



Judicial Council
of British Columbia
Annual Report 2022



The Law Courts

June 21, 2023

The Honourable Niki Sharma, KC
 Attorney General
 Ministry of Attorney General
 PO Box 9044, Stn Prov Govt
 Victoria, BC V8W 9E2

Dear Attorney General:

I am pleased to provide you with the Judicial Council of British Columbia's 2022 Annual Report.

The Council's primary responsibility is to recommend candidates with the highest qualifications for judicial office. The work of the Judicial Council during the past year included reviewing applications and interviewing applicants seeking appointment to the Provincial Court.

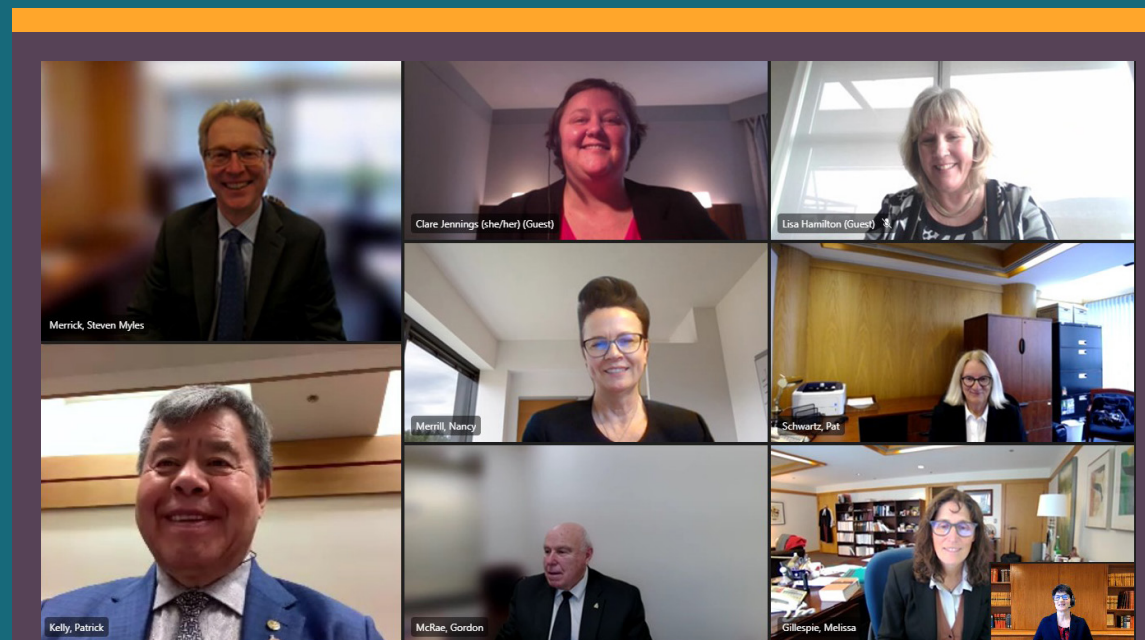
The number of applications received for appointment as a Provincial Court judge decreased slightly from 24 in 2021 to 23 in 2022. The Council reviewed 24 applications for appointment as a Provincial Court judge, interviewed 12 applicants, and recommended eight for the bench. In addition, the Council reviewed applications for appointment as a judicial justice and justice of the peace.

The Judicial Council strives to make the application process as transparent as possible and encourages applications from candidates of diverse backgrounds. In 2022, six of the 23 applications included information pertaining to diversity. The Council's commitment to transparency, recognized by the Canadian Bar Association in 2013, continues to be a priority. In keeping with the Council's tradition of accountability, transparency, and public access to information this report is accessible on the Provincial Court website at provincialcourt.bc.ca.

I want to express my appreciation to the members of the Judicial Council for their many contributions to its work during the past year. To continue the Council's work during the pandemic, we continued to hold meetings and interviews with applicants virtually, except for the December 2022 meeting which was in person. Council members continued to adapt to the virtual environment and made it work effectively. To the departing members, I offer my sincere thanks for their dedicated service to the public during their time on the Council.

Sincerely,

Melissa Gillespie
 Chief Judge, Provincial Court
 of British Columbia
 Presiding Member, Judicial Council
 of British Columbia



Left column: Judge Steven Merrick; Mr. Patrick Kelly; Middle column: Ms. Clare Jennings; Ms. Nancy Merrill, KC; Mr. Gordon McRae; Right column: Ms. Lisa Hamilton, KC; Ms. Patricia Schwartz; Chief Judge Melissa Gillespie

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2022 Judicial Council Annual Report

Responsibilities

The role of the Judicial Council of British Columbia is to improve the quality of service provided by the judicial officers of the Provincial Court (judges, judicial justices, justices of the peace, and judicial case managers).

The duties of the Judicial Council under the *Provincial Court Act* are:

- to recommend and advise the Lieutenant Governor in Council (the provincial cabinet) on the appointment of Provincial Court judges, judicial justices, and justices of the peace;
- to oversee the delivery of education for judicial officers;
- to maintain a judicial Code of Ethics;
- to consider proposals for improving the Court's judicial services; and
- to undertake inquiries into the conduct of judicial officers when necessary.

Members

The Judicial Council is composed of judges, lawyers, and lay persons, representing perspectives from both within and outside the judiciary. Four of its nine members are appointed by the Lieutenant Governor in Council. The other members, designated by the *Provincial Court Act*, are the Chief Judge, an Associate Chief Judge, the President of the Provincial Court Judges' Association of BC, and the Presidents (or their nominees) of the Law Society of BC and the Canadian Bar Association, BC Branch.

For more information on the operation of the Provincial Court of British Columbia, please refer to the Court's website and the Court's Annual Reports.



Photo Credit: Rebecca Jensen

Members of the Judicial Council

The Judicial Council members in 2022 were:

- Chief Judge Melissa Gillespie, Presiding Member;
- Associate Chief Judge Susan Wishart, Alternate Presiding Member;
- Judge Steven Merrick, President, Provincial Court Judges' Association of BC (2022);
- Ms. Patricia Schwartz;
- Mr. Gordon McRae;
- Mr. Patrick Kelly;
- Ms. Nancy Merrill, KC;
- Ms. Clare Jennings, President, Canadian Bar Association, BC Branch (2022);
- Ms. Lisa Hamilton, KC, President, Law Society of BC (2022).



From the top left: Associate Chief Judge Wishart; Ms. Jennings; Mr. Kelly; Ms. Merrill, KC; Judge Merrick; Chief Judge Gillespie; Ms. Hamilton, KC; (Mr. McRae and Ms. Schwartz absent)

Biographies: Members of the Judicial Council

Chief Judge Melissa Gillespie

Presiding Member

Appointed Chief Judge October 19, 2018

Chief Judge Melissa Gillespie was born and grew up in Calgary, Alberta. She obtained a Bachelor of Commerce from Queen's University in Kingston, Ontario in 1985, an LLB from the University of Toronto in 1989, and was called to the BC bar in 1991. For more than 20 years Chief Judge Gillespie served as Crown counsel in the Fraser region of British Columbia, working primarily in Surrey and New Westminster. In 2005 she became Regional Crown Counsel, and in 2009 she was appointed King's Counsel.

Chief Judge Gillespie was appointed to the Provincial Court in 2012, sat in Surrey and the Fraser Valley, and was appointed an Associate Chief Judge of the Provincial Court in 2016, Acting Chief Judge on May 7, 2018, and Chief Judge on October 19, 2018.

For many years she represented the Court on the board of directors of the BC Justice Education Society (JES). From 2015 through 2021 she worked with JES to provide ongoing education and training to police, prosecutors, and magistrates to strengthen the justice system of Guyana. In 2021 she joined the board of Access Pro Bono, a charitable organization using volunteers to provide access to justice around BC.

Chief Judge Gillespie also served on the BC Provincial Court Judges' Association executive and participated in a number of Court committees including the Criminal Law Committee. She is now a member of the Canadian Council of Chief Judges where she chairs its Court Performance Committee.

In addition, she has been involved in providing education for members of the judicial and legal communities including programs hosted by the Continuing Legal Education Society of BC, Trial Lawyers Association, the Advocates Society, Canadian Bar Association, Criminal Defence Advocacy Society, National Judicial Institute, and the Canadian Institute for the Administration of Justice.



Chief Judge Melissa Gillespie and Associate Chief Judge Susan Wishart

Associate Chief Judge Susan Wishart

Alternate Presiding Member

Appointed to the Judicial Council July 1, 2016

Associate Chief Judge Sue Wishart grew up in Belleville, Ontario and obtained a Masters of Science degree from Queen's University in 1990, followed by a law degree from the University of Victoria in 1994. Called to the BC bar in 1995, her practice experience focused on criminal defence law. She was involved with the Canadian Bar Association, BC Branch, serving as chair of the criminal section in Victoria for many years and was a member of its Executive Committee at the time of her appointment.

Associate Chief Judge Wishart was appointed to the Provincial Court of British Columbia in March 2009, serving Victoria, Duncan, and the Western Communities. In November 2014 she was elected president of the BC Provincial Court Judges' Association and, in that capacity, served as a member of the Judicial Council in 2015.

In May 2016, Judge Wishart was appointed Associate Chief Judge and re-appointed to the Judicial Council in July 2016. As Associate Chief Judge, she serves on various committees including access to justice initiatives, court technology, and business intelligence. She works with government, stakeholders, and judges on family and small claims rules reform, including the province-wide implementation of the Provincial Court Family Rules in 2021. She is also involved with the specialized courts across the province including Indigenous and First Nations sentencing courts, the Aboriginal Family Healing Court Conference child protection project in New Westminster, Drug Treatment and Downtown Community Courts in Vancouver, and the Victoria and Kelowna Integrated Courts.



Judicial Council Boardroom, Office of the Chief Judge
Photo Credit: Rebecca Jensen

Judge Steven Merrick

President, Provincial Court Judges' Association
Appointed to the Judicial Council January 1, 2022

Judge Steven Merrick grew up in Winnipeg and obtained his law degree from the University of Manitoba in 1988. He was called to the Manitoba bar in 1989. Judge Merrick's work as a lawyer was mainly in the area of criminal defence law in Winnipeg and the Interlake regions of Manitoba. In 1995, he was called to the British Columbia bar and moved to Prince Rupert where he practiced for 15 years. His work as a lawyer in northern British Columbia was in the areas of criminal defence law, family law, and civil litigation.

Judge Merrick was appointed to the Provincial Court of British Columbia in October of 2010, serving the Sunshine Coast and North Vancouver. In December 2021, he was elected president of the Provincial Court Judges' Association of British Columbia and was re-elected in December 2022.

Judge Merrick is an avid runner having completed over 20 marathons and hundreds of other running races. When not running, Judge Merrick can be found in the garden tending the tomato plants.



Judge Steven Merrick

Ms. Patricia Schwartz

Member

Appointed to the Judicial Council as a judicial justice December 31, 2010 - December 31, 2016; re-appointed as a lay member December 31, 2016

Patricia Schwartz has extensive experience in the Provincial Court of British Columbia, having served as the acting operations manager at the Office of the Chief Judge and as a judicial case manager before being appointed a judicial justice in 2001. She then presided in Traffic Court and at the Justice Centre, and also served as administrative judicial justice for a number of years until her retirement.

In the community, she has served on the board of directors for City Hall Daycare, the École Pauline Johnson After School Care program, and the Vancouver Skating Club. She attended Capilano University, has completed government management courses, and attended bi-annual seminars for judicial justices. Ms. Schwartz currently serves as a board member on her community's Strata Council.

Ms. Schwartz retired after 35 years of working in the Provincial Court. She is proud to continue her work on the Judicial Council as a lay member.



Ms. Patricia Schwartz

Mr. Gordon McRae

Member

Appointed to the Judicial Council November 7, 2016

Gordon McRae retired from the Royal Canadian Mounted Police (RCMP) in June 2009 after a 40 year career. He was appointed to the Immigration and Refugee Board in January 2010 and served until March 2016 as an adjudicator in the Refugee Protection Division and later the Refugee Appeals Division.

Before his retirement from the RCMP, Mr. McRae was the superintendent in charge of the economic crime section for British Columbia. Previously he served as an inspector for the North Vancouver Detachment, inspector for the economic crime section in Newfoundland, and staff sergeant for the commercial crime section in Saskatchewan.

He was seconded to the United Nations in 2000 and served as the Canadian Contingent Commander and Director of Operations for the United Nations Mission in Kosovo (2000-2001).

Mr. McRae is a recipient of the Order of Merit for Police Forces (2007), the RCMP Long Service Medal, the Canadian Peace Keeping Medal, the United Nations Medal (Kosovo), and received the Deputy Commissioner's Commendation. Mr. McRae holds his Bachelor of Human Justice (Criminology) from the University of Regina.



Mr. Gordon McRae

Mr. Patrick Kelly

Member

Appointed to the Judicial Council December 31, 2016

Patrick Kelly is a member of the Leq:amel First Nation in the Sto:lo Nation. He was appointed to the Judicial Council in December 2016 and as director of the BC Oil and Gas Commission (now the BC Energy Regulator) in November 2018. He was also board chair and chief executive officer of the Coastal First Nations from 2000 to 2018.

Mr. Kelly operates a consulting business and was a senior advisor to a renewable energy company and to the Lieutenant Governor of BC. Previously, he was Director, Strategic Planning and Communications, British Columbia region with Indian and Northern Affairs Canada. In addition, Mr. Kelly was manager, Cultural Relations and Corporate Training in BC Hydro's Aboriginal Relations department and executive director of the BC chapter of the Canadian Council for Aboriginal Business.

Active in the community, Mr. Kelly is past board chair, Victoria Foundation, past president of British Columbia Golf, co-chair of the Indigenous Program Council of the Banff Centre, a member of the International Advisory Board of the University of Victoria Gustavson School of Business, and advisor to the Sauder School of Business, University of British Columbia.

In March 2019, Mr. Kelly was elected to the board of Golf Canada. He has held executive positions with the Mission Chamber of Commerce, the Mission Heritage Association, the Mission Indian Friendship Centre, and the Coqualeetza Cultural Centre. He is the founding president of the BC Aboriginal Golf Association. Previously, he served as a bencher to the Law Society of BC, a director of the BC Buildings Corporation, and a governor with Vancouver Community College. In 1982, he attended dinner with Queen Elizabeth II as a young achiever for Canada at the ceremony to repatriate Canada's constitution. In 2009, Mr. Kelly was the recipient of the BC Community Achievement Award.



Mr. Patrick Kelly

Ms. Clare Jennings

President, Canadian Bar Association, BC Branch
Appointed to the Judicial Council January 1, 2022

Clare Jennings is a Crown Counsel with the Victoria Crown Counsel office, where she has worked since her call to the bar in 2008. Ms. Jennings has primarily worked as a trial Crown, including prosecuting complex and serious murder files. She has also spent time as a bail Crown, and on appellate work through both summary conviction appeals and at the BC Court of Appeal. A regular mentor to other Crown, Ms. Jennings has been principal to two articulated students. Most recently, she has taken on the role of administrative crown counsel in Victoria.

Outside of the office, she has spent a lot of her time volunteering. In addition to significant volunteering with CBABC, leading to her role as president (and, she hopes, beyond), Ms. Jennings was, until 2021, a coach for the University of Victoria MacIntyre Moot team. She regularly assists as a guest judge for other moots and advocacy classes; sometimes assists as a guest lecturer in courses and at PLTC; and has also been a regular presenter of professional development, both with the BC Prosecution Service and through CBABC. For years, she has written scripts for the annual Fairy Tale Trial for Victoria's Law Day. Outside of the law, Ms. Jennings has been a member of the University of Victoria Human Research Ethics Board for several years, where she enjoys learning about the larger non-legal academic world. She was also a volunteer and board member for many years with the Atomic Vaudeville Theatre Society.

Ms. Jennings earned Bachelor of Arts and Master of Arts degrees in history from McGill University in 2000 and 2002, respectively, before completing a Bachelor of Law degree at the University of Victoria in 2006. She was called to the bar of British Columbia after clerking for a year at the Ontario Superior Court of Justice and completing a year of articles with the Ministry of Attorney General. Ms. Jennings lives in Victoria with her husband and two adult nieces, who are enjoying a very gentle transition from their parents' home to adult life.



Ms. Clare Jennings

Ms. Lisa Hamilton, KC

President, Law Society of BC

Appointed to the Judicial Council January 1, 2022

Lisa Hamilton, KC was born in Alert Bay, BC and for the first several years of her life lived in the small community of Sointula, BC. Her family moved to North Vancouver where she attended elementary and high school. She went on to attend UBC and obtained an undergrad degree in psychology in 1989. A friend convinced her to go to law school rather than pursuing a career in psychology, so she attended UVic Law and graduated with a law degree in 1994. Ms. Hamilton articulated in Chilliwack, BC and spent the first several years of her career practicing in a variety of areas including civil litigation, personal injury, criminal law, including as Crown for federal prosecutions and family law.

In 2000, she joined a family law boutique firm in Vancouver, BC and focused entirely on family law. Ms. Hamilton and her good friend Stephanie Fabbro started their own family law boutique firm Hamilton Fabbro in 2008 and grew from two to nine lawyers over the past 14 years. Ms. Hamilton is trained as a collaborative lawyer, mediator, arbitrator, and parenting coordinator. She spends most of her time mediating settlements for family law clients, either remotely or in person. She received her King's Counsel designation in 2017.

In addition to her day job, Ms. Hamilton has raised three sons, including twins born while she was in law school. She also has two cotton de tular pups who like to sit beside her when she mediates. As well, she has volunteered extensively including for Continuing Legal Education, the BC branch of the Canadian Bar Association, Trial Lawyers Association of BC, ADR BC, and as a benchler of the Law Society of BC from 2016 through 2022. Most recently, Ms. Hamilton served as president of the Law Society of BC for 2022. She has also been a guest instructor for UBC Allard School of Law, UVic Law School, and PLTC (BC's Bar Admission course). In addition, she played a leading and important role in the creation of the Access Pro Bono Virtual Mediation Project which provides mediation and advice to families who cannot afford mediation. She was also instrumental in creating FLO, the Family Law Organizer, which is a free online community of practice for family law practitioners across BC where family law practitioners share resources, information, and training opportunities. Ms. Hamilton has also served on the Supreme Court Rules Committee for several years, and served on the Provincial Court Family Rules Committee, which substantively revised the Provincial Court Family Rules in recent years. Ms. Hamilton is passionate about improving the family law justice system. She, with Dr. Rummy Dosanjh (past President of the Doctors of BC), started the Health and Justice Alliance, an intersectoral alliance of doctors and family law lawyers who are banding together to improve the family justice system for families and children.



Ms. Lisa Hamilton, KC

Ms. Nancy Merrill, KC

Member

Appointed to the Judicial Council January 1, 2019

Nancy Merrill was born and raised in Windsor, Ontario and moved with her family as a teenager to Niagara Falls, Ontario. She graduated with a degree in psychology from the University of Waterloo, a law degree from the University of Windsor, and a master's degree in tax law from Osgoode Hall Law School. Ms. Merrill was called to the Ontario bar in 1990 and the British Columbia bar in 1991. For over 25 years she has been a partner with Merrill, Long and Company in Nanaimo, where she practises predominately in the areas of family law, estate litigation, and mediation and arbitration. Ms. Merrill also worked as a federal prosecutor in Ontario when she returned to complete her master's degree. She currently sits on the Health Professions Review Board.

Throughout her career Ms. Merrill has consistently worked on a variety of community boards and committees. This work has reflected the diversity of her interests, from protection of animals with the Society for the Prevention of Cruelty to Animals, of which she remains a life member, to working on a number of legal projects dealing with rights of children. This includes her most recent work, which is an international project in conjunction with the Canadian Embassy in Havana, Cuba focusing on rights of children.

Ms. Merrill is a life bencher of the Law Society of British Columbia and is its past president (2019). She received her King's Counsel designation in 2015 and is the 2019 recipient of the University of Windsor Alumni Access to Justice Award.



Ms. Nancy Merrill, KC

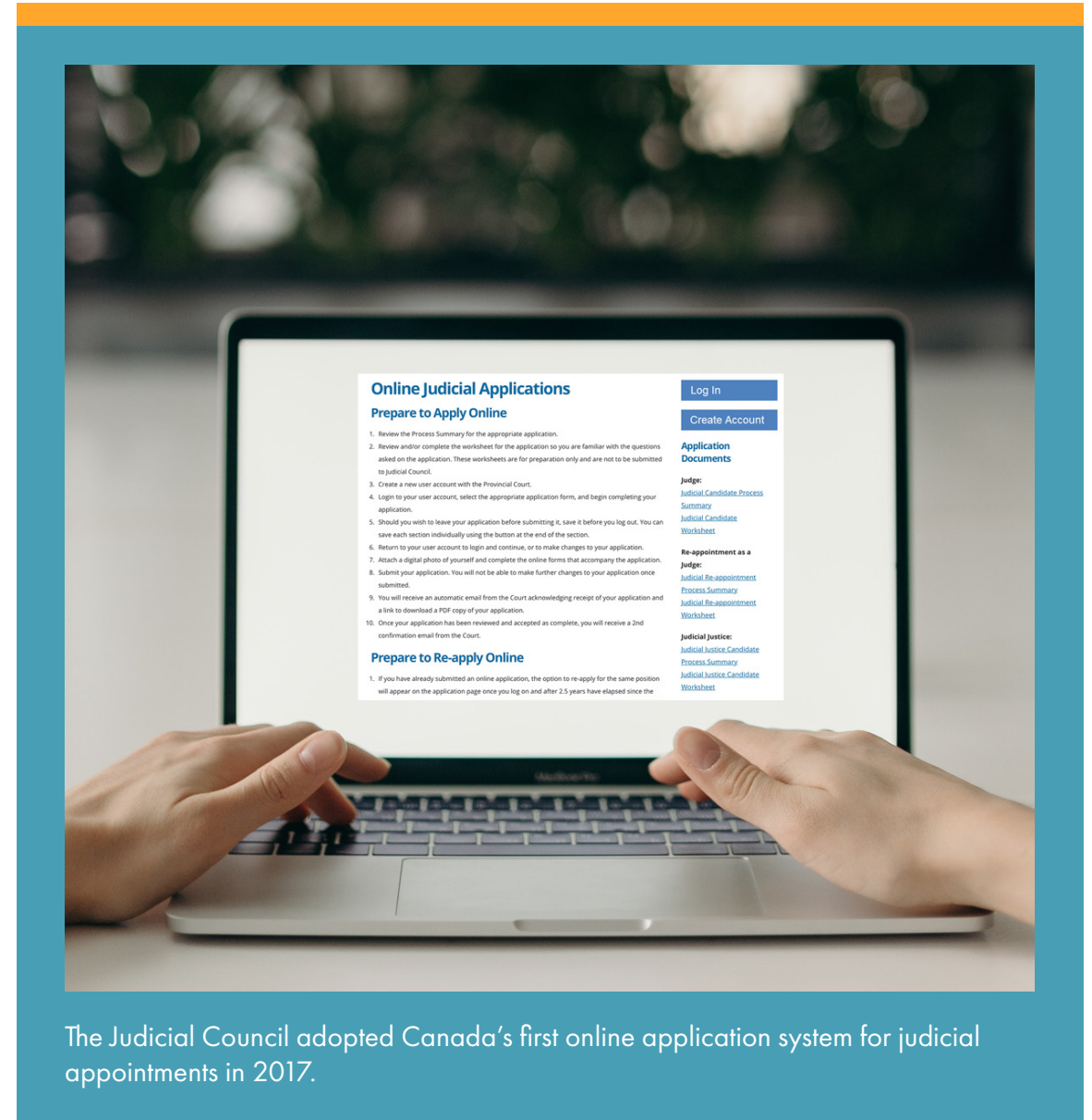
Meetings and Business Conducted

The Judicial Council's process is governed by a [Procedure Bylaw](#) adopted in 2001. The Council meets once a month to review applications for appointment as a Provincial Court judge, judicial justice, and justice of the peace and to interview applicants who have been approved for interview.

Due to the COVID-19 pandemic the Council held all meetings virtually, except one, in order to comply with provincial health orders. Meetings were held virtually on January 14, February 18, March 18, April 8, May 20, June 17, July 15, September 16, October 14, November 17, and in person on December 16.

The Council conducted almost all interviews virtually throughout 2022 to avoid creating a backlog while protecting the health of applicants and the Council members.

Members of the Judicial Council regularly speak to legal organizations about the work of the Council and strongly encourage qualified candidates from all backgrounds to consider making an application for judicial office.



The Judicial Council adopted Canada's first online application system for judicial appointments in 2017.

Appointment Process for Provincial Court Judges

In Canada, judges are appointed to provincial courts by the province's Lieutenant Governor in Council (the Lieutenant Governor acting on the advice of the provincial cabinet). In British Columbia, in accordance with section 6 of the Provincial Court Act, the Judicial Council screens and recommends candidates for appointment to the judiciary. The provincial Attorney General selects from the candidates approved by the Judicial Council and makes recommendations to cabinet for appointments.

The process of making a recommendation begins with the Judicial Council receiving an application and proceeds to a rigorous examination of the applicant's professional standing, reputation, abilities, temperament, and other relevant factors. Visit the Provincial Court website for more information on the appointment process.

The Provincial Court Act gives the Judicial Council the objective of improving the quality of judicial service. Therefore, the approval process must ensure that only the most exceptional applicants, who are unquestionably capable of meeting the demands of judicial service, are recommended for appointment. The Council has identified a set of criteria and competencies for applicants seeking appointment as a Provincial Court judge.

Criteria: —

- At least 10 years in the practice of law or a range of related experience
- Superb legal reputation and a professional record review from the Law Society of British Columbia
- Experience in mediation or alternative dispute resolution
- Respect in the community
- Good health
- Appreciation of and experience with diversity
- Willingness to travel and to sit in all subject areas

Competencies —

- Knowledge and technical skills
Conscientiousness, commitment to high standards
- Decision-making
Decisiveness, confidence, courage, independence, impartiality
- Communication and authority
Firmness without arrogance, courtesy, patience, tolerance, fairness, sensitivity, compassion, self-discipline
- Professionalism and temperament
Capacity to handle stress and isolation of judicial role, sense of ethics, patience, honesty, tolerance, consideration of others, personal responsibility
- Effectiveness
Commitment to public service, commitment to efficient administration, self-discipline
- Leadership and management for judges holding administrative positions
Responsibility, imagination, commitment to efficient administration

The Judicial Council attempts to ensure that the diversity of BC's population is reflected on the Provincial Court bench. It analyzes factors such as the applicants' gender, age, ethnicity, residential region, and type of practice. While the Judicial Council considers these factors in its overall assessment of applicants, it does not assign specific weight to them.

Application and Approval Process

Application

The Judicial Application and Reporting System (JARS), launched on September 5, 2017, is the first in Canada to replace all paper forms and documents in the judicial application process with an online system. Applicants can access the application forms and process summaries at: apply.provincialcourt.bc.ca.

Once an application is submitted, an extensive investigation follows.

Re-application

An applicant is eligible to re-apply for appointment three years from the date they submitted their application or 2.5 years from the date of their interview (if an interview was granted). It is common for applicants to re-apply at least once before being appointed by the Lieutenant Governor in Council. Interviewed applicants must advise the Council if at any time they wish to withdraw their application.

Applications and Outcomes

In 2022, the Council received 23 applications for appointment as a Provincial Court judge and reviewed 24 (including some carried over from 2021). The Council approved 13 applications for interview, interviewed 12, and recommended eight for full-time appointment. Twelve full-time Provincial Court judges were appointed in 2022.

The figures that follow reflect the Council’s activities in the 2022 year, but may include reviews, interviews, or appointments of candidates who applied in previous years. Details are included in this report’s following sections and further analyzed in [Appendix A](#).

Figure 1 shows a comparison between 2022 figures and the 10-year average for applications for appointment as a Provincial Court judge (PCJ). Note that slight numerical discrepancies may exist due to figures being rounded to whole numbers.

Figure 1: Applications and Outcomes (2022 and 10-Year Average)¹



1. Data source: Judicial Application and Reporting System (JARS).

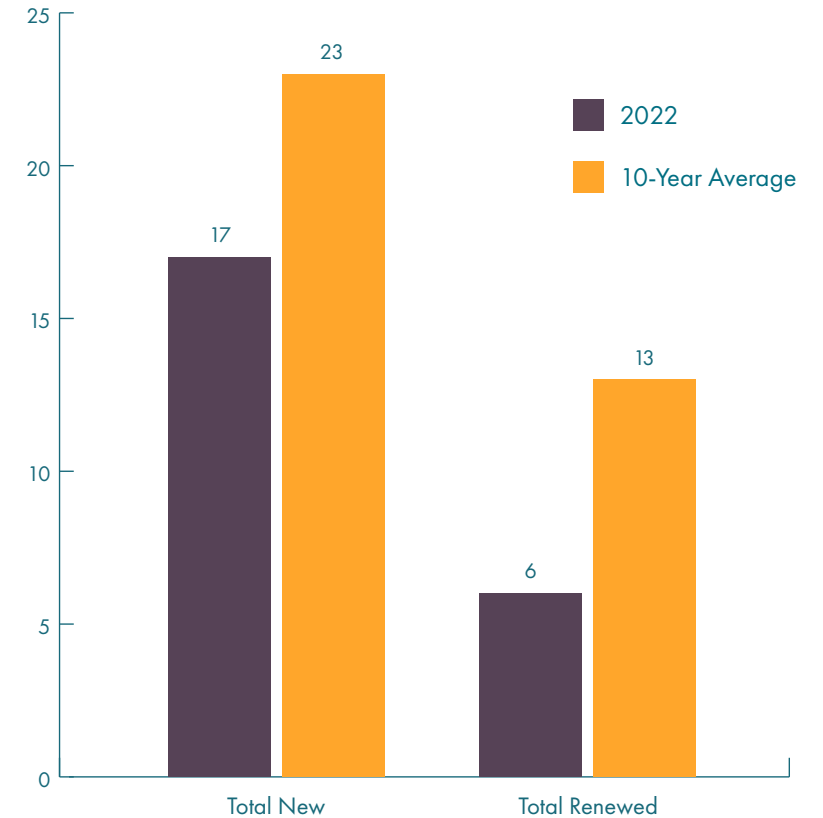
Over the 10-year period from 2013 to 2022, the Council received an average of 37 applications a year for appointment as a judge. The Council reviewed an average of 35, approved an average of 23 for interview, interviewed an average of 23 (62% of applicants) and of those, recommended an average of 14 applicants (38% of total applicants).

While 12 judges were appointed in 2022, over the past decade, an average of 10 Provincial Court judges have been appointed each year, constituting approximately 27% of the average number of total applicants.

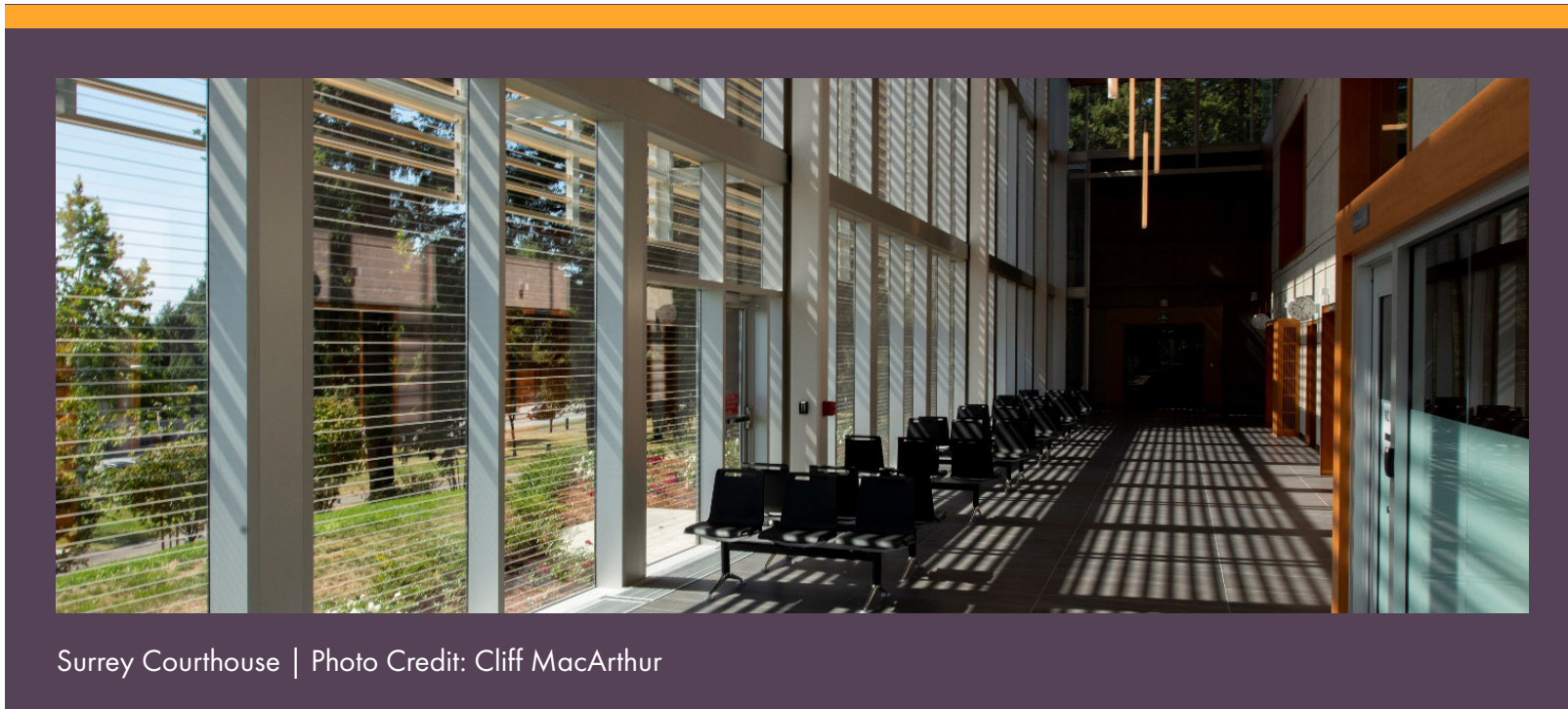
New and Renewed Applications

Applicants may re-apply three years from the date they submit their application; those who are interviewed but not appointed are eligible to re-apply 2.5 years from the date of their interview. Over the past decade, the Judicial Council received an average of 23 new applications and an average of 13 renewed applications. On average over this 10-year period, the Council recommended 39% of new applications compared to 31% of renewed applications.

Figure 2: New and Renewed Applications (2022 and 10-Year Average)



The number of renewed applications from previously unsuccessful applicants in 2022 (six) is slightly higher than the number of renewed applications in 2021 (five), and less than half of the 10-year average of 13. (“Unsuccessful” applicants include those who are not granted an interview, as well as those interviewed but not recommended or appointed.)



Surrey Courthouse | Photo Credit: Cliff MacArthur

Personal Profile

Clare Jennings

President, Canadian Bar Association, BC Branch
Appointed to the Judicial Council January 1, 2022

It has been an honour and a privilege to serve as a member of the Judicial Council, and to work with and learn from the other members of the Council.

For many people in our province, the judges and judicial justices of the Provincial Court are the faces of the justice system. They are the judicial officers most people deal with for their criminal and family matters, and all traffic and small claims matters. They must do their work fairly, impartially, and compassionately, and must reflect the Court's commitment to reconciliation. Justice must not only be done, but also be seen to be done.

In order to act as judges in our communities, these judicial officers must also be of their communities. It is crucial that our courts reflect the diversity of British Columbia, and the Judicial Council has done important work in recruiting excellent candidates who do just that. In the time that I have been a lawyer, I have seen appointments to the Provincial Court enhance the diversity of that Court. Increasingly, the people of British Columbia can see themselves



reflected on the Bench, and that not only enhances the reputation of the Court but also the decisions made by the members of the Court. I am proud to have been a small part of this.

The work of the Judicial Council can be complex and delicate, and members can vigorously debate decisions. Every member of the Council approaches these conversations with mutual respect, and both Chief Judge Gillespie and Associate Chief Judge Wishart moderate these discussions skilfully and effectively. The work is serious and challenging, but Council members also bring warmth, compassion, and humour to their participation. While I have appreciated being a member of the Judicial Council because it allowed me to participate in our judicial system in an important and concrete way, I have enjoyed it all the more for the opportunity it gave me to work with the other fantastic members. I thank them all for a wonderful experience.

One of the tools I relied on most as a member of the Judicial Council was the reports prepared by the CBABC Advisory Committee to the Judicial Council. The importance of the tireless work done by the members

of that committee cannot be overstated, and the value of the information they gather is immeasurable to the work of the Council. The frank and honest information provided to report writers by the members of the legal profession and our broader communities make it clear that they also take very seriously their role in ensuring that applicants screened by the Judicial Council are truly qualified. It is incredibly rewarding to see people working together to ensure exceptional judicial service by the Provincial Court of British Columbia.



Applicants Recommended ▬

In 2022, there was an average of 15 candidates each month on the list of applicants recommended for appointment. As of December 31, 2022, there were 10 candidates on the list: seven men and three women.

Gender ▬

In 2022, the number of female applicants was less than half the number of male applicants while the number of female applications reviewed, approved for interview, interviewed, and recommended was roughly equal to the number of male applications.

The number of male applicants in 2022 (16) increased compared to the previous year but remained below the 10-year average of 21. The number of male applications reviewed, approved for interview, interviewed, and recommended in 2022 was below the 10-year averages.

In 2022, seven women and five men were appointed to the bench.

Figure 3 shows applicants by gender in 2022. Note that applications may have been submitted by applicants in the preceding year.

Figure 3: Male and Female Applicants in 2022

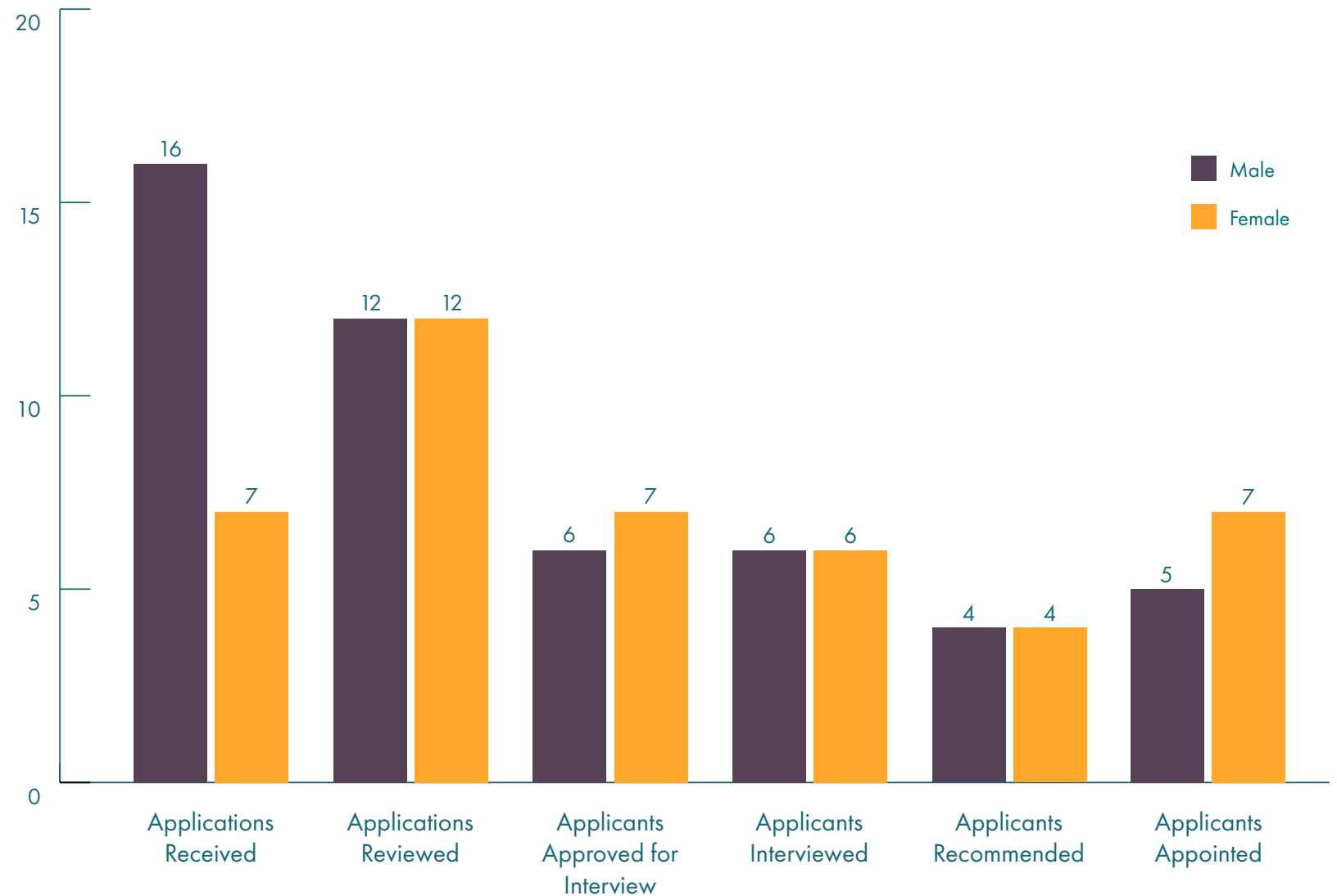
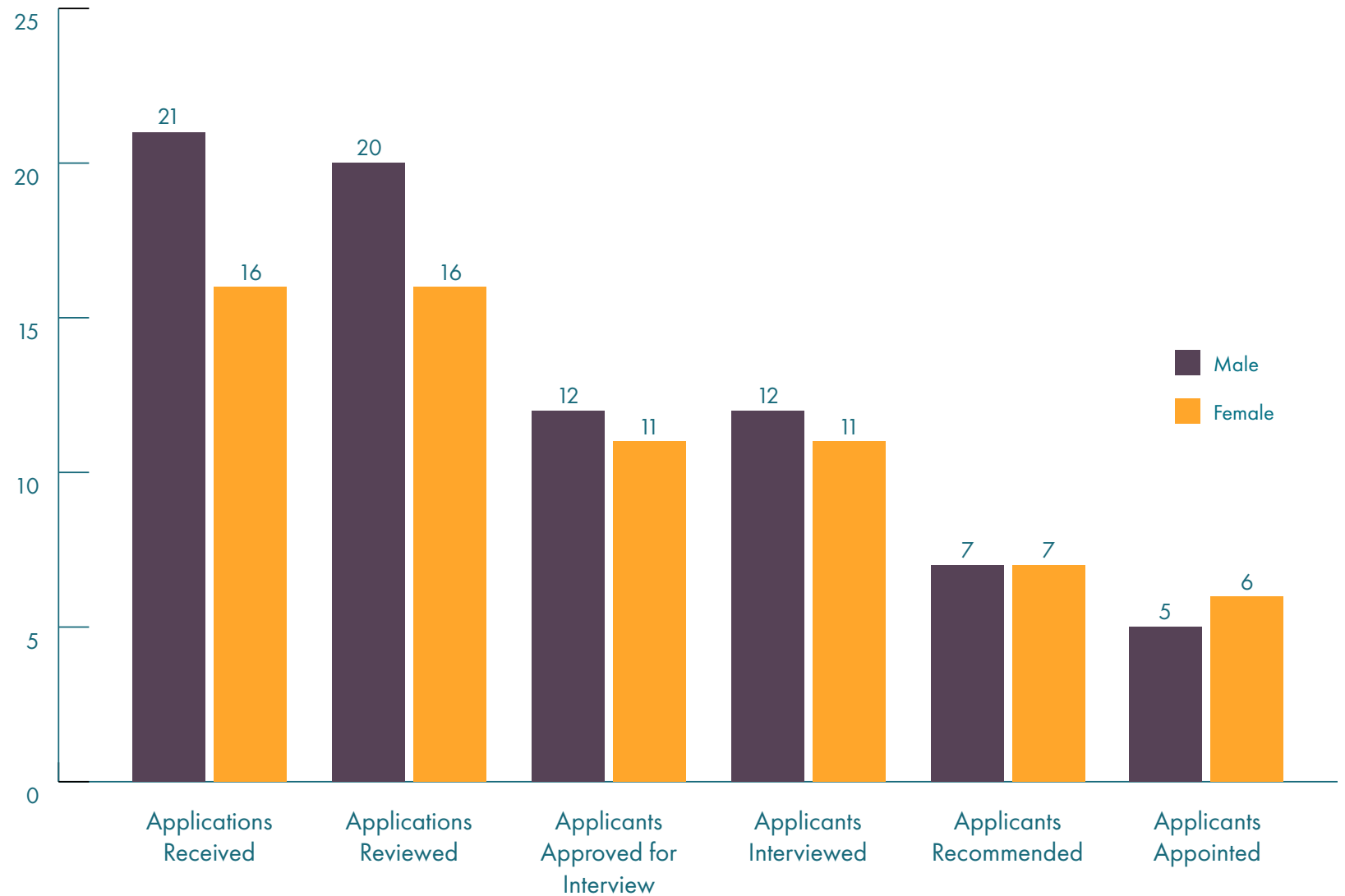


Figure 4² shows 10-year averages for applicants and outcomes by gender. Over the past five years, 27 women and 23 men have been appointed to the Provincial Court bench.

Figure 4: Male and Female Applicants and Outcomes – 10-Year Average³



2. Data are preliminary and subject to change. Small fluctuations in the reported totals and/or percentages are expected due to continuing improvements in data quality.
3. Slight numerical discrepancies may exist due to figures being rounded to whole numbers.

Age, Years, and Area of Practice

The average age of applicants to the Court in 2022 was 51 years for women and 50 years for men. Over the past decade, applicants had an average age of 52 years, with 51 years for women and 53 years for men.

Applicants in 2022 had an average of 23 years in the practice of law: 23 years for females and 22 years for males. From 2013 to 2022 they had an average of 22 years of practice: 21 years for females and 23 years for males.

Applicants to the Court have varied legal experience including private practice, Crown counsel, and other types of legal work. In 2022, applications from private practice accounted for 43% of the total number of applications, Crown counsel formed 39%, and applications from other areas formed 17%.

Applicants and New Appointments by Region

The Provincial Court is organized into five geographical regions, in addition to an Office of the Chief Judge (OCJ) region comprised of isolated communities not serviced by other regional centres. Figure 5 demonstrates the number of full-time applications received and applicants appointed from each of the Court’s regions.

In 2022, 12 applicants were appointed to the Court as Provincial Court judges: four to the Fraser region, three to the Northern region, two to Vancouver Island, two to the Interior region, and one to the OCJ.

Figure 5: Applicants and Appointments by Region⁴

		Vancouver	Fraser	Northern	Vancouver Island	Interior	OCJ Region	Outside BC
2022	Applicants	# 10	3	3	3	4	0	0
		% 43%	13%	13%	13%	17%	0%	0%
2022	Appointment	# 0	4	3	2	2	1	0
		% 0%	33%	25%	17%	17%	8%	0%
2021	Applicants	# 7	4	2	8	3	0	0
		% 29%	17%	8%	33%	13%	0%	0%
2021	Appointments	# 2	4	3	1	1	0	0
		% 18%	36%	27%	9%	9%	0%	0%
2020	Applicants	# 10	5	5	6	4	0	0
		% 33%	17%	17%	20%	13%	0%	0%
2020	Appointments	# 0	2	3	1	0	0	0
		% 0%	33%	50%	17%	0%	0%	0%
2019	Applicants	# 11	10	6	7	3	0	0
		% 30%	27%	16%	19%	8%	0%	0%
2019	Appointments	# 1	2	1	0	2	0	0
		% 17%	33%	17%	0%	33%	0%	0%
2018	Applicants	# 7	10	3	3	4	0	0
		% 26%	37%	11%	11%	15%	0%	0%
2018	Appointments	# 0	9	4	0	2	0	0
		% 0%	60%	27%	0%	13%	0%	0%
2017	Applicants	# 20	12	7	12	9	0	1
		% 32%	20%	11%	19%	15%	0%	2%
2017	Appointments	# 0	5	2	1	5	1	0
		% 0%	36%	14%	7%	36%	7%	0
2016	Applicants	# 9	9	8	6	8	0	1
		% 22%	22%	20%	15%	20%	0	2%
2016	Appointments	# 1	3	1	3	1	0	0
		% 11%	33%	11%	33%	11%	0%	0%
2015	Applicants	# 7	10	3	2	5	0	0
		% 26%	37%	11%	7%	19%	0%	0%
2015	Appointments	# 1	6	2	1	1	2	0
		% 8%	46%	15%	8%	8%	15%	0%
2014	Applicants	# 15	7	5	11	10	0	2
		% 30%	14%	10%	22%	20%	0%	4%
2014	Appointments	# 1	2	1	1	0	1	0
		% 17%	33%	17%	17%	0%	17%	0%
2013	Applicants	# 21	4	5	8	8	0	0
		% 46%	9%	11%	17%	17%	0%	0%
2013	Appointments	# 1	4	0	2	3	0	0
		% 10%	40%	0%	20%	30%	0%	0%

4. Due to the rounding of numbers, the totals may not appear to equal 100%.

Diversity —

The Judicial Council recognizes the importance of having a judiciary that reflects British Columbia's diverse population. Not only does diversity on the bench eliminate an implicit barrier to under-represented groups applying for judicial appointment, but it also strengthens the fairness of the bench and enhances public confidence in the administration of justice. The Council believes that cultural representation on the bench encourages mutual respect, as well as sensitivity to and understanding of those who appear before judicial officers in court.

The Council's first step in encouraging a diverse range of applicants was to be as transparent and open as possible about the process while preserving the need for confidentiality. Its second step was to invite the Canadian Bar Association, BC Branch and the Law Society of British Columbia to encourage their members to apply. Chief judges have often spoken to lawyers about building diversity on the bench and encouraged other Provincial Court judges to make similar presentations. Chief Judge Gillespie continues to share this message. The Council's third step, which is also ongoing, is to highlight the results by reporting on applicants' diverse backgrounds to the extent permitted by privacy and confidentiality requirements.

In 2013, the Judicial Council amended its judicial application forms to include a specific question inviting applicants to provide, on a voluntary basis, their ethnic or cultural information. In 2014, collection and reporting of this information began.

In 2022, six of 23 applicants provided information on their ethnic or cultural backgrounds. Two were of Indigenous heritage, three indicated an ethnic or visible minority background, and three identified themselves as being part of a diverse group.

Visible minority and diverse groups identified by applicants included: origin of heritage specified by country, ethnic heritage, and LGBTQIA2S+. The Judicial Council notes these answers in its overall assessment of applicants but does not assign a specific weight to them.



Robson Square Courthouse | Photo Credit: Rebecca Jensen

The Judicial Council will continue to review and revise its processes to encourage a wide cultural range of applicants and to make merit-based recommendations that reflect the diversity of British Columbia's population.

Figure 6 summarizes the responses received from 2014 to 2022. Note that applicants can voluntarily choose to identify with any of the three diversity descriptors (resulting in the total number of responses being greater than the number of applicants), including the option to choose more than one or to skip the question.

Figure 6: Diversity Responses (2014-2022)⁵

Diversity		Indigenous	Ethnic/Visible Minority	Diverse Group
2022	Total	2	3	3
	M	2	2	1
	F	0	1	2
2021	Total	2	4	4
	M	1	1	0
	F	1	3	4
2020	Total	5	8	6
	M	2	4	0
	F	3	4	6
2019	Total	3	4	8
	M	1	0	2
	F	2	4	6
2018	Total	3	11	8
	M	1	5	4
	F	2	6	4
2017	Total	3	10	7
	M	3	5	4
	F	0	5	3
2016	Total	4	9	4
	M	3	4	1
	F	1	5	3
2015	Total	0	5	6
	M	0	2	3
	F	0	3	3
2014	Total	2	11	5
	M	0	3	2
	F	2	8	3

5. Data are preliminary and subject to change. Small fluctuations in the reported totals and/or percentages are expected due to continuing improvements in data quality.

Appointment Process for Judicial Justices

In addition to judges, judicial justices are appointed by the Lieutenant Governor in Council on the recommendation of the Judicial Council. Judicial justices are assigned by the Chief Judge to preside over matters within their statutory jurisdiction, including traffic and other ticketable offences, payment hearings in small claims court, and applications for bail and search warrants at the Justice Centre. Some judicial justices may have assignments that include hearing some municipal bylaw matters. For more information about the appointment process, visit the [Provincial Court website](#).

Application and Appointment Criteria

Applications for the office of judicial justice may be submitted at any time or may be solicited by a recruitment campaign for a specific vacancy.

Applicants for appointment as a judicial justice must meet the following:

Criteria

- At least five years having practiced law in Canada (those with less legal practice experience may be considered if they have a range of related experience)
- Superb legal reputation and professional record review(s), including from the applicable Law Society
- Experience in mediation or alternative dispute resolution
- Respected and valued member of the community
- Good health
- Appreciation of and experience with diversity
- Willingness to travel and to sit in all subject areas

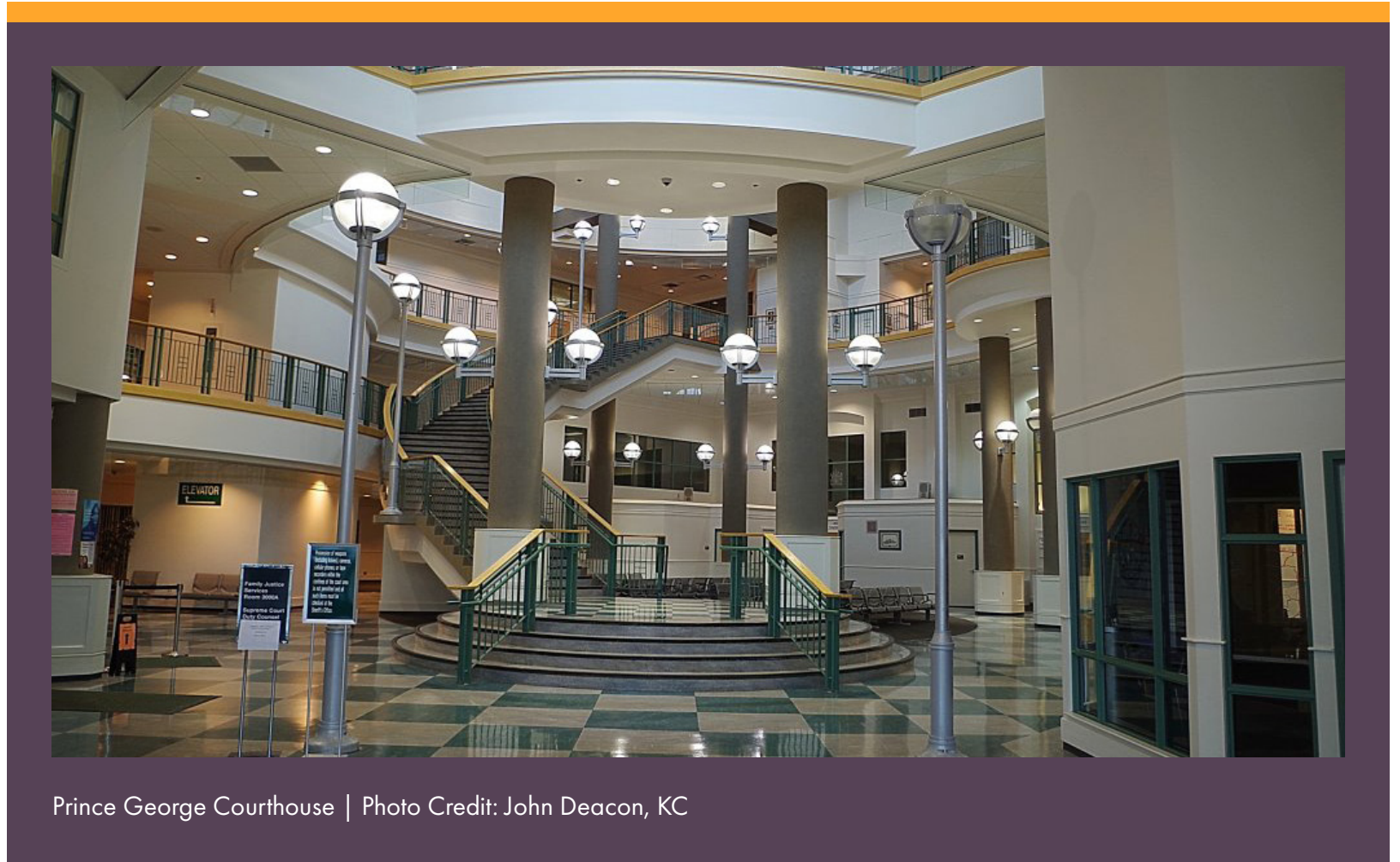
Competencies

- Commitment to continuing education
Conscientiousness, commitment to high standards
- Decision-making
Decisiveness, confidence, courage, independence, impartiality
- Communication and authority
Firmness without arrogance, courtesy, patience, tolerance, fairness, sensitivity, compassion, self-discipline
- Professionalism and temperament
Capacity to handle stress and isolation of judicial role, sense of ethics, patience, honesty, tolerance, consideration of others, personal responsibility
- Effectiveness
Commitment to public service, commitment to efficient administration, self-discipline
- Leadership and management for judicial justices holding administrative positions
Flexibility, responsibility, imagination, commitment to efficient administration
- Fairness, diplomacy, some administrative experience preferred

Role of the Judicial Council in the Appointment of Judicial Justices

When received, applications are reviewed in a process similar to that for judges. The application and investigation results are reviewed by the Council to decide whether the applicant will be interviewed. The Council then invites successful candidates to attend an interview. Names of applicants recommended for appointment after an interview remain on the list for three years. Applicants are eligible to re-apply three years after the date their application is submitted or 2.5 years from the date of their interview. Application forms and process summaries for judicial justices can be accessed at: apply.provincialcourt.bc.ca.

In 2022, four applications were received, four applicants were interviewed, and one was appointed.



Prince George Courthouse | Photo Credit: John Deacon, KC

Appointment Process for Justices of the Peace

Justices of the peace fill several important functions within the British Columbia justice system ranging from adjudicating specific types of cases to managing and scheduling caseloads. More than 300 justices of the peace serve in various court locations throughout the province. All are subject to the supervisory authority of the Chief Judge and are appointed by the Lieutenant Governor in Council on the recommendation of the Judicial Council. For more information about the appointment process, visit the [Provincial Court website](#).

There are three kinds of justices of the peace, each with different assignments:

- **Justice of the peace adjudicators (JPAs)** preside at the Robson Square and Richmond court locations, hearing simplified trials in small claims cases involving from \$5,001 to \$10,000. JPAs are senior members of the legal profession who serve part time.
- **Judicial case managers (JCMs)** are judicial officers who manage cases and schedule hearings and trials. They are assigned responsibilities by the Chief Judge. Applications for appointment as a JCM proceed through the Judicial Council approval process for justices of the peace.
- **Court Services Branch justices of the peace (CSBJPs)** work in the court registries throughout the province. In addition to the justice of the peace duties assigned by the Chief Judge, they hold various administrative positions in the Court Services Branch of the Ministry of Attorney General, such as court manager, administrator, and court clerk. There are also CSBJPs assigned to the Justice Centre in Burnaby.

Duties assigned to CSBJPs include:

- Swearing informