue, and you should feel free to send this email to key stakeholders in this issue.

Last summer was the first since 1998 that I did not visit Mistaken Point, so I am grateful for your personal observations about the concerns and discussion about visitor access in your email. The D and E surfaces at Watern Cove are ideally suitable for supervised public access because they are superbly visible in nearly any weather and at any time during the day, are robust and difficult to damage, and are of only moderate scientific value. The same surfaces at Mistaken Point are less amenable to public display because they are only visible late in the day with low sunlight, are more easily damaged by falling rocks, and are of extreme importance to science. In an ideal world the solution would be simple - restrict public visitation of the Mistaken Point surfaces and create an easy and safe access to see them at Watern Cove - and this is precisely what PNAD have attempted to do. I am sad to hear that attempts by PNAD to provide the safe and easy access to Watern Cove needed for this solution have been unsuccessful and that there has been a corresponding and increasingly vocal request by local residents for greater public access to the Mistaken Point surfaces.

This is a highly inopportune time for this issue to come up, while Mistaken Point Ecological Reserve is under consideration for a UNESCO World Heritage Site. I just returned from informal meetings about Mistaken Point at UNESCO headquarters in Paris, and I can assure you that our nomination is strong but that the competition will be fierce and that decisions typically involve very close votes. If we change the policy outlined in our nomination dossier, our conservation policy will come under increased scrutiny and there may also be concerns about the validity of other statements we present in the dossier. If we alienate local residents over this issue, our public policy will come under the same close scrutiny. We all agree that Mistaken Point represents an outstanding opportunity for science, education, the province, and the local community that needs to be safeguarded for all future generations. Where we sometimes differ is how best to achieve our needs and goals now and into the future.

The nomination dossier for Mistaken Point proposes a detailed scientific study to assess the impact of tourist traffic on these surfaces using scientific rather than anecdotal criteria. This study will provide the key baseline data to assess the conservation and utility of Mistaken Point, and I strongly recommend that this study be initiated as soon as possible. In the meantime, I recommend that we maintain current policy until this environmental impact study is complete and the results can be released to all stakeholders. Only at that point will we be able to carry out an informed discussion and make an informed decision about the carrying capacity of Mistaken Point now and into the future.

Thank you for your attention. Feel free to contact me by email or phone if you need any further information or clarifications. I plan to return to Mistaken Point this summer, and would be happy to discuss these issues in greater detail with key stakeholders at that time.

Sincerely yours,
Hi Guy,

I trust you received the copy of the dossier that Tina mailed to you – we note delivery on the tracking site anyway!! And I hope you are enjoying your meetings now that (hopefully!) all the preparation is completed.

We are preparing for the upcoming interpretive season at Mistaken Point and trying to address the issue of public access to the D and E surfaces which has become an issue of extreme concern to the residents of Portugal Cove South.

The local community, as expressed through the Mistaken Point Ambassadors organization and community liaison, is very disappointed with the experience available to visitors to the reserve. They have formally requested that Parks and Natural Areas Division consider allowing public tours to resume on a portion of the main surfaces (ie. on either the D or E, or a portion thereof).

Despite intensive efforts last year, we did not succeed in establishing a suitable means of accessing the proposed alternate viewing location near Watern Cove. The current tour destination is the vantage point looking down onto the E surface just past Watern Cove. This location does not provide visitors with an “up close” experience with the fossils, which from all accounts is what they are looking for. Ongoing erosion of the slope there makes a decent unsafe for our interpreters and for the general public (even if they accept that it is “at their own risk”). We intend to examine the situation once again (and there are both practical and regulatory issues to overcome) to see if we can get a safe means of accessing this site in place. That project could take 1-2 seasons to complete.
The initial decision to limit foot traffic on the D and E surfaces was a precautionary approach based on concerns raised by a few long-term researchers at Mistaken Point. Parks and Natural Areas staff are now working to get a research project funded and underway to examine erosion issues at the D and E surfaces and, in particular, to try and quantify the degree of erosion that has occurred and, if possible, assess the contribution of foot traffic to any documented wear of the fossils on those surfaces. It is expected that the project will take a minimum of 2–3 years to complete.

Given your knowledge and expertise with the D and E surfaces at Mistaken Point, can you offer some comments on the risk of allowing the public tours to access a portion of one of those surfaces for the next 1–3 years?

I know you have commented in the past about the access situation in general, but this is looking in particular at the risk for a defined time period on a limited section of the D (or E) surface at Mistaken Point.

I would really appreciate your thoughts on this,

Jeri

Jeri Graham
Manager, Natural Areas Program
Parks and Natural Areas Division
Department of Environment and Conservation
Government of Newfoundland and Labrador

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Street Address: 117 Riverside Drive, Corner Brook, NL
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Cell phone: 709-636-2777
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Email: jerigr@gov.nl.ca
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I would send them on. Good comments from an expert in the field and some that haven’t been mentioned yet.

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Jeri Graham
Manager, Natural Areas Program
Parks and Natural Areas Division

ATIPPA Section 40 (1)

Hi Jeri:

Thank you for this.

If I may be so forward... I looked at the entire draft and I'd like to offer these few thoughts... not that it is any of my business... just some feedback from a seasoned interpreter:}
1. I would never put an outdoor enthusiast into an office without a window and expect them to be productive. I, personally, need lots of light or I feel 'caged'. The PNAD Enviro & Science office does not seem to have a window. I would maximize on window locations/light for PNAD staff.

2. The multi-purpose room windows look out at cars. The 'closet wall' at the back of the room would be better utilized as having large panoramic windows looking out towards the ocean and the anticipated Cape Race Road to MPER. The wall where the present windows are should be the closet wall.

3. The Meeting Room/Staff Room has an abundance of 'valuable light' that should be used for offices. It will also prove to be a nuisance when showing audio/video presentations. The whole layout of the storage/offices/kitchen/meeting room area should be revisited. The lobby area leading to it is fully accessible by visitors and leads them into the staff washroom/kitchen/and staff area. Visitors need walls and doors to coral them or they will continue to the end of the hall, not knowing where the displays end... or because they are curious, nosy, or lost. This valuable square footage is wasted. A door and wall should somehow close off and discourage the visitor between the first wall of the 'staff washroom' and the far wall of the 'retail office and storage space.' The door and wall can be a panoramic visual incorporated into the 4.3 exhibits. Once reworked, you may find you only need a partial wall in the lunchroom, leaving it more open to the hall area, making for a much more inviting and larger facility. Rooms without windows should be 'storage' if at all possible.

4. When entering the building it is indeed open and airy. Very nice. 'Square Corners' though must be addressed. The visitors desk MUST have curves/round corners... not sharp square corners. Persons in wheelchairs and 'little' people will hit their cheeks and eyes. It is an accident waiting to happen. Been there, done that! Same with the picture exhibit in the center of the room. It needs to be 'rounded' and 'curvy'. Same with the walls. This also gives a more natural feel to the area... all the square corners makes it feel sterile and uninviting.

5. I feel the 'flow' of the exhibits area is confusing. Visitors will almost always turn right when entering a room. Considering the fact that Cape Race is 'after' MPER I would recommend it be experienced toward the end of the interpretive flow. This can be easily fixed by putting a depressed/receded wall on the right when the visitor enters. They will see an EXIT sign with some nice graphics encouraging them to turn left. This does a couple things... 1) it will encourage the flow to go from left to right; very important especially when it is busy 2) it gives the exhibit area an opportunity to create a story line that is consistent with the visitors 'real' experience... if they continue to MPER and the Cape. If the visitor goes right to left around the exhibit area... even the MPER story doesn't flow properly.

6. And lastly... on page 28; 8.3. Should read something like... During the 4 - 4.5 hour hike, the interpreter will offer one of several thematic guided tours. They may choose to point out... etc.

Just my two cents worth trying to help. Hope you don't mind.

All the Best...

Jane
"Imagination is more important than knowledge" - Albert Einstein

Hi Jane,

Check out the primary ideas and presentation concepts from the interpretation plan by Reich + Petch starting on p. 31.

I am reviewing your primary and secondary messages and will have that back to you today.

