



Wildlife Protection of Québec

A Word from **the Minister**

The territory of Québec contains a broad range of habitats that help to maintain a large number of wildlife species.

This diverse wildlife population plays a vital role in the economies of Québec's regions. Every year, for example, hunting, fishing and trapping attract thousands of enthusiasts from throughout the province.

To regulate these activities over the last 150 years, the Ministère des Forêts, de la Faune et des Parcs has relied on the commitment of its wildlife protection officers.

These peace officers, who are active seven days per week in every region of Québec, use their expertise to serve wildlife populations and the general public.

Today, the mission of Québec's wildlife protection officers is no longer limited to supervising, inspecting, investigating, seizing, searching and making arrests under Québec's wildlife-related legislation. Not only do they ensure public safety, for example when wild animals venture into urban areas, but they also play a more preventive role by providing prevention, awareness and training activities for the population as a whole.

Thanks to their constant and extensive presence in the field, Québec's wildlife protection officers make an invaluable contribution to the province. These men and women devote their lives to protecting wildlife and are instrumental in maintaining the fragile balance between citizens, wildlife and their habitats. On behalf of the citizens of Québec, I congratulate them for their commitment!



Pierre Dufour

Minister of Forests, Wildlife and Parks



A Word from the Director General

In June 2018, I was delighted to accept the position as head of Québec's Wildlife Protection Department (*Protection de la faune du Québec* or PFQ). Since that time, I have had the honour of guiding the province's wildlife protection officers through their delicate and complex mission of maintaining the fragile balance between human beings, wildlife and habitats.

To fulfill this mission, Québec's wildlife protection officers are called upon not only to protect and prevent, but also to educate and raise public awareness of wildlife-related issues. It is not just a job – it is a true vocation!

During my 29-year career in Québec's public service, I have had the pleasure of working in the forestry, industrial development and wildlife protection sectors.

As I have always done in my capacity as a manager, I have approached this new challenge with a firm desire to innovate, be effective, encourage personal development and create win-win partnerships. My actions in both my personal life and my professional life are governed by the values of authenticity, enjoyment and respect, along with the principles of fairness and ethical conduct.

These are the foundations on which I have built my commitment to play a role in maintaining the biodiversity of Québec, with the support of wildlife protection officers throughout the province.

The PFQ's primary aim for the coming years is to develop and enhance cohesion at the provincial level, and to become a modern organization that uses management practices tailored to the needs of today.

Philippe Laliberté

Director General, Protection de la faune du Québec

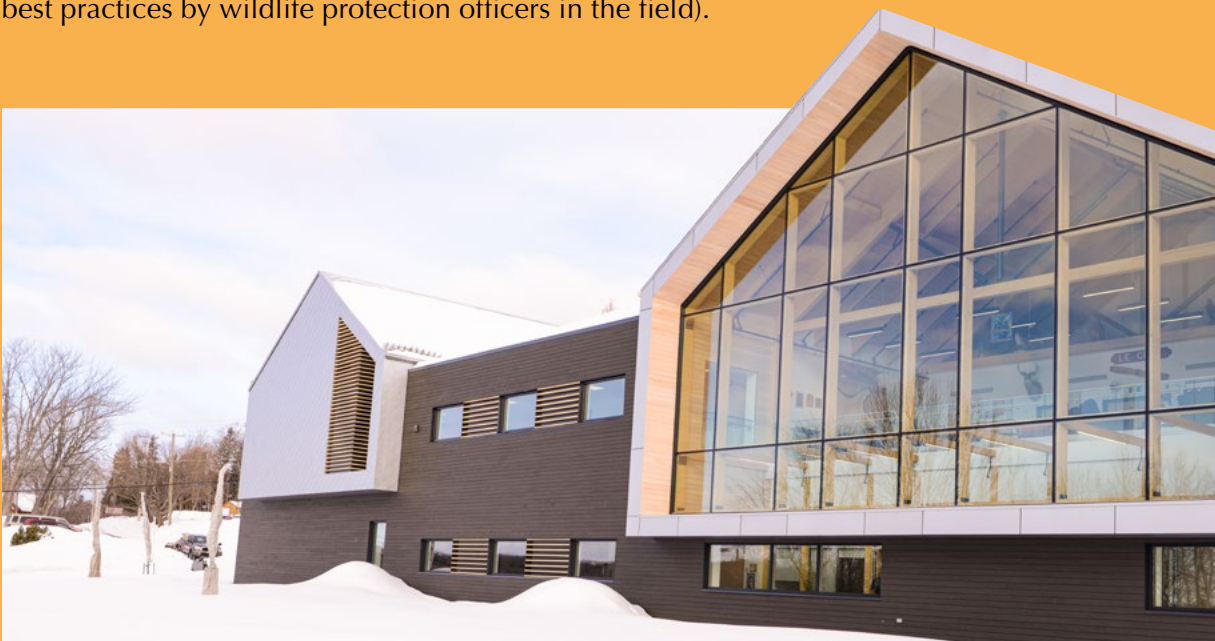
The PFQ, a tradition since 1867



In 1867, a Commissioner of Crown Lands was responsible for wildlife management. At the time, a number of important game protection issues had to be addressed, because the wildlife population was declining significantly. Two game wardens were hired in Québec, followed by an additional 19 over the next decade. Applicants were selected for the position of warden on the basis of their experience and knowledge of hunting, fishing and forests.

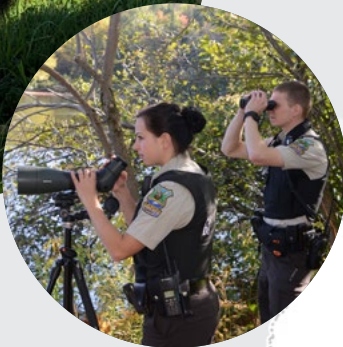
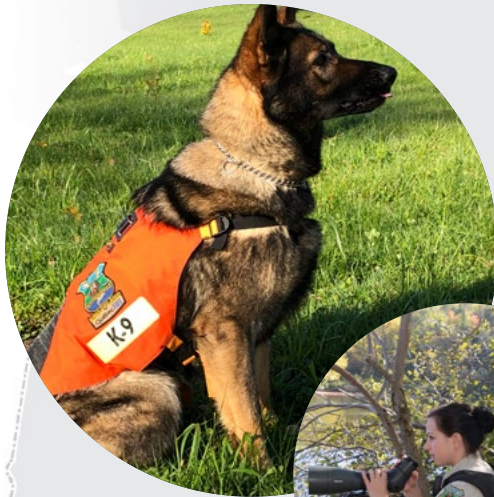
When game wardens were hired, they received a badge, a legal code and a weekly activity log. They used their own vehicle (if they had one), and purchased their own firearm. Their main tasks were to enforce the hunting and fishing regulation and to collect duties on fur pelts.

The first training courses for game wardens and fishing wardens were offered by the Grande-Rivière Fishery School in 1950. In 1969, hiring standards became more stringent and all training for wildlife protection officers was transferred to the Police Institute in Nicolet, before being brought back, in 1979, to the Department-operated Training and Professional Development Centre in the Le Cerf building at Duchesnay. In the fall of 2017, Le Cerf was replaced by a brand new building tailor-made for experience-based training (i.e. authentic working simulation exercises, feedback and the application of best practices by wildlife protection officers in the field).



The PFQ today

- ▶ More than 500 employees, including nearly 400 wildlife protection officers scattered throughout Québec
- ▶ An intelligence and investigation support department
- ▶ A leading-edge biolegal laboratory of expertise
- ▶ A training centre for wildlife protection officers
- ▶ A nautical squad
- ▶ A drone squad
- ▶ A canine squad
- ▶ Interventions using an approach based on proximity to citizens



Interventions :

- ▶ Monitoring 20 framework laws, 147 regulations and other related legislation
- ▶ Processing 12,000 reports per year
- ▶ Issuing nearly 9,000 charges per year
- ▶ Collecting nearly \$3 million per year in fines
- ▶ Investing in new technologies including smart phones (Smart-Faune)
- ▶ Supervising wildlife protection assistants and land wardens
- ▶ Dismantling structured provincial and national poaching networks

The elements that guide PFQ personnel by giving them a true sense of belonging

Our mission

To ensure compliance and sustainability of wildlife activities and to protect biodiversity by enforcing the applicable legislation and regulations and by raising public awareness of best practices, for the benefit of the community.

Our values

Respect

Respect is a fundamental value expressed through the ability to listen and an open approach to others and their needs. It governs all our contacts with the people with whom we interact.

Integrity

Integrity involves acting in a way that is consistent with personal values and wildlife protection values, to uphold the public interest and preserve the credibility of our organization. It requires honesty and a general commitment to the organization's values, and helps to ensure that decisions and actions are fair and equitable.

Competency

Because of the nature of the organization, many types of skills, governed by different requirements, are needed to carry out the PFQ's mission. Being competent also means being flexible, adaptable, objective, impartial and efficient.

Collaboration

Collaboration is reflected in teamwork, mutual help, generosity and sharing of information and knowledge.

Transparency

Transparency allows us to convey a clear, accurate message. It involves ensuring that information is not only available, but is also coherent, complete, of good quality and impartial. Information must also be communicated fairly and accurately.

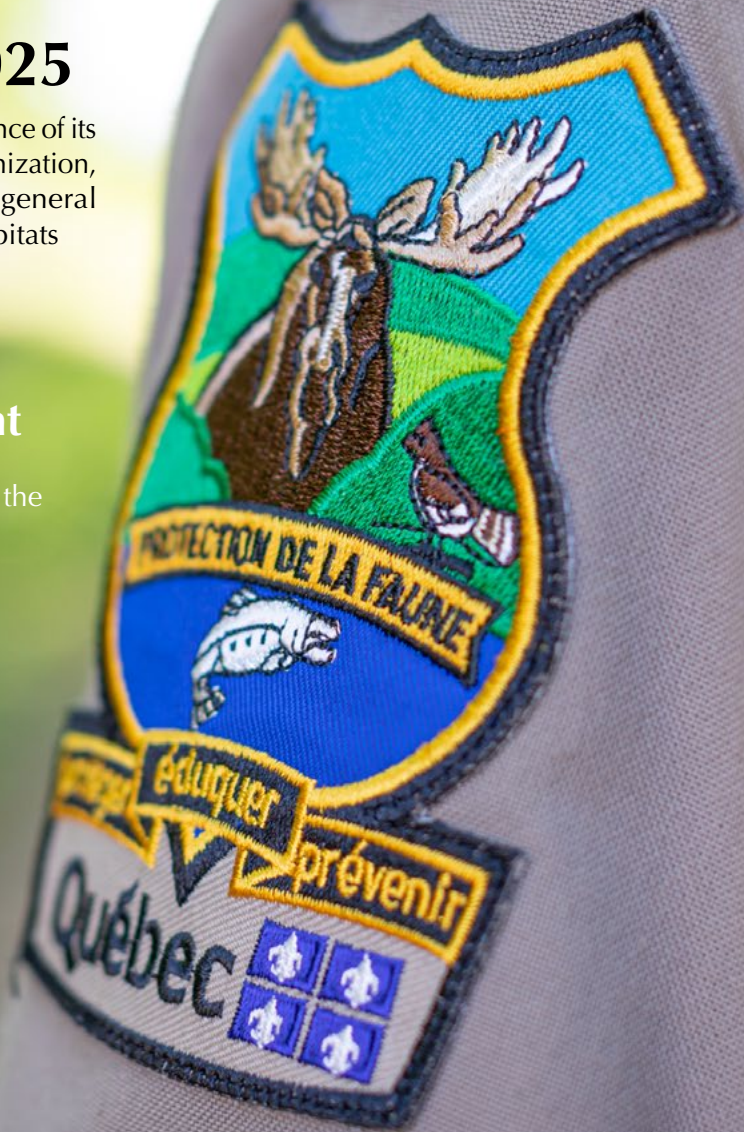
Our vision for 2025

A rallied team recognized for the excellence of its work, supported by an avant-garde organization, which works hand-in-hand with the general public to protect wildlife and their habitats

Our slogan

Protect, Educate, Prevent

- ▶ Protect by applying and enforcing the legislation and regulations.
- ▶ Educate by working directly with schools and the general public.
- ▶ Prevent by informing citizens and raising awareness to avoid wrongdoing.



Being a **wildlife protection officer** involves:

- ▶ working closely with citizens
- ▶ working in collaboration with other colleagues and other peace officers
- ▶ complying with a defined, complex legal framework
- ▶ being subject to the Police Code of Ethics as a member of a peace officers' force
- ▶ working with modern technological instruments and applying best practices



Client base

Roughly 5 million Québécois practise nature-based activities.

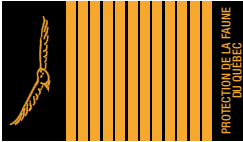
- ▶ Hunters: 518,000* licences
- ▶ Anglers: 704,000* licences
- ▶ Trappers: 7,800* licences
- ▶ Wildlife partners
- ▶ Provincial government departments and agencies
- ▶ Federal government departments and agencies

* Data taken from the MFFP's web page Ventilation des permis chasse, pêche, piégeage, 2018.



Chain of Command

PFQ has a chain of command, shown below.



Director General

Is the top hierarchical authority and is responsible for the mission of protecting wildlife in Québec.



Deputy Director General

Supports and encourages collaboration between the regional offices, in particular with respect to operational and technical elements. Is also responsible for the special units.



Commander

Is an extension of the Director General's authority at regional level and in some support and development units.



Captain

Manages administrative and operational activities.



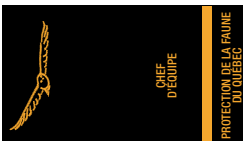
Lieutenant

Is an extension of the Commander's authority at local level.



Sergeant

Has functional authority in the performance of his or her duties.



Team Leader

Work as operations coordinator where necessary.

SOS POACHING

1 800 463 2191

centralesos@mffp.gouv.qc.ca


24 hours per day • 7 days per week • Free, confidential service

- ▶ Customer Service, 24 hours per day, 7 days per week
 - ▶ Receives reports from the public in complete confidentiality
 - ▶ Ensures public safety in connection with unwanted wildlife, diseases, etc.
 - ▶ Raises public awareness of the importance of protecting wildlife and their habitats

Thousands of reports of illegal activities are received by the call centre every year. These activities have harmful impacts for wildlife and their habitats.



If you witness poaching or any other activity that is harmful to wildlife or habitats, please report it to a wildlife protection officer by calling SOS Poaching at **1 800 463-2191** or writing to **centralesos@mffp.gouv.qc.ca**

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**Forêts, Faune
et Parcs**

Québec 

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