

WE
ARE

WE ARE THE NEWFOUNDLAND AND LABRADOR PUBLIC SERVICE

Newfoundland and Labrador's public service is some 8,000 employees strong. Look a little closer and you'll discover what makes the public service so vibrant, diverse, and dynamic. It's what we do. Exciting, rewarding, and meaningful work in a diversity of professional fields. It's what we bring to the table. A wealth of skills, leadership and innovation; integrity, professionalism, and quality of work. All with a tremendous pride in what we do and the difference it makes in people's everyday lives. That's what defines the Newfoundland and Labrador public service. **It is who we are.**



RICHES FROM THE EARTH

THE MINING INDUSTRY IS CYCLICAL, AND WHILE GOLD IS ALWAYS A HOT COMMODITY, THIS YEAR THE MARKET DARLING MIGHT BE URANIUM AND NEXT YEAR IT COULD BE NICKEL AND COPPER. Every summer, Geologists with the Department of Natural Resources are out in the field doing what they love: gathering data they will later turn into maps that exploration and mining companies need to find economic deposits of minerals. This work is spread across the province but the bulk of expenditure tends to be in Labrador where much remains to be discovered. The principal goal is to provide the exploration roadmaps that help lead the mineral exploration industry to discoveries. The work also has implications in developing protected areas, regional planning and in providing baseline information on metals in the environment. Geologists also analyze the never-ending stream of core samples and data that pour in from exploration programs around the province. Even if a hole doesn't turn up what the market wants right now, there is still valuable information on subsurface geology to be gleaned from the cores. Perhaps the greatest reward of geology is picking up a rock that leads to a mineral discovery.



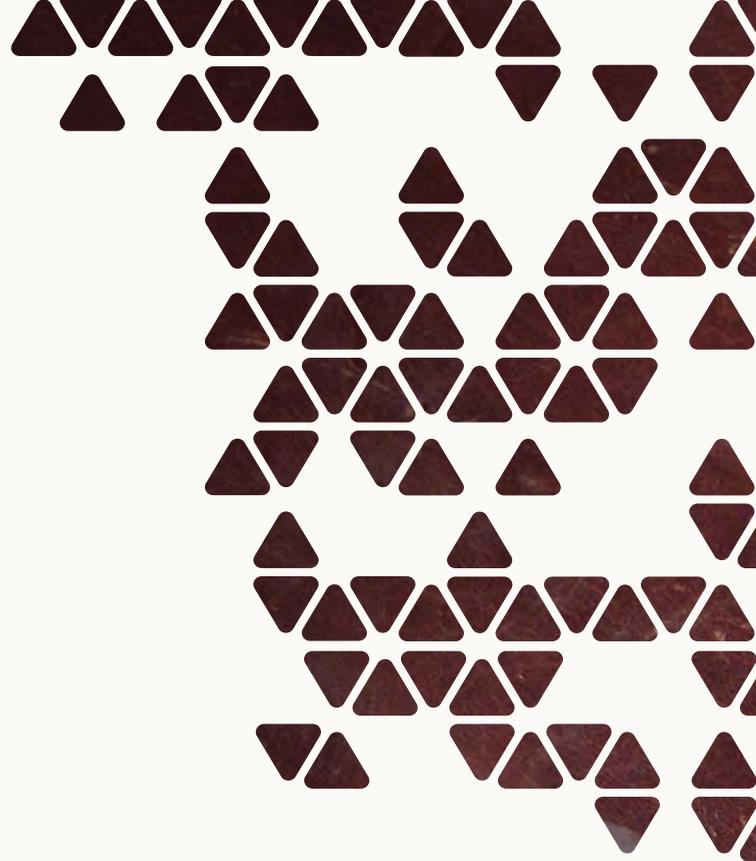
WE ARE GEOLOGISTS

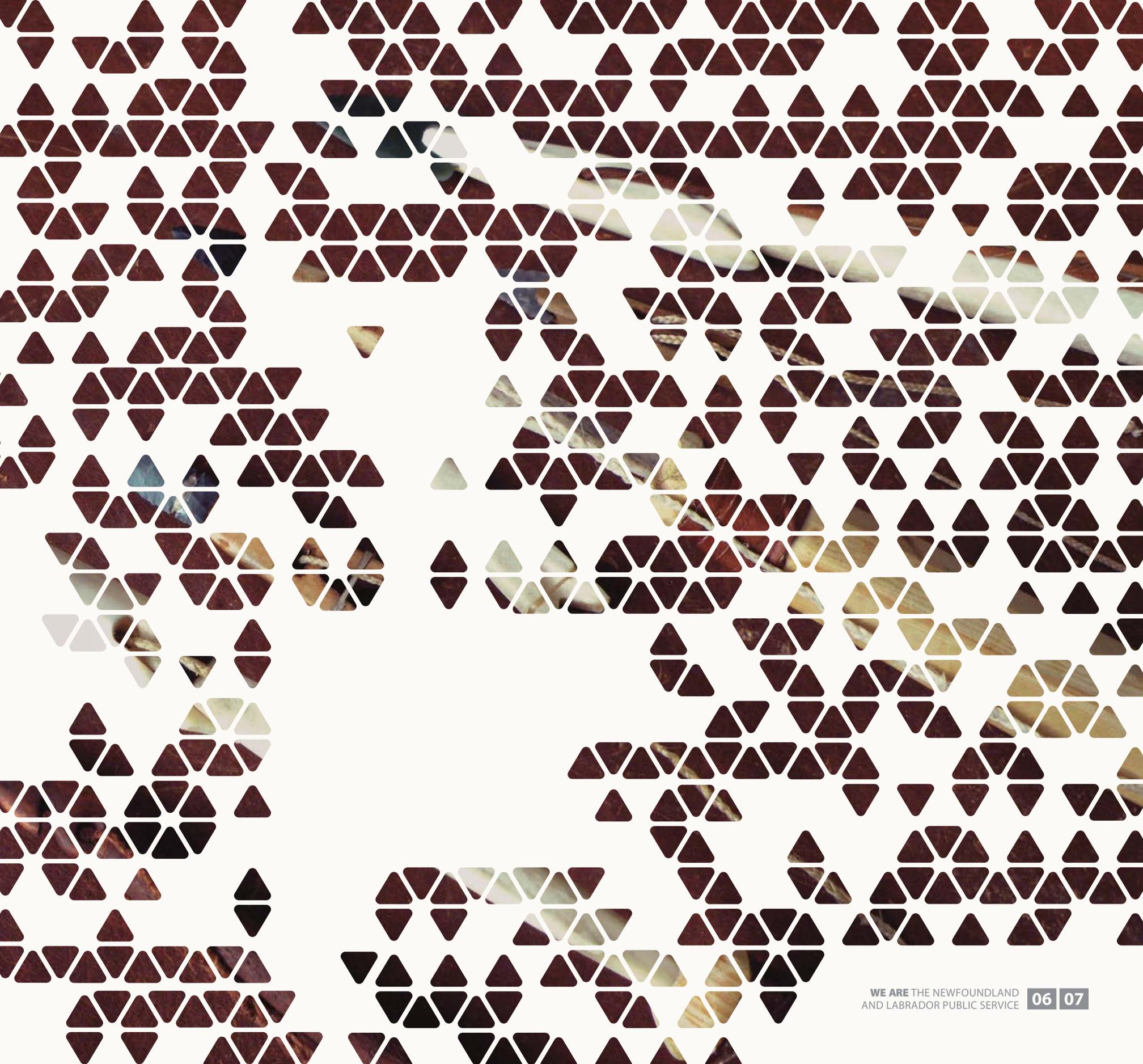
Summer field project in July 2007 in the Benedict Mountains, coastal Labrador just south of Makkovik. Geologists stopped for lunch while on a day tour collaborating with industry representatives working on a uranium exploration study. This was the first year of a three year uranium exploration study and consisted of looking at volcanic rocks on the eastern end of the Central Mineral Belt.



HISTORY IN THE GROUND

WITH 9,000 YEARS OF HUMAN HABITATION, THERE'S A LOT OF HISTORY IN THE GROUND IN THIS PROVINCE. THE LONG-LOST STORIES AND ARTIFACTS OF SEVERAL ABORIGINAL GROUPS, PLUS THOSE OF THE EARLY EUROPEANS, ARE A PRICELESS HERITAGE. Archaeologists try to preserve the information and artifacts from these valuable sites in areas where they may otherwise be disturbed or even destroyed by common everyday activities such as road work, house building and mineral exploration. Such projects are generally referred to the Provincial Archaeology Office for review before work starts to determine if historic resources are at risk by the proposed development. If nothing of significance is found, the project can proceed as planned. If something important is discovered, the site may be excavated to preserve the information and artifacts, or the plans may simply be altered to avoid disturbing the site. Finding a site consisting of something as simple as a Beothuk arrowhead, or as complex as an entire early European settlement such as Cupids, are examples of the changing cultural landscape over time. The Provincial Archaeology Office educates industry involved in resource development, government departments in land use and servicing projects, and private citizens who might be planning to build a cabin. It also brings the excitement of Archaeology to school children and the general public. Archaeology is as much a passion as a job, as there's always the possibility of making that next big discovery.





WE ARE ARCHAEOLOGISTS

The harpoon heads pictured on the right are all reproductions based on sealing harpoons that have been recovered in whole or in part from archaeology sites in Newfoundland and Labrador. The harpoon on the left is the oldest style and was used by the Maritime Archaic Indians between 4400 and 3300 years ago. The one on the right is the most recent design and is based on Thule Inuit harpoons that were used approximately 500 years ago. In between these two are examples of Palaeo-Eskimo harpoon heads. Some of the small differences in design represent incremental changes in technology within a single culture over time, while others are the result of the migration of new people and ideas into the region.





MAKING A DIFFERENCE



HOW WOULD YOU LIKE TO WORK IN A PROFESSION IN WHICH YOUR FOCUS IS HELPING PEOPLE CREATE POSITIVE CHANGE IN THEIR LIVES? Social Workers do this every day through a variety of roles by acting as an advisor, a mediator, a counselor, a case manager, an advocate, an educator; or completing clinical assessments using critical thinking and sound judgment. The work is often challenging and requires clinical, facilitation, communication, problem solving and many other skills. It is also extremely inspiring to see your work have a significant impact on individuals, families and communities. Social Workers provide services for people at every life stage - from children to seniors - on a range of issues and also work on community development, change advocacy and social policy research. Areas of work may include child protection, probation, victim support, health care, community support or family support. It is a dynamic profession with lots of opportunity to develop a broad range of competencies. Social Workers are located in urban or rural settings and can work with clients directly or can be behind the scenes developing policy. As part of a highly skilled and specialized team, Social Workers make their contribution. It can be challenging work, but at the same time, very rewarding.



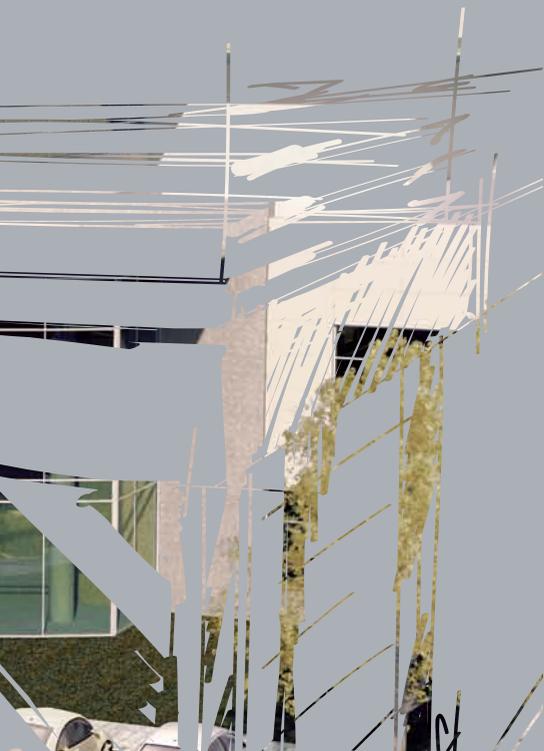
WE ARE SOCIAL WORKERS



DESIGNERS AND PROBLEM SOLVERS

WHEN THE PROVINCIAL GOVERNMENT DECIDES TO BUILD A NEW HOSPITAL, ENGINEERS HELP DESIGN IT, ENSURING THAT IT'S COMFORTABLE AND SAFE.

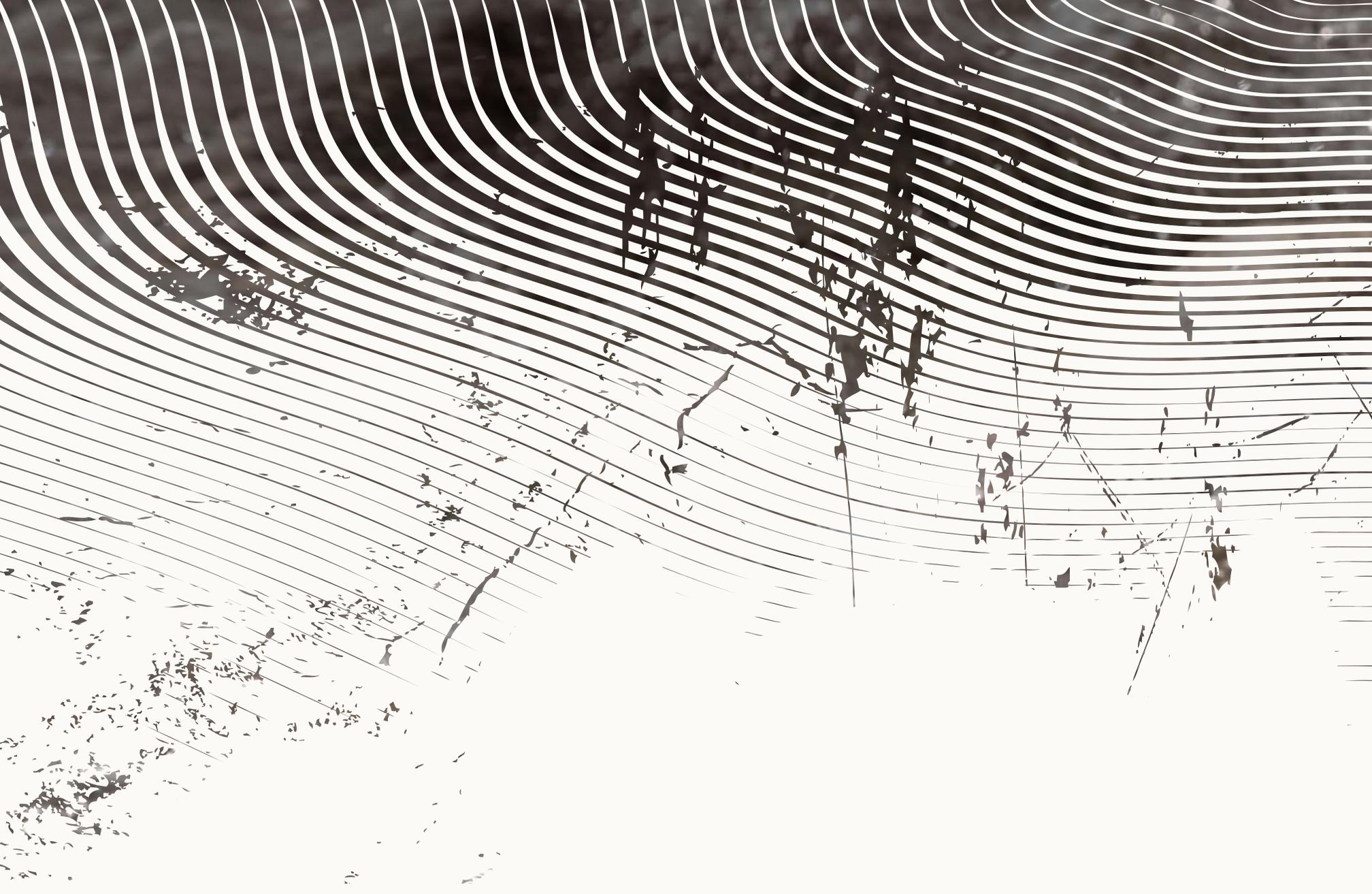
When a mining company submits plans to develop a mineral deposit in Labrador, Engineers review the plans to ensure they comply with a host of regulations, including plans to clean up the site once the deposit is depleted. When a harsh winter causes domestic oil spills, Engineers develop a program to train private sector burner mechanics in preventive maintenance to dramatically reduce the number of spills. When a company wants to drill an onshore oil well, Engineers are part of the review and approval process. In fact, Engineers come up with solutions to problems every day in the provincial public service. Environmental protection, water resources, road design and construction, oil and gas development, project management, water and sewer, electrical systems - you name it and there's a team of Engineers on the job ensuring public needs are met. With such a variety of projects and services, Engineers who work with a government department or agency can look forward to a broad range of challenges and opportunities for professional development. And there's great satisfaction, whether it is in designing a new school for the province's children or preventing damage to the environment where residents have a summer home.





**WE ARE
ENGINEERS**





**KEEPING THE
WATER CLEAN**



CLEAN WATER. MOST OF US TAKE IT FOR GRANTED. Well, let's meet the people who help keep it that way in rural Newfoundland and Labrador: the Engineering Technologists from the Water Resources Management Division of the Department of Environment and Conservation. They review plans for new water and sanitary sewer systems, issue permits, conduct regular inspections to ensure the systems function as they should, and train municipal operators, staff and councilors. Water distribution systems require pressure regulation, filter maintenance, and the safe operation of disinfection systems. Our technologists accomplish these goals by ensuring that system design parameters are optimized prior to construction and then follow up with extensive operator training curriculums to train municipal operators on operation, maintenance and repair of these systems. If wastewater isn't treated properly, the end result could be worse than no treatment at all. Education is a big part of the technologists' work because of municipal staff turnover and the election of new councilors. Proposed new federal environmental sewage discharge regulations will, if adopted, bring new standards and new training requirements, so municipalities will need the technologists' support to work through these challenges. The next time you turn on the tap, remember the Engineering Technologists from Water Resources.

A close-up, high-speed photograph of water splashing onto a dark, textured surface. The water is captured in mid-air, creating a spray of droplets and bubbles. The lighting highlights the individual water molecules and the intricate patterns of the splash. The background is dark and out of focus, emphasizing the dynamic movement of the water.

**WE ARE WATER
TECHNOLOGISTS**





STAYING ON TRACK

WHEN YOU WALK INTO A PROVINCIAL GOVERNMENT OFFICE, THERE IS AN ADMINISTRATIVE SUPPORT PROFESSIONAL TO ANSWER YOUR QUESTIONS OR POINT YOU IN THE RIGHT DIRECTION. If you call to enquire on the status of your application, you speak with a person who can provide an answer, or who has access to someone who can. These are the people who keep government offices running. These employees effectively deal with clients in distress, liaise with other departments and regional offices, and do 101 other tasks. Everything from articulating government policy to purchasing supplies. Some work in policy and program development or coordinate services between different branches of government. In small offices, an Administrative Support Professional might handle enquiries about childcare, health services, education programs, social assistance procedures, motor vehicle registration, snow clearing or even federal government programs and services. It's a challenge that requires substantial knowledge, empathy and diplomacy. Administrative Support Professionals feel a great deal of pride and satisfaction when helping someone navigate the public service.

**WE ARE
ADMINISTRATIVE
SUPPORT
PROFESSIONALS**





GETTING INTO IT



AN OIL DRILLING DERRICK IS A RELATIVELY RARE SIGHT IN THIS PROVINCE, AND IT'S PRETTY SMALL COMPARED WITH THE OFFSHORE RIGS THAT HAVE BEEN OPERATING HERE FOR DECADES. But both are seeking that black gold, on the Grand Banks and beyond, and on Newfoundland's west coast. The scale of operations is vastly different, but onshore drilling and exploration is governed by regulations similar to those applied to the offshore, and these are overseen by Petroleum Technologists in the Department of Natural Resources. These employees map the parcels of land where the companies drill, inspect the rigs to ensure regulatory compliance, approve environmental plans, and examine the driller's daily log for signs of problems. The skills required for this work include completion of a petroleum technology course supplemented by up to 10 years field experience. There's quite a demand for people with these skills, and graduates of the local programs have found work all over the world. Those who have come back home to settle down appreciate the level of personal safety and economic opportunity this province offers to young families. And there's a lot to be said for the lifestyle, the friends, and the outdoors. Added to that is the professional satisfaction of helping a new industry get off – or in this case into – the ground.

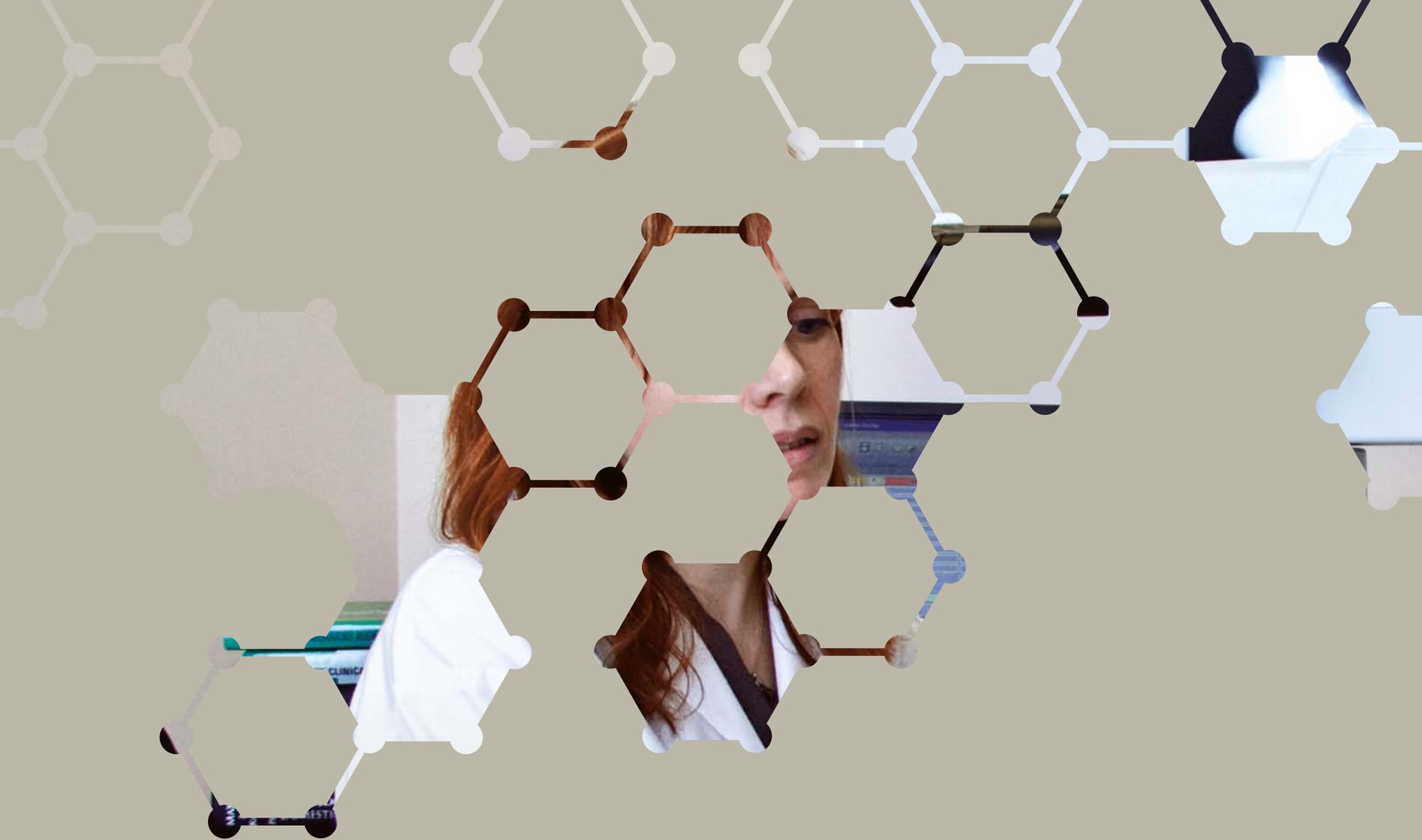




WE ARE PETROLEUM TECHNOLOGISTS

Shoal Point drilling site on the Port au Port Peninsula.







KEEPING FARM ANIMALS HEALTHY

NEXT TIME YOU REACH FOR A CARTON OF MILK OR A CONTAINER OF EGGS, GIVE A THOUGHT TO THE PEOPLE RESPONSIBLE FOR THE QUALITY OF THESE PRODUCTS AND THE HEALTH OF THE ANIMALS THAT PRODUCE THEM. That would be the Veterinarians employed by the Animal Health Division of Natural Resources. The image of the vet as the kindly, middle-aged man who helps deliver calves at remote farms in the middle of the night is just a bit dated. Today the vet is probably a young woman, and the farm might have 600 cows or tens of thousands of chickens, which is more than the Canadian average. Farm animals have many kinds of health issues for many different reasons, and keeping them healthy means keeping them economically productive. For Regional Veterinarians, over 75 percent of their work is done on the province's 32 dairy farms. Because they are distributed over a huge area, private vet practice is not economically feasible, so government provides the on-farm service. A single Poultry Veterinarian covers the health needs of the province's broiler and layer industry across the whole island. Government also operates the internationally (ISO) accredited provincial Animal Health Laboratory in St. John's that provides food safety and diagnostic testing overseen by a Veterinary Pathologist who teases the animal's health story from tissue samples and feeds that information back to the farm animal vets. The division also monitors and controls animal diseases that affect farms or public health, like rabies or avian influenza, and also studies emerging illnesses such as Lyme disease or mosquito-borne diseases. This disease monitoring is often done in cooperation with university students and faculty to help produce the next generation of Veterinarians and Research Scientists. Veterinarians also inspect meat packing operations, help conservation officers treat sick or wounded wildlife, and promote heritage animals.



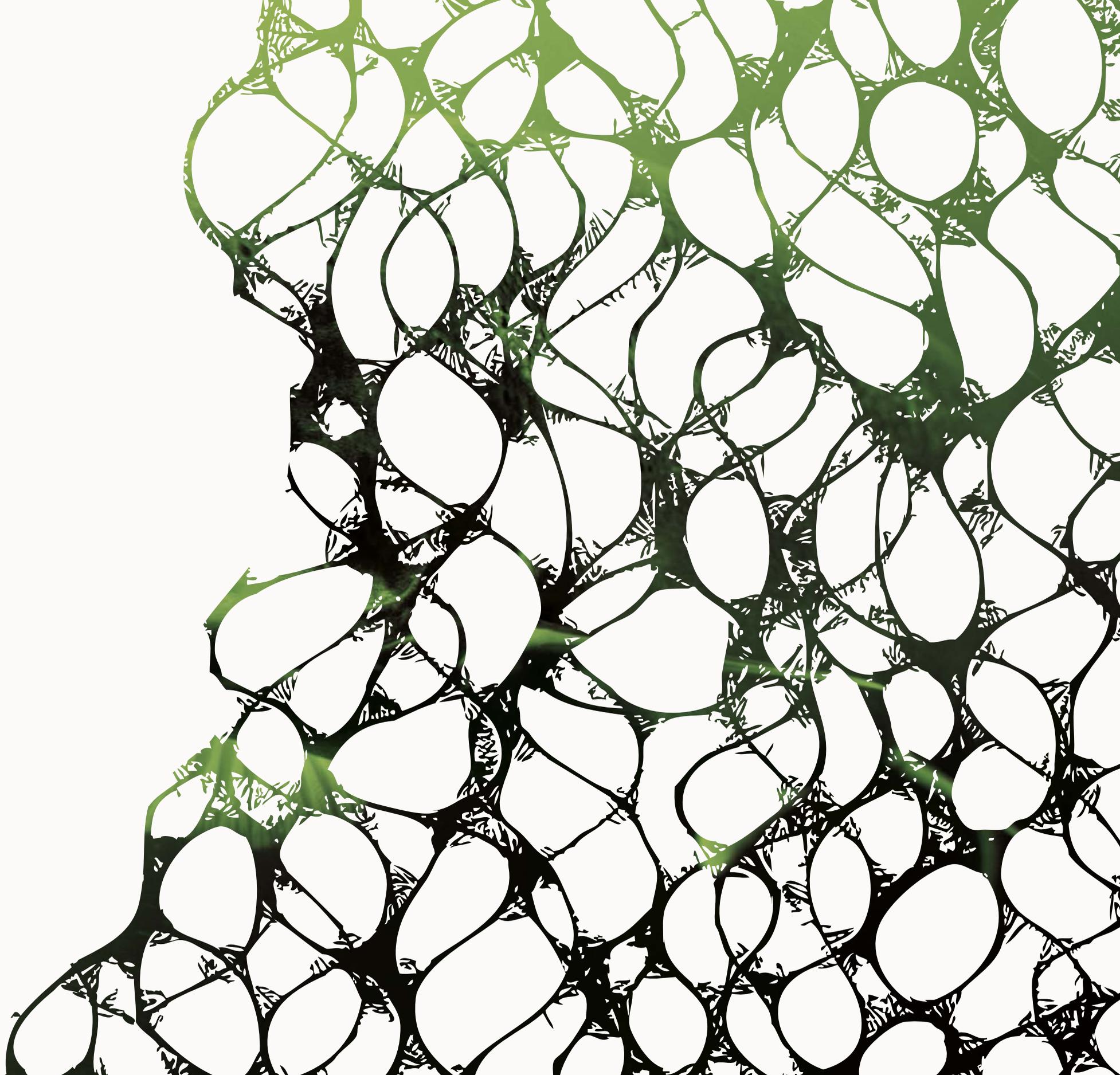
**WE ARE
FARM ANIMAL
VETERINARIANS**



ENSURING A COLD HARVEST

IMAGINE BEING PART OF A PROFESSION THAT GROWS THE RURAL ECONOMY.

The aquaculture industry continues to grow in rural Newfoundland and Labrador, accounting for over \$92 million of the province's \$827 million fishery industry value in 2009. This industry is providing not only economic viability for many coastal communities but also a return to a treasured way of life. Safeguarding this industry is the aquatic animal health veterinary team who earnestly conducts rigorous biosecurity audits and frontline veterinary health work. If bacteria or parasites show up in testing, the aquatic animal health veterinary team works to find out what it is, where it came from, and quickly develops protocols for keeping it under control. This work requires a vast repository of professional knowledge of each aquatic farm species - salmon, cod, mussels, scallops, steelhead trout and arctic char. The province is showing confidence in this industry by developing a multi-million dollar Centre for Aquaculture Health and Development in St. Albans. This relatively new industry is already gaining strength and helping to regenerate our rural diversity.



WE ARE AQUATIC VETERINARIANS









THE WAY HOME

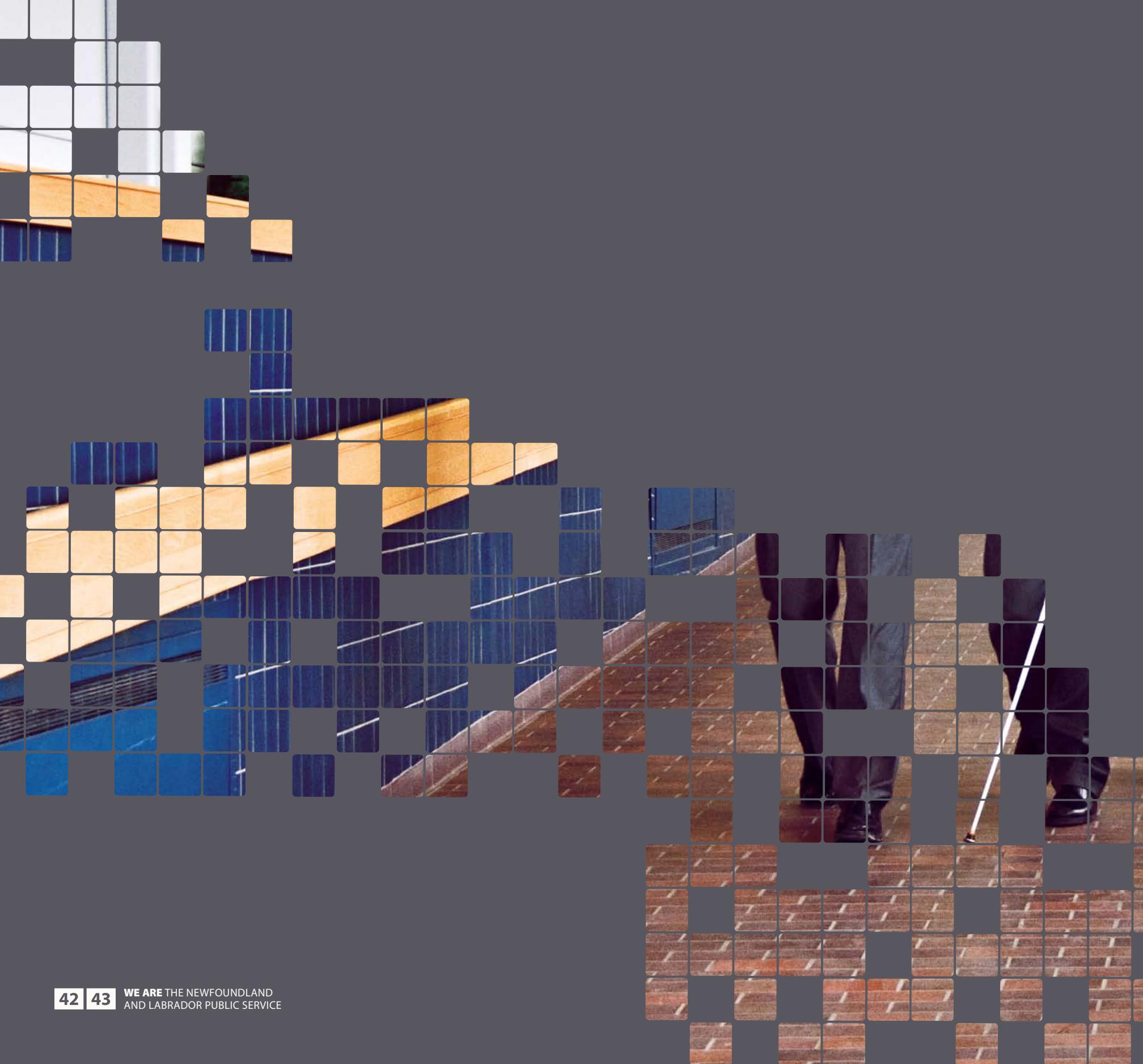
IT'S 5:00 AM AND IT'S STORMY... A SNOWPLOW HAS BROKEN DOWN. A CALL GOES OUT TO THE HEAVY EQUIPMENT TECHNICIAN (MECHANIC) WHO IS A VITAL PART OF A TEAM THAT MAINTAINS ACCESS TO NEWFOUNDLAND AND LABRADOR COMMUNITIES.

Early morning calls are one of the more dramatic scenarios for the Heavy Equipment Technicians but there are also critically important maintenance duties performed to protect the equipment from regular wear and tear; especially the ever-present salt corrosion during winter months. Increasingly advanced technology in the field of heavy equipment necessitates diligent new and continuous learning of computerized equipment, sensors, spreader controls and other electronic components. This job requires significant calibration work made even trickier by salt corrosion, especially to the wiring. There is also strenuous physical labour despite all of the modern tools. During the summer months the Heavy Equipment Technicians meticulously strip and inspect the snow clearing equipment and prepare them for another winter. This is performed while maintaining other heavy equipment during summer months. It's not always easy work but satisfaction and pride come from knowing that you are part of the team that keeps our roads safe. So, when you see those blue lights on a cold wintery night, remember the people who keep those snowplows and their operators safely on the road.





**WE ARE
HEAVY
EQUIPMENT
TECHNICIANS**



SHAPING THE FUTURE

WHEN A DEPARTMENT NEEDS TO SOLVE A PROBLEM, POLICY ANALYSTS, PLANNERS AND RESEARCHERS LOOK FOR BEST PRACTICES. They are always mindful there are a number of challenges to be negotiated including competing interests, of links with other departments, agencies, stakeholders and levels of government, and of coming to a real-world solution. At the end of the day, their public service has an impact on communities and people. Public Policy Makers do front end research, identify gaps, think ahead, co-ordinate, evaluate, and plan on an incredibly broad and complex range of topics. They possess research and communication skills and use them to develop not only policy papers, but reports and work plans that flesh out broad policy strokes with the finer details. No short term fixes here. And there's tremendous satisfaction to be derived from seeing policy work play out over the longer term. So, when you hear the term policy, think of policy analysts, planners and researchers as agents of change, not rule-makers but path-breakers.







**WE ARE
PUBLIC POLICY
PROFESSIONALS**

WE ARE YOUR PUBLIC SERVICE

Public service professionals, no matter what the occupation, choose to focus their talents and energy toward serving our province, guided and defined not solely by their technical skills and expertise, but more importantly, by a collective pride and commitment to serving Newfoundland and Labrador. This is public service. **This is who we are.**

WE THANK

the many people who work in the Newfoundland and Labrador Public Service.

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