Jeri

Jeri Graham
Manager, Natural Areas Program
Parks and Natural Areas Division
Department of Environment and Climate Change
Government of Newfoundland and Labrador

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Street Address: 117 Riverside Drive, Corner Brook, NL
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Email: jergraham@gov.nl.ca

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Lori,

Jeri will give you a call to discuss.

thx

Ms. Siân K. French, Director
Parks and Natural Areas Division
Environment and Climate Change
Government of Newfoundland and Labrador
P.O. Box 550, 117 Riverside Drive
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---

From: Graham, Jeri
Sent: Thursday, November 03, 2016 4:43 PM
To: French, Siân
Subject: FW: Mistaken Point Ranger and Interpreter competitions

I can call her tomorrow and advise of the conversation we had with Frank about the likelihood of getting 3 recommendable candidates from a competition.

Jeri

Jeri Graham
Manager, Natural Areas Program
Parks and Natural Areas Division

Address: PO Box 550, Corner Brook, NL A2H 6E6
Street Address: 117 Riverside Drive, Corner Brook, NL
Telephone: 709-637-4066
Cell phone: 709-636-2777
Facsimile: 709-636-2777
Email: jengraham@gov.nl.ca

---

From: Reid, Lori
Sent: Thursday, November 03, 2016 4:24 PM
To: French, Siân
Cc: Graham, Jeri; Butler, Frank
Subject: RE: Mistaken Point Ranger and Interpreter competitions

The paperwork, (RSA’s) are filled out for internal competition and we do advertise internal first due to the collective agreement before we advertise publically unless there is evidence to support we cannot fill these positions internal.
I'm not privy to your previous conversation, feel free to give me a call at 729-3367

Regards,

Lori

Lori Reid
Staffing Specialist, Strategic Staffing
Human Resource Secretariat
(709) 729-3367 (Tel)
(709) 729-6737 (Fax)

From: French, Sian
Sent: Thursday, November 03, 2016 3:57 PM
To: Reid, Lori
Cc: Graham, Jeri; Butler, Frank
Subject: RE: Mistaken Point Ranger and Interpreter competitions

Just wanted to have a conversation with you re internal versus external based on a conversation we had with Frank unless you have already discussed with Jeri and Frank?

Ms. Sián K. French, Director
Parks and Natural Areas Division
Environment and Climate Change
Government of Newfoundland and Labrador
P.O. Box 550, 117 Riverside Drive
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From: Reid, Lori
Sent: Thursday, November 03, 2016 3:50PM
To: French, Sian
Subject: RE: Mistaken Point Ranger and Interpreter competitions

Hi Sian

I have sent draft copies of the job ad for both positions to Jeri, is there anything else you need to discuss?

Regards,

Lori Reid
Staffing Specialist, Strategic Staffing
Human Resource Secretariat
(709) 729-3367 (Tel)
(709) 729-6737 (Fax)

From: French, Sian
Sent: Tuesday, November 01, 2016 8:37 AM
To: Butler, Frank; Reid, Lori
Thanks Frank.

Lori – it would be great to have a quick chat about the competitions. Can you please give me a call when you have a minute?

Thanks,

Sian

Ms. Siân K. French, Director
Parks and Natural Areas Division
Environment and Climate Change
Government of Newfoundland and Labrador
P.O. Box 550, 117 Riverside Drive
Corner Brook, NL A2H 6E6

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F (709) 637-8060

Hi Sian,
These recruitments came back as high priority from your DM. They have been assigned to Lori Reid to chair. She will be in touch as her schedule permits to start the posting process.
Regards,
Frank

Hi Frank,
Any update on the status of these competitions since we last spoke?

Thanks,

Sian

Ms. Siân K. French, Director
Parks and Natural Areas Division
From: Graham, Jeri  
Sent: Tuesday, January 13, 2015 10:06 AM  
To: French, Sian; Porter, Sharon  
Subject: FW: MPER Public Tours

Jeri Graham  
Manager, Natural Areas Program  
Parks and Natural Areas Division  

Address: PO Box 550, Corner Brook, NL A2H 8E6  
Street Address: 117 Riverside Drive, Corner Brook, NL  
Telephone: 709-637-4066  
Cell phone: 709-636-2777  
Facsimile: 709-637-8060  
Email: jenigraham@gov.nl.ca

From: McIlroy, Duncan [mailto:dmcilroy@mun.ca]  
Sent: Friday, October 18, 2013 6:18 PM  
To: Andrews, Scott W; Platt, George E.; Thomas, Richard  
Cc: Southern Avalon Development Association; Hinchey, Alana; McCallum, Amanda; Anne Pennell, Trepassey; Bill Brake, Parks Canada; Catherine Ward, PCS; Chad Butt, ACOA; Charlene Power SADA; Dr. Alistair Bath MUN; Dr. Guy Narbonne, Queen’s University; Pittman, Erika; Genny Coombs, Town of PCS; Gertie Molloy, CR-PCSHI; Ida Perry, Town of PCS; Janet Grace, Town of PCS; Graham, Jeri; Howley, John P.; Cappleman, Julie; Loretta Ryan, CBDC; Marilyn Ward, PCS community rep; Patrick Curran, MPAI Chairperson; Porter, Sharon; Sharon Topping, Town of Trepassey; Power, Tony; Valerie Sullivan, Director at Large; Squires, Susan E; Hennebury, Andy; Ward, Edwina; Brandon Ward MPAI Public Distribution; Keel-Ryan, Juanita; Murphy, Carmela; Hearn, Judith  
Subject: RE: MPER Public Tours

I would ask you all to remember that this site has become what it is because of the science that has been done there. I believe there was some “scientific trash” there which is very unfortunate, but certainly not normal. The impact of the scientists, I would argue, has been minimal and in the main necessary. I for one always walked barefoot whenever I was there for fear of damaging the surface and have spent hour picking out bits of latex from the cracks after I have cast fossils.

Many of us that have worked there for many years have been shocked by the wear and tear, and by how after it was apparently unchanged for so long it has eroded so fast. That surface has probably been there for thousands of years. I have observed it over 15 years. In my opinion the last 4 years I have seen almost all of the observable erosion. Erosion by the weather is unlikely to have accelerated on that timescale for such hard rocks. I can only imagine that it is the passage of feet.

My professional observations unfortunately not quantifiable. I can’t provide “scientific evidence” per-se. But my colleagues and I have looked at that site much more carefully and analytically than almost anyone else. I would swear to the extensive recent damage, but I can’t prove it. None of us anticipated what is happening because of its fame.

We need to remember that the site is sensitive, that there have been thousands of feet on that surface every year particularly for the last 5 years or so. If we allow continued access to the site then I fear that there will not be much left for the UNESCO bid to be based upon, the site will gradually become less well-resourced, and eventually the scientific, educational and aesthetic value will be lost. The finger will then be pointed at us.
It is, in my opinion, imperative that the site is well protected in this most vulnerable time between now and hopefully a successful UNESCO bid. With a successful bid it should become possible, with careful design, to manage access to the fossils, to touch and photograph without actually standing on them, perhaps with a glass floor or similar as I said before.

If this group would like professional written testimony to the damage I am sure I can provide it very quickly from my students and colleagues who have worked at the site.

This decision is an important one, and I regret that I was unaware of the discussion earlier or I would have written before now.

Best wishes

Duncan

Professor Duncan McIlroy
Department of Earth Sciences
Memorial University of Newfoundland

From: Andrews, Scott W [mailto:ScottWAndrews@gov.nl.ca]
Sent: October-18-13 4:04 PM
To: Piatt, George E.; Mcilroy, Duncan; Thomas, Richard
Cc: Southern Avalon Development Association; Hinchey, Alana; McCallum, Amanda; Anne Pennell, Trepassey; Bill Brake, Parks Canada; Catherine Ward, PCS; Chad Butt, ACOA; Charlene Power SADA; Dr. Alistair Bath MUN; Dr. Guy Narbonne, Queen's University; Pittman, Erika; Genny Coombs, Town of PCS; Gertie Molloy, CR-PCSHI; Ida Perry, Town of PCS; Janet Grace, Town of PCS; Graham, Jeri; Howley, John P.; Cappleman, Julie; Loretta Ryan, CBDC; Marilyn Ward, PCS community rep; Patrick Curran, MPAI Chairperson; Porter, Sharon; Sharon Topping, Town of Trepassey; Power, Tony; Valerie Sullivan, Director at Large; Squires, Susan E; Hennebury, Andy; Ward, Edwina; Brandon Ward MPAI Public Distribution; Keel-Ryan, Juanita; Murphy, Carmela; Hearn, Judith
Subject: RE: MPER Public Tours

Hello All:

Some valid points and information. I must highlight though, that you have missed our point regarding restricted access. Our point is not a case of protection verses visitor experience. Both are equally important and have to be considered. Surely we can all agree that if places like the Galapagos Islands, the Grand Canyon, Machu Picchu, Easter Island, the Australian Mammal Fossil Sites etc., can find a way to marry the two than we can also. It is unfair to draw parallels between the impacts of 28 million people visiting San Antonio to the few hundred wanting the privilege of visiting the D&E fossil beds at MPER. Managing visitation creates the demand for an experience where people pay top dollar for the privilege. I sincerely doubt that my visit last Wednesday wearing cloth padded booties over my stocking feet increased the wear and tear on the fossils. You will have to produce scientific data to convince me of that. For instance, what research has been done on the carrying capacity of the Australian mammal fossil site or other similar sites where carrying capacity has been studied and management plans developed to ensure minimal impact on the resource (fossils). I'd suggest that, based on the amount of cobble stuck to the discarded plaster/mold material left at the site, scientific research and naturally occurring weathering processes may be contributing more to fossil erosion then my presence did.

The question of carrying capacity or visitation limits has been asked on several occasions. We must know the level of visitation acceptable to Parks and Natural Areas. This is crucial if we are to continue marketing the destination and developing experiences for travelers. We were by no means suggesting the surfaces be open access, but we have seen no evidence that human footprints are destroying the D&E surfaces. If the acceptable volume of visitation on the D&E site is zero, than this area has already reached the summit of its tourism potential. While the human/fishing history is interesting it is not a unique selling proposition. The oceanic barrens exist in a dozen other places in the province as too
the wildlife one could see while visiting MPER. The hike is indeed beautiful however we have hundreds of more easily accessible beautiful hikes in the province. The tourism potential (and economic generation potential) of the alternate fossil viewing site is poor in my opinion. Even with a set of stairs installed I suggest there are better fossil experiences within a 20 minute drive from St. John’s at Manual’s River and Bell Island. The D&E surfaces are the unique selling proposition. Without some level of managed access, with or without UNESCO designation, the potential for tourism and economic generation is "low".

The quote of the day said when departing the alternate viewing site for the D&E surfaces sums up the value of the privilege of being there, “there’s nothing like standing on the D&E surfaces.” Finding the delicate balance between protection and visitation is critical if there is any hope of reaching the full tourism and economic opportunities of this site. I respectfully suggest that further discussion needs to occur at the next board meeting, though any discussion would be moot if the decision on restricted access is hard and fast.

Bye for now,
sa

Scott Andrews
Manager, Tourism Product Development
Tourism, Culture & Recreation
Government of Newfoundland and Labrador

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http://www.tcr.gov.nl.ca/tcr/tourism/tourism_development/index.html

From: Piatt, George E.
Sent: Thursday, October 17, 2013 7:35 PM
To: McIlroy, Duncan; Thomas, Richard
Cc: Southern Avalon Development Association; Hinchey, Alana; McCallum, Amanda; Anne Pennell, Trepassey; Bill Brake, Parks Canada; Catherine Ward, PCS; Chad Butt, ACOA; Charlene Power SADA; Dr. Alistair Bath MUN; Dr. Guy Narbonne, Queen's University; Pittman, Erika; Genny Coombs, Town of PCS; Gertie Molloy, CR-PCSHI; Ida Perry, Town of PCS; Janet Grace, Town of PCS; Graham, Jeri; Howley, John P.; Cappleman, Julie; Loretta Ryan, CBDC; Marilyn Ward, PCS community rep; Patrick Curran, MPAI Chairperson; Andrews, Scott W; Porter, Sharon; Sharon Topping, Town of Trepassey; Power, Tony; Valerie Sullivan, Director at Large; Squires, Susan E; Hennebury, Andy; Ward, Edwina; Brandon Ward MPAI Public Distribution
Subject: RE: MPER Public Tours

I too, adamantly agree with Dr. Thomas. Furthermore, what will have to happen to satisfy visitors is an unparalleled experience through a holistic approach to the area. After reading some recent articles, it became apparent that visitors want a wholesome experience, especially geotourists, regarding the abiotic, biotic and culture of an area. In developing an interpretive plan it will need to be interactive, intellectually stimulating, fun and all inclusive. One of the most important aspects of the adventure for many will be the hike and the physical experience of walking/touching the fossils. I believe this can be done in a highly stimulating way by ensuring the visitor is provided with information (by the guides as well) on the flora and fauna (the biotic) of the area, the history of the geology from the earliest date till now (abiotic), the culture of the area and how man has lived in and around Mistaken Point, and, finally, an alternate experience to see and touch the fossils.

Protecting and preserving the fossils are of utmost concern but we will need to provide an experience to visitors that helps them to understand these concerns and at the same time give them more than they expected. This interpretive plan must get it right from the beginning.

George
I endorse everything Richard says below. I was shocked in the fall of 2012 how much less relief there was on some of the key fossils.

If and when MP is approved I would hope that something akin to a glass floor would be installed to protect the fossils from wear.

Best wishes

Duncan

On 2013-10-17, at 4:55 PM, "Thomas, Richard" <RichardThomas@gov.nl.ca> wrote:

Dear All, I must admit I was a bit shocked at the end of yesterday’s meeting to hear some members of MPAI calling for PNAD to resume taking public tours onto the “D” and “E” surfaces at Mistaken Point. We ran out of time of course, plus I don’t think I did a very good job of explaining why, in terms of the potential success of the World Heritage bid, I believe such a resumption would be akin to shooting ourselves in the foot. Therefore, I thought I’d provide some background material relevant to the issue and address (what I regard as) a few key points in the ‘tourist satisfaction versus fossil conservation debate’.

1. The legislated mandate of Mistaken Point Ecological Reserve (MPER) is crystal clear: MPER was established to preserve the fossils found there. Scientific research upon the fossils will be encouraged and facilitated. “Educational use will be permitted where it does not conflict with the general objectives of preservation and scientific research.” (Mistaken Point Ecological Reserve Order, 2009. Emphasis added.)

2. This mandate will not change if MPER becomes a World Heritage Site. Under the Wilderness and Ecological Reserves Act, protection of the fossils will always be NL Parks and Natural Areas Division’s (PNAD’s) top priority.

3. Unlike Joggins, Mistaken Point is a “finite” fossil site – that is, ‘new’ fossils are not continually being revealed by coastal erosion.

4. Since 2008, four geologists very familiar with the Reserve have independently told PNAD that, in their opinion, the fossils on the “D” and “E” surfaces are showing signs of wear and tear; i.e., their quality of preservation is deteriorating. I am also convinced that this is the case.

5. As yet, the amount of fossil wear on “D” and “E” has not been quantified and we do not know how much of it is due to foot traffic (versus the effects of natural erosive forces). A scientific
study of this issue (and of the conservation of MPER's fossil-bearing surfaces in general) must be PNAD's top research priority for the Reserve (and, hopefully, future WH Site).

6. Foot traffic upon “D” and “E” is the one form of erosion that can be readily controlled. In the absence of scientific data, PNAD adopted a conservative, responsible management approach (worthy of a potential World Heritage Site) based upon the Precautionary Principle -- i.e., assume that fossil wear due to foot traffic is happening and take action to reduce the problem (by switching public tours to an alternative destination).

7. The “E” Surface exposure at Watern Cove is the Reserve’s best alternative public tour destination. To date, unfortunately, the infrastructure (i.e., a set of seasonally-removable steps and platforms) needed to allow visitors to experience this Surface at close quarters, has not been emplaced.

8. Clearly, preparing the Watern Cove Site to properly accommodate visitors has to be completed before next year’s public tours begin. That being the case, I expect that the 2013 tour season will go down in history as a not-to-be-repeated aberration.

9. Bluntly put, resuming public tours to “D” and “E” (as a knee-jerk response to a few complaints) places tourist satisfaction ahead of the conservation of a component of Mistaken Point’s Outstanding Universal Value. Anticipating such conflicts of interest, UNESCO’s 1996 ‘Declaration of San Antonio’ states: “....the limited values that tourists may place on a site and the economic concerns for tourism revenue cannot be allowed to be the overriding criterion in a site’s conservation and interpretation.” As a potential World Heritage Site, Mistaken Point’s value is far greater than that of a mere ‘tourism product’.

10. When I walk upon the main “D” and “E” surfaces at Mistaken Point I consider it a privilege and not my “right”. Given the anticipated dramatic increase in visitor numbers to Mistaken Point if the WHS bid is successful, I believe that resumption of public tours onto “D” and “E” should only take place once scientific evidence demonstrating that foot traffic is not a factor in the deterioration of the fossils has been obtained. In the interim, while research is underway, the relatively small amount of foot traffic represented by university, conference and other educational tour permit groups, plus three tours per annum for local residents, should continue.

11. Having said all of the above, there is no doubt that public education through interpretative programming (both on-site and at the Interpretive Centre) will obviously be a very important component of the future WH Site’s management plan. It just has to be managed in a way that has no adverse impacts upon MPER’s fossil resources.

In summary, while I too regret the ‘makeshift’ nature of this year’s public tour in MPER and the resultant dissatisfaction expressed by some participants, I believe that such complaints represent a short-term “tempest in a teapot” whose significance is being blown out of proportion.

Concerning the World Heritage application, we’re a long way from being ‘home and dry’ and I think it’s essential that we remain focused on the long-term “big picture”, in order to craft a successful bid. No doubt the IUCN Site Evaluation Team will provide us with lots of advice on these issues after they’ve visited MPER.

All the best, Richard.

Richard G. Thomas (Ph.D.)
World Heritage Project Lead
Mistaken Point Ecological Reserve
On track to get these two RSAs to me today? thx

Ms. Siân K. French, Director
Parks and Natural Areas Division
Environment and Conservation
Government of Newfoundland and Labrador
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Corner Brook, NL A2H 6E6

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Can you please do these RSAs on Wed when you return? Need them in system asap.

Sian

Ms. Siân K. French, Director
Parks and Natural Areas Division
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Sian - do up the rsa's to extend them.

Colleen
Sent from my BlackBerry 10 smartphone on the Bell network.

From: Johnson, Colleen J.
Sent: Tuesday, August 9, 2016 11:09 AM
To: Janes, Colleen G
Subject: RE: MPER Students

yes

From: Janes, Colleen G
Sent: Tuesday, August 9, 2016 11:07 AM
To: Johnson, Colleen J.
Subject: Fw: MPER Students

See below. Enough money in budget?

Sent from my BlackBerry 10 smartphone on the Bell network.

From: French, Sian <SianFrench@gov.nl.ca>
Sent: Tuesday, August 9, 2016 10:29 AM
To: Janes, Colleen G
Subject: FW: MPER Students

Colleen,

Any chance there is some funding available to extend the student positions at MPER by a week to meet demand?

Sian

Ms. Siân K. French, Director
Parks and Natural Areas Division
Environment and Conservation
Government of Newfoundland and Labrador
P.O. Box 550, 117 Riverside Drive
Corner Brook, NL A2H 6E6

T (709) 637-2275
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From: Ward, Lucas
Sent: Tuesday, August 9, 2016 10:36 AM
To: French, Sian; Graham, Jeri
Cc: Ward, Edwina; Power, Tony; Cappleman, Julie; Charron, Louis
Subject: MPER Students

Hello Sian and Jeri,

I'm sure you are all aware of how busy this season has become with the UNESCO status! Statistically August is our busiest month. As a group we agreed to request for a week extension to the student program for those of which who are willing to work. Please let us know if it is at all possible this year for we could definitely use the extra staff.

Cheers,
Can you remind me what the current layoff date is? And how many students would be available and interested? I'll need to calculate potential costs when I ask if there is any funding available.

Ms. Siân K. French, Director
Parks and Natural Areas Division
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Hello Sian and Jeri,

I'm sure you are all aware of how busy this season has become with the UNESCO status! Statistically August is our busiest month. As a group we agreed to request for a week extension to the student program for those of which who are willing to work. Please let us know if it is at all possible this year for we could definitely use the extra staff.

Cheers,

Lucas
Philpott, Holly

From: French, Sian
Sent: Monday, January 30, 2017 12:27 PM
To: Graham, Jeri
Subject: FW: Request for assistance with a Job Class Profile for Mistaken Point World Heritage Site position

fyi

Ms. Siân K. French, Director
Parks and Natural Areas Division
Environment and Climate Change
Government of Newfoundland and Labrador
P.O. Box 550, 117 Riverside Drive
Corner Brook, NL A2H 6E6

T (709) 637-2275
F (709) 637-8060

From: French, Sian
Sent: Monday, January 30, 2017 12:27 PM
To: Croucher, Glen
Subject: Request for assistance with a Job Class Profile for Mistaken Point World Heritage Site position

Glen,

Here is general description of the duties of the position at Mistaken Point Ecological Reserve and World Heritage Site for which we need a suitable job class profile. Some possibilities may be Senior Policy Planning and Research Analyst A or Park Planner (with the addition of supervisory skills), the latter appears to be a better fit. Any advice you can provide would be much appreciated.

This senior position will be responsible for leading the onsite planning and program development, delivery and evaluation for Mistaken Point Ecological Reserve and World Heritage Site as per the WER Act, associated regulations, management plan and the UNESCO World Heritage Site management plan, working with local stakeholders, overseeing the development, implementation and evaluation of visitor services and interpretation program, and enforcement, liaising with other departments provincially and nationally and assisting with international reporting on the World Heritage Site. Also responsible for the onsite supervision and coordination of 7 staff (4 seasonal park interpreters, 1 year round temporary park interpreter, 1 seasonal park ranger, 1 year round temporary park ranger) and 4 seasonal students, work with a colleague on site (Environmental Scientist), and report to Manager of Natural Areas (HL23) in Corner Brook. The position will I think require a minimum of a Masters degree with related field and 4-5 years relevant work experience. Competencies in coordination and supervision of work, strong written and oral communications, excellent interpersonal skills, ability to manage complex tasks, strong leadership and initiative skills, independence, strong analytical and critical thinking skills, a high degree of accountability and decision making for onsite programs.

Sincerely,

Sian
From: French, Sian
Sent: Friday, November 18, 2016 1:17 PM
To: Janes, Colleen G; Malone, Rita C.; Murphy, Ian
Subject: RE: Mistaken Point ranger and interpreter jobs on the public job board

correct

Ms. Siân K. French, Director
Parks and Natural Areas Division
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From: Janes, Colleen G
Sent: Friday, November 18, 2016 12:51 PM
To: French, Sian; Malone, Rita C.; Murphy, Ian
Subject: RE: Mistaken Point ranger and interpreter jobs on the public job board

Public, not just internal, correct?

Ian I believe Keith Hutchings wanted to be advised when these were posted.

From: French, Sian
Sent: Friday, November 18, 2016 11:25 AM
To: Janes, Colleen G; Malone, Rita C.; Murphy, Ian
Subject: FW: Mistaken Point ranger and interpreter jobs on the public job board

FYI – two of the three new MP jobs are now posted on the public job board. These are the two year round temporary positions.

Ms. Siân K. French, Director
Parks and Natural Areas Division
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Government of Newfoundland and Labrador
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Corner Brook, NL A2H 6E6

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From: Graham, Jeri
Sent: Friday, November 18, 2016 11:22 AM
Hi all,

The temporary, year round park ranger and park interpretation technician jobs for Mistaken Point are now up on the government job board.

Closing date is December 2, 2016.

www.hiring.gov.nl.ca/Jobs.aspx/Public

Spread the word,

Jeri

Jeri Graham
Manager, Natural Areas Program
Parks and Natural Areas Division
Department of Environment and Climate Change
Government of Newfoundland and Labrador

Address: PO Box 550, Corner Brook, NL A2H 6E6
Street Address: 117 Riverside Drive, Corner Brook, NL
Telephone: 709-637-4066
Cell phone: 709-636-2777
Facsimile: 709-637-8060
Email: jerigraham@gov.nl.ca
Dear Jeri and Sian, damage to the main "D" and "E" surfaces at Mistaken Point – due to rocks falling/rolling onto them from the adjacent gravel slopes – is the most serious natural threat to OUV within the World Heritage Site. Unfortunately, we are presently in the ridiculous situation where fear that the mitigation measures I have recommended might harm the fossil-bearing surfaces, has prevented PNAD from acting to put a stop to damage that is actually occurring.

I understand that without a geoscience background you are operating outside your comfort zone but, when all is said and done, this is a Geology/Geotech 101 problem. Here are the facts: only a handful of viable, potential stabilisation options are applicable to the site; the best of these, in terms of its practicability (under our governing legislation) and predicted efficacy, is removal ("scaling") combined with a base-of-slope barrier of rock-filled gabion baskets set on thick non-slip mats. From a technical standpoint, the trickiest issue will be controlling drainage at the site.

PNAD previously commissioned Stantec – a well-known, reputable, geotechnical consulting firm – to investigate the stabilization problem and propose solutions. [Redacted] of Stantec was recommended to me by [Redacted] (Director, NL Geological Survey) as being 'one of the best in the business' in this Province. Following the completion of Stantec's report, I exercised due diligence by discussing the stabilisation issue at length with the Stantec team, geotechnical consultant [Redacted], and various other geologists.

It's been over two years since I learned (during a World Heritage Project team conference call) that my recommended stabilisation solution was to be ignored and that you were going to rely upon a future Mistaken Point Scientific Advisory Committee for advice on how to tackle the issue. What shocked me the most about this example of "opinion poll decision making" at HQ was that: 1) even after [Redacted] and [Redacted] resident MPER expert, you still didn't trust my professional expertise and judgement. (An equivalent example would be telling [Redacted] "thanks for finishing that bird survey, but we're having it redone because we don't trust your ornithological competence."); and, 2) despite me being by far the most vocal proponent for the protection of Mistaken Point's fossils since I got here, you believed I was capable of recommending a course of action that would lead to additional damage to the fossil-bearing surfaces.

For PNAD to live up to its responsibility to safeguard Mistaken Point's OUV, continuing to do nothing about this issue is no longer an option. Surely no-one wants to see Mistaken Point set a new record for the shortest time from inscription to appearing on the List of World Heritage in Danger?

---

**Gravel Slope Stabilisation Issue – Chronology:**

*According to [Redacted], at least a couple of years before I arrived, [Redacted] talked to her about stabilizing the gravel slopes (by cutting them down to a stable angle of rest).*

- [Redacted] start work at MPER.
- 24/6/2008: I send my first memo (re fossil protection) that mentions the need to stabilise the gravel slopes above "D" and "E".
- 21/7/2008: In an E-mail, I note that [Redacted] have expressed their concern about the erosion of the gravel slopes at the main fossil site and the consequent "rain of debris" onto "D" and "E".
- 10/7/2009: [Redacted] and her supervisor [Redacted] visit the main fossil site (I talked to them later about the gravel slopes issue.)
• 16/8/2009: In my memo re the major, Aug. 11th, rock fall onto "D", I reiterate "the urgent need to stabilize the gravel slopes above D and E," and mention that [REDACTED] was the first to recommend using gabion baskets at the site.

• 12/5/2010: In a memo about MPER protection priorities, I again note the urgent need for action to stabilize the gravel slopes and rock walls above "D" and "E".

• 18/10/2010: Researcher [REDACTED] documents the impacts of Hurricane Igor upon the gravel slopes above "D" and "E".

• 21/6/2011: I take [REDACTED] to Mistaken Point — prior to [REDACTED] first Coastal Vulnerability Programme RTK GPS survey of the site (and Pigeon Cove). I discuss potential options for gravel slope stabilisation with [REDACTED].

• 13/9/2012: PNAD’s RfP re stabilising the gravel slopes and rock walls is sent to three geotech consulting firms. Stantec wins the contract.

• 22/11/2012: I accompany [REDACTED] of Stantec while they conduct a day of fieldwork at Mistaken Point.

• 28/1/2013: Hard copies of Stantec’s final report arrive in PCS.

• 6/2/2013: I send my review of Stantec’s report to Jeri (cc. Valerie). I agree with Stantec that “removal” (= “scaling”) with the addition of a base-of-slope barrier consisting of rock-filled gabion baskets (set on thick non-slip mats) is our best stabilisation option.

• 14/3/2013: Valerie and I have a productive meeting with [REDACTED] of Stantec to discuss their report and how to proceed. [REDACTED] recommends [REDACTED] as the person best suited to take on the stabilisation work.

• 8/4/2013: I take NL’s renowned, ‘niche’ geoengineering consultant [REDACTED] to Water Cove and Mistaken Point. We discuss stabilisation solutions for the gravel slopes and rock walls at the main fossil site. They state that we definitely need to emplace a base-of-slope barrier.

• 24/9/2013: In a memo to [REDACTED] about the costs of stabilizing the gravel slopes (for inclusion in the WHS Project’s proposed budget) I write that “as Jeri noted”, scaling plus gabion baskets is PNAD’s “preferred option”. Jeri and [REDACTED] estimate the stabilisation project will cost $20,700.

• 13/3/2014: Stabilisation of the gravel slopes is included in the list of WH Project items for which Requests for Proposals need to be written.

• 17/9/2014: WH Team conference call in which [REDACTED] states she “doesn’t like the Stantec Report” and Jeri informs me that, “in case something goes wrong”, PNAD wants the (future) Scientific Advisory Committee to tell us how to stabilise the gravel slopes. I respond to this news with my “Long Goodbye” E-mail.

• 28/6/2014: After an MPAI meeting, Jeri writes that PNAD wants to leave MPAI out of any involvement in the gravel slopes stabilisation project. (MPAI are pushing for work on the project to commence asap.)

• 30/8/2016: At an MPAI Board meeting, Sian turns down MPAI’s repeated offers of funding to get the gravel slopes stabilisation project started.

Attached photos:


2323 = cobbles etc. that have fallen/rolled onto the "D" Surface (taken on 12/4/2016).

2329 = impact mark from falling rock (white - to left of scale) on "E" Surface. Holotype of Beothukis mistakensis is just above scale (taken on 12/4/2016).
Morning

Students are appointed on an up to 13 week basis through the Minister's office. There is no competitive process or recall rights. Number of weeks vary depending on location and requirements.

Ross

Ross Firth
Assistant Deputy Minister - Natural Heritage Branch
Department of Environment and Conservation

P.O. Box 2007
117 Riverside Drive
Corner Brook, NL
A2H 7S1

Ph. 709 637 2199

Please see below

Ross Firth
Assistant Deputy Minister - Natural Heritage Branch
Department of Environment and Conservation

P.O. Box 2007
117 Riverside Drive
Corner Brook, NL
A2H 7S1

Ph. 709 637 2199
Yes, but some questions — see below

Colleen
Is this what you’re looking for?

Recalls:
Park Technician: 1
Park Interpretation Tech: 4
Park Ranger: 67
Labourer II: 5
Manager I: 10

Competition Underway:
Park Interpretation Tech: 2 (for where?) Mistaken Point. Currently posted and closing March 18.
Park Ranger: 10
Labourer II: 1

On Hold/Requiring Competition:
Park Ranger: 2
Park Interpretation Tech: 2 (for where?) Cape St. Mary’s
Labourer II: 1

Summer Student Recalls (how do these work on recall? Did they compete?) I don’t recall this being a competitive process. Usually 13 week appointments done through the Minister’s office. I’ll confirm.
Summer Students: 23
Thanks, good.

Rita Malone
Assistant Deputy Minister
Natural Heritage
Department of Environment & Climate Change

Sent from my BlackBerry 10 smartphone on the Bell network.

Ok. One of the RSA’s need to be changed then, as both show a March 31st end date and both in the comments section reference it as a year round position. Edit whichever is most appropriate. Once competition is done I suspect the season will be ended however we could do the competition so as to have it all sorted out to begin at season opening next year.

Colleen,
Yes one ranger is seasonal and one is year round temporary.

We discussed competitions with HR and they advised that Collective Agreement required that the positions be posted internally given the number of internal staff in the district in similar classifications who might be interested in year round employment. They also advised that posting could be for a short period, i.e. a week and if no qualified applicants it could be reposted as public.

Sian

Ms. Siân K. French, Director
Parks and Natural Areas Division
Environment and Climate Change
Government of Newfoundland and Labrador
P.O. Box 550, 117 Riverside Drive
Corner Brook, NL A2H 6E6
From: Janes, Colleen G  
Sent: Monday, August 22, 2016 10:06 PM  
To: French, Sian  
Cc: Johnson, Colleen J.; Hickey, Ellen; Malone, Rita C.  
Subject: Fw: Mistaken Point positions

Sian

Ellen routed the 3 RSAs to me - RSA-2016-85, -86, and -87

Two questions:
1) both ranger RSAs are for year round positions, but per Colleen Johnson's note below it seems as if we were approved only for 1 and year round and 1 as seasonal. Was that an error in the second RSA?

2) all are indicated for internal competition even though the positions are in a remote area and require certain skills and knowledge. The applicant pool is likely to be small. Why not public posting?

Colleen

Sent from my BlackBerry 10 smartphone on the Bell network.

From: Johnson, Colleen J. <johnsonc@gov.nl.ca>  
Sent: Tuesday, August 9, 2016 9:55 AM  
To: Janes, Colleen G  
Subject: Mistaken Point positions

As requested

<table>
<thead>
<tr>
<th>Position</th>
<th>Status</th>
<th>Employee</th>
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<tr>
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<td>Temporary</td>
<td>Tony Power</td>
</tr>
<tr>
<td>Environmental Scientist</td>
<td>Temporary</td>
<td>Richard Thomas</td>
</tr>
<tr>
<td>Ranger</td>
<td>Temporary</td>
<td>Vacant</td>
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<tr>
<td>Ranger</td>
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<td>Interpretation Technician</td>
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<td>Edwina Ward</td>
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<td>Julie Cappleman</td>
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</tr>
</tbody>
</table>
Philpott, Holly

From: Janes, Colleen G
Sent: Friday, August 19, 2016 4:54 PM
To: Malone, Rita C.
Subject: FW: RSAs for position as Mistaken Point

Another for our list.

It’s a long one, so it might take several sessions 😊

We will focus on the most critical priorities Monday, along with a general chat about your branch.

Have a nice weekend.

From: Hickey, Ellen
Sent: Friday, August 19, 2016 3:52 PM
To: Johnson, Colleen J.; Janes, Colleen G
Subject: RSAs for position as Mistaken Point

Good Afternoon,

Craig will workflow a couple of RSAs next week to you ladies they are for the new positions at Mistaken Point you will notice there are no PCN on the three RSAs; when I get the RSAs back approved I will then have the positions officially created.

I will send both Sherry and Colleen (Johnson) a copy of the PCNs when they are created to update your files.

Ellen Hickey
Human Resource Consultant
Resource Sector
telephone # 729-2284
fax # 729-2148
e-mail: ehickey@gov.nl.ca

We foster the development of a diverse organization where employees are safe, engaged, productive and informed in their pursuit of excellence.
Minister,

Not sure where the misunderstanding is originating but I attended the MPAI board meeting yesterday and confirmed that we were proceeding with the process to recruit the three positions for MP, one year round ranger, one seasonal ranger, and one year round interpreter. RSAs have been prepared and submitted via the TRIM process seeking approval to send these three positions to the PSC for recruitment this fall.

At yesterday’s meeting MPAI requested info on the job descriptions and I sent the Job Class Profile for Park Ranger and Park Interpreter out this morning. Perhaps someone assumed that since there were two attachments there were two positions? There will of course be two Ranger positions but they have the same job description.

Hope this helps,

Sian

Ms. Siân K. French, Director
Parks and Natural Areas Division
Environment and Climate Change
Government of Newfoundland and Labrador
P.O. Box 550, 117 Riverside Drive
Corner Brook, NL A2H 6E6

T (709) 637-2275
F (709) 637-8060

From: Trimmer, Perry
Sent: Wednesday, August 31, 2016 12:09 PM
To: French, Sian; Malone, Rita C.
Cc: Janes, Colleen G; Timmins, Emily
Subject: Fw: Mistaken Point Ecological Designation.

Sent from my BlackBerry 10 smartphone on the Bell network.

From: Hutchings, Keith <keithhutchings@gov.nl.ca>
Sent: Wednesday, August 31, 2016 9:34 AM
To: Trimmer, Perry
Cc: Murphy, Ian; O'Driscoll, Joan
Subject: RE: Mistaken Point Ecological Designation.
Minister:

Further to the email below I am following up on the staffing and operational support for MP following designation. Your email below indicates on designation 3 positions would be added to meet the needs. A meeting yesterday with MPAI informed that only 2 additional positions would be added, that being a Park Interpretation Technician and Ranger, it was our understanding that 2 Rangers would be hired. Could you provide some clarification on the 2 positions advertised as opposed to the 3 indicated.

Thanks for your attention to this matter.

Regards
Keith

---

From: Trimper, Perry
Sent: Thursday, June 30, 2016 4:34 PM
To: Hutchings, Keith
Cc: Murphy, Ian
Subject: Re: Mistaken Point Ecological Designation.

Proposed reply should you wish to use it to respond:

Hello Keith - greetings from Arras. I am over here with family and friends - joining in with many others for the anniversary tomorrow.

I am pleased to say that planning for an event, in the anticipation of a positive announcement in mid July, appears to be well underway. Staff will be providing the draft event scenario to MPAI on June 30th, for the event slated to be held on July 23. I am in France as I mentioned, so assume this was done today.

On the matter of operational supports, I am pleased to say that the 4 seasonal students have been hired, and the 4 seasonal interpretation technicians are in place, as well as the environmental scientist and reserve manager. Three other positions are pending the designation decision and the budget is in place to recruit for those should designation be received.

A MOU with Cape Race Heritage is being prepared and we hope to be in a position to provide them with a draft in the coming weeks. Finally, phase 2 (of 3) of the interpretation master plan is in progress, with a meeting to discuss coming up in mid July.

I hope this is helpful. If you have any further questions please let me know.

Regards

PGT

Sent from my BlackBerry 10 smartphone on the Bell network.

From: Hutchings, Keith
Sent: Wednesday, June 29, 2016 5:42 PM
To: Trimper, Perry
Subject: Mistaken Point Ecological Designation.

Dear Minister:
I attended a meeting yesterday in Portugal Cove South with the Mistaken Point Ambassadors Inc Committee which highlighted and discussed a recognition celebration in mid July of the culmination of this success for the community, region and province related to receiving UNESCO World Heritage Designation. While Parks staff from your Department were on by phone there appeared little detail on planning of the event complete or what it would entail. Can you confirm if your Department has budgeted funds to help recognize the efforts of all concerned and to advertise and market such an enormous event which includes both the protection of these rare fossils but as well the opportunities for economic diversification for the southern Avalon.

The meeting yesterday appeared to contain very little details and a long list of questions as date is fast approaching. In addition in our meeting in March with you and members of MPAI, a number of issues were requested to be reviewed by you and your department re: increased operational assistance required as result of designation, enhanced collaborative experience for visitors between Parks Interpreters and Cape Race Heritage, interpretation building enhancement for the future and other issues. Thanking you in advance for your attention to these very important matters.

Regards
Keith
Sent from my BlackBerry 10 smartphone on the Bell network.
Now then, always thinking, a compliment to you both.

Marilyn, can you book a time so we can deal with this, and take stock on Mistaken Point.

Rita Malone
Assistant Deputy Minister
Natural Heritage
Department of Environment & Climate Change

Sent from my BlackBerry 10 smartphone on the Bell network.

Rita,

I understand that the HR proposal for MP outlined in our MP Budget 2017/18 note did not go beyond the Department. I have discussed this with Jeri and offer an alternate proposal. ECC can create a new temporary CG position at Mistaken Point to reflect the skill set needed for the World Heritage Site. The DM has the authority to create temporary positions (TB approval not required).

I consulted Ellen Hickey at HR on the process outlined below.

Process:
1. Seek approval in principle from DM to create a new temporary CG position at Mistaken Point to recruit a skill set needed for MP WHS. Position to be funded within current salary budget by not extending an existing temporary position within ECC.
2. Prepare a PDQ (to be signed by ADM) outlining the skill set required and submit to HR/Compensation and Classification for classification review
3. C&C review classification (Ellen advises that without DM intervention this process could take upward of 2 years)
4. Once classified, send for competition, and give 30 day notice (or more) to affected temporary employee that the temporary position is no longer needed.

Can we meet to discuss?

Sian

Ms. Siân K. French, Director
Parks and Natural Areas Division
We were wondering if there was any student funding left for two new student positions as CSM. They don’t have any student positions and no RSAs have been submitted. Sounds like there is no opportunity?

Sian

I believe I have seen RSAs for all of your student allotment

Colleen

Ross/Colleen,

Is there any funding remaining in the student fund for this year? I asked Sharon to prepare a summary of the potential for student work at CSM (see below) and we would certainly be interested in pursuing this for this summer if support and funding are available.

Thanks,

Sian

Ms. Siân K. French, Director
From: Porter, Sharon  
Sent: Friday, June 26, 2015 4:41 PM  
To: French, Sian  
Cc: Porter, Sharon  
Subject: Cape St. Mary's ER - Student Positions

Hi Sian:

I would like to have two student positions for Cape St. Mary's to assist the Interpreters. I have discussed the need with the staff and we agree the duties for a student will include:

1. Front Desk - meet and greet visitors, record visitation, hand out orientation information, confirm tour bookings, answer phone calls  
2. Trail maintenance - regular clean-up of slippery areas (sheep manure), double check trail post are upright  
3. Assist Interpreters accompany the Interpreter on the trail with large tour groups  
4. Assist with planning and delivery of Special Events  
5. While at the front desk maintain radio contact with Interpreters in the Reserve at all times  
6. Understand and play a role in the Emergency Plan as required  
7. Students will work alongside an Interpreter

The center is open seven days a week from 8 am – 7 pm daily, with seven Performance Series each Saturday night starting July 18 – Sept 6. It is currently a challenge for the four Interpreters to cover all that is required at this site without the assistance of students.

I am aware of students in the area who have the interest and would fit the requirements for a position with us at this site.

Thank you  
Sharon

Manager of Environmental Education  
Project Manager  
World Heritage Nomination  
Mistaken Point Ecological Reserve

Telephone: 709-729-7016  
Fax: 709-729-7135
Philpott, Holly

From: French, Sian
Sent: Monday, January 30, 2017 12:13 PM
To: Graham, Jeri
Subject: RE: Job Class Profile for Mistaken Point World Heritage Site position

Thanks,

Did you review the Job Class Profile of Park Planner? I thought it was surprisingly close to the a good job description and might be modified to be supervisory?

Ms. Sìàn K. French, Director
Parks and Natural Areas Division
Environment and Climate Change
Government of Newfoundland and Labrador
P.O. Box 550, 117 Riverside Drive
Corner Brook, NL A2H 6E6
T (709) 637-2275
F (709) 637-8060

From: Graham, Jeri
Sent: Monday, January 30, 2017 12:07 PM
To: French, Sian
Subject: RE: Job Class Profile for Mistaken Point World Heritage Site position

I think you have covered the duties. I made a few corrections in red (see below)

I would suggest minimum of a Bachelor's degree, Masters preferred so as to not exclude candidates who may be suitable. If there a lot of suitable candidates, you can always screen on the asset (ie. Master's preferred).

Neither of the suggest job titles is that close unfortunately – senior research analyst is better because of supervisory stipulation.

Jeri

Jeri Graham
Manager, Natural Areas Program
Parks and Natural Areas Division
Address: PO Box 550, Corner Brook, NL A2H 6E6
Street Address: 117 Riverside Drive, Corner Brook, NL
Telephone: 709-637-4066
Cell phone: 709-636-2777
Facsimile: 709-637-8060
Email: jergraham@gov.nl.ca
Subject: Job Class Profile for Mistaken Point World Heritage Site position

Importance: High

Jeri,

Am I missing any key pieces of knowledge or duties for the position?

Glen,

Here is general description of the duties of the position at Mistaken Point Ecological Reserve and World Heritage Site for which we need a suitable job class profile. I think it would be a CG 40 at a minimum. Some possibilities may be Senior Policy Planning and Research Analyst A or Park Planner. Any advice you can provide would be much appreciated.

This senior position will be responsible for leading the onsite planning and program development, delivery and evaluation for Mistaken Point Ecological Reserve and World Heritage Site as per the WER Act, associated regulations, management plan and the UNESCO World Heritage Site management plan, working with local stakeholders, overseeing the development, implementation and evaluation of visitor services and interpretation program, and enforcement, liaising with other departments provincially and nationally and assisting with international reporting on the WHS. Also responsible for the onsite supervision and coordination of 7 staff (4 seasonal park interpreters, 1 year round temporary park interpreter, 1 seasonal park ranger, 1 year round temporary park ranger and 4 seasonal students) work with a colleague on site (Environmental Scientist), and report to Manager of Natural Areas (HL23) in Corner Brook. The position will I think require a minimum of a Masters degree with related field and 4-5 years relevant work experience. Competencies in coordination and supervision of work, strong written and oral communications, excellent interpersonal skills, ability to manage complex tasks, strong leadership and initiative skills, independence, strong analytical and critical thinking skills, a high degree of accountability and decision making for onsite programs.

Sian

Ms. Siân K. French, Director
Parks and Natural Areas Division
Environment and Climate Change
Government of Newfoundland and Labrador
P.O. Box 550, 117 Riverside Drive
Corner Brook, NL A2H 6E6

T (709) 637-2275
F (709) 637-8060
Hi Jeri,

I just returned from the UNESCO meetings in Paris to find your email waiting for me. I regret to inform you that, in my view, changing our rules to allow public access onto the D and E surfaces at Mistaken Point at this point would be nearly fatal to our proposal for World Heritage.

The dossier is the official document and plan that we submitted to UNESCO in January. This was signed by all of us -- the Government of Newfoundland and Labrador, the Department of Environment and Conservation, the Mistaken Point Ambassadors, and the key scientists -- and this dossier has to be our position through the whole of the competition process. If we deviate from our published game plan we will lose credibility with IUCN and UNESCO, and ultimately will lose the battle for World Heritage designation.

The local community is trying to help, but if they are successful at getting public access to the site then the fight for WHS designation will be lost. That will be the end of the dream, and the beginning of a very harsh reality. We need to re-establish a good dialogue with the community so we can move in unison towards our common goals.

What can be done? As I stated in my email this morning, I strongly support a study to determine the effect of human impact on the Mistaken Point site and also strongly support efforts to find a permanent solution to getting visitors safely down the slope at Watern Cove so they can have a close hands-on experience with the fossils without negatively impacting either the scientific potential or the conservation integrity of Mistaken Point. The results of these two studies/projects will give us much more information to reach an equitable and sustainable solution consistent with the needs of the scientists, local community, provincial government, and the rules of UNESCO and IUCN. The bottom line, though, is that we should not implement any changes to our procedures until we have completed these studies and have the necessary information for an informed decision. We most certainly should not be trying to make any "temporary" changes in the months leading up to our official site visit at the end of next summer or the decision that will be announced in July 2016.

Over the past 15 years I have run seven international field trips to Mistaken Point, and each one has enthusiastically volunteered that the relationship between the scientists, government, and the local community at Mistaken Point is the best anywhere in the world. I believe in this, and happily put a lot of work into writing the scientific parts of the dossier and in representing it in Paris last week. It will be difficult for me to continue in this role if I can no longer believe that we are committed as a group to the conservation ethics and dialogue we presented so convincingly in our dossier. Can we agree to continue to present our dossier as fully representing our united application for official World Heritage status? Can we also agree to move forward on the two studies listed above which will provide key information on managing the site for present and future generations, and may reveal other means of presenting our story consistent with community needs, the conservation of the site, and our obligations to UNESCO?

Thank you for providing this opportunity to present my views on this important issue. I would be happy to provide this information to you on letterhead or to discuss this with you further by phone.
On Fri, Mar 6, 2015 at 12:15 PM, Graham, Jeri <jerigraham@gov.nl.ca> wrote:

Hi Guy,

I wonder if you have had some time to consider my questions on the risk of a short-term return of public tours to one of the main fossil surfaces (probably the D surface or part of it). This would be an interim measure while we pursue (again) access to Watem Cove and also get a study underway on erosion of the D and E surfaces.

We are being pressed for a decision by MPAI and when we broached it with our DM (who has also had a meeting with MPAI members), one of the first things he asked was “what was Dr Narbonne’s opinion”. So, since we have been requested to put forward an information package to the DM next week, I am really hoping that you can offer some comment on my question.

It would also be helpful, if you offered some thoughts on possible scenarios that, in the short term, might be the least risk from a scientific point of view.

Thanks! Have a great weekend! We are piled metres high with snow here – I imagine you are enjoying a little more warmth!

Jeri

Jeri Graham
Hi Guy,

I trust you received the copy of the dossier that Tina mailed to you — we note delivery on the tracking site anyway!! And I hope you are enjoying your meetings now that (hopefully!) all the preparation is completed.

We are preparing for the upcoming interpretive season at Mistaken Point and trying to address the issue of public access to the D and E surfaces which has become an issue of extreme concern to the residents of Portugal Cove South.

The local community, as expressed through the Mistaken Point Ambassadors organization and community liaison, is very disappointed with the experience available to visitors to the reserve. They have formally requested that Parks and Natural Areas Division consider allowing public tours to resume on a portion of the main surfaces (ie. on either the D or E, or a portion thereof).

Despite intensive efforts last year, we did not succeed in establishing a suitable means of accessing the proposed alternate viewing location near Watern Cove. The current tour destination is the vantage point looking down onto the E surface just past Watern Cove. This location does not provide visitors with an “up close” experience with the fossils, which from all accounts is what they are looking for. Ongoing erosion of the slope makes a decent unsafe for our interpreters and for the general public (even if they accept that it is “at their own risk”). We intend to examine the situation once again (and there are both practical and
regulatory issues to overcome) to see if we can get a safe means of accessing this site in place. That project could take 1-2 seasons to complete.

The initial decision to limit foot traffic on the D and E surfaces was a pre-cautionary approach based on concerns raised by a few long-term researchers at Mistaken Point. Parks and Natural Areas staff are now working to get a research project funded and underway to examine erosion issues at the D and E surfaces and, in particular, to try and quantify the degree of erosion that has occurred and, if possible, assess the contribution of foot traffic to any documented wear of the fossils on those surfaces. It is expected that the project will take a minimum of 2 – 3 years to complete.

Given your knowledge and expertise with the D and E surfaces at Mistaken Point, can you offer some comments on the risk of allowing the public tours to access a portion of one of those surfaces for the next 1-3 years?

I know you have commented in the past about the access situation in general, but this is looking in particular at the risk for a defined time period on a limited section of the D (or E) surface at Mistaken Point.

I would really appreciate your thoughts on this,

Jeri

Jeri Graham
Manager, Natural Areas Program
Parks and Natural Areas Division
Department of Environment and Conservation
Government of Newfoundland and Labrador

Address: PO Box 550, Corner Brook, NL A2H 6E6
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Philpott, Holly

From: French, Sian
Sent: Thursday, January 26, 2017 2:04 PM
To: Malone, Rita C.
Cc: Graham, Jeri
Subject: Mistaken Point - Request to create new position

Rita,

I understand that the HR proposal for MP outlined in our MP Budget 2017/18 note did not go beyond the Department. I have discussed this with Jeri and offer an alternate proposal. ECC can create a new temporary CG position at Mistaken Point to reflect the skill set needed for the World Heritage Site. The DM has the authority to create temporary positions (TB approval not required).

I consulted Ellen Hickey at HR on the process outlined below.

Process:
1. Seek approval in principle from DM to create a new temporary CG position at Mistaken Point to recruit a skill set needed for MP WHS. Position to be funded within current salary budget by not extending an existing temporary position within ECC.
2. Prepare a PDQ (to be signed by ADM) outlining the skill set required and submit to HR/Compensation and Classification for classification review
3. C&C review classification (Ellen advises that without DM intervention this process could take upward of 2 years)
4. Once classified, send for competition, and give 30 day notice (or more) to affected temporary employee that the temporary position is no longer needed.

Can we meet to discuss?

Sian

Ms. Siân K. French, Director
Parks and Natural Areas Division
Environment and Climate Change
Government of Newfoundland and Labrador
P.O. Box 550, 117 Riverside Drive
Corner Brook, NL A2H 6E6

T (709) 637-2275
F (709) 637-8060
Philpott, Holly

From: French, Sian
Sent: Tuesday, November 29, 2016 10:29 AM
To: Malone, Rita C.; Graham, Jeri
Subject: RE: email from Keith Hutchings

Not sure what Keith is asking about. We have a GS 41 –Environmental Scientist position that is Dr. Richard Thomas. I am not aware of any GS 42 positions re MP.

Ms. Siân K. French, Director
Parks and Natural Areas Division
Environment and Climate Change
Government of Newfoundland and Labrador
P.O. Box 550, 117 Riverside Drive
Corner Brook, NL A2H 6E6
T (709) 637-2275
F (709) 637-8060

From: Malone, Rita C.
Sent: Tuesday, November 29, 2016 9:44 AM
To: French, Sian; Graham, Jeri
Subject: FW: email from Keith Hutchings

I do not see a position on the chart.

RITA MALONE
ADM – Natural Heritage Branch
Dept. of Environment and Climate Change
117 Riverside Drive
Corner Brook, NL A2H 7S1
Phone: 709-637-2135

From: Janes, Colleen G
Sent: Tuesday, November 29, 2016 8:52 AM
To: Malone, Rita C.
Subject: Fw: email from Keith Hutchings

Rita - did you reply to him? What position is he referring to?

Sent from my BlackBerry 10 smartphone on the Bell network.

From: Hutchings, Keith <keithhutchings@gov.nl.ca>
Sent: Friday, November 25, 2016 2:52 PM
To: Janes, Colleen G
Subject: Fw:

Hi Colleen:
Could I get an answer to the question below regarding Environmental position GS 42?

Thanks
Keith

From: Hutchings, Keith <keithhutchings@gov.nl.ca>
Sent: Friday, November 4, 2016 12:08 AM
To: Malone, Rita C.
Subject: Re:

Thanks Rita

The other question below was related Environmentalist Position GS 42 and whether temporary and would be advertised.

Thanks
Keith

Sent from my BlackBerry 10 smartphone on the Bell network.

From: Malone, Rita C.
Sent: Monday, October 17, 2016 3:25 PM
To: Hutchings, Keith
Subject: RE:

Hello, the first two will be on the board internally in the next week or so, as there may be people on layoff etc. The seasonal will be posted after we secure treasury board approval to create a new seasonal. This will be completed within a few weeks as well.

I will update you as it progresses. Thanks, Rita

RITA MALONE
ADM – Natural Heritage Branch
Dept. of Environment and Climate Change
117 Riverside Drive
Corner Brook, NL A2H 7S1

Phone: 709-637-2135
From: Hutchings, Keith
Sent: Monday, October 17, 2016 3:09 PM
To: Janes, Colleen G
Cc: Malone, Rita C.
Subject: Re:

Ok thanks.

Sent from my BlackBerry 10 smartphone on the Bell network.

From: Janes, Colleen G
Sent: Monday, October 17, 2016 3:08 PM
To: Hutchings, Keith
Cc: Malone, Rita C.
Subject: RE:

Hi Keith

Rita was checking and going to circle back with you. I've copied her so she can give you an update.

Colleen

From: Hutchings, Keith
Sent: Monday, October 17, 2016 3:04 PM
To: Janes, Colleen G
Subject:

Hi Colleen:
Following up on meeting the other day when we discussed the 3 positions to be advertised related to Mistaken Point. Are they advertised and if so internally or access for people in region to apply? As well I was asked about the Environmental Scientist (GS 42) position and whether that is temporary and will that be advertised in future.

Thanks

Keith

Sent from my BlackBerry 10 smartphone on the Bell network.
I recall our conversation with Frank he was okay with the competitions going public? Both job ads currently say internal? Have you discussed with Lori?

Ms. Siân K. French, Director
Parks and Natural Areas Division
Environment and Climate Change
Government of Newfoundland and Labrador
P.O. Box 550, 117 Riverside Drive
Corner Brook, NL A2H 6E6

T (709) 637-2275
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Sian,

Lori sent me the job ads and they will need a little work. I will be doing that today.

Jeri

Jeri Graham
Manager, Natural Areas Program
Parks and Natural Areas Division

Hi Jeri

Please see both draft copies of the Mistaken Point temporary positions. Feel free to make changes to the duties or selection criteria and assessment criteria sections. Highlight in red any new edits.

Thanks in advance
Lori Reid
Staffing Specialist, Strategic Staffing
Human Resource Secretariat
(709) 729-3367 (Tel)
(709) 729-6737 (Fax)

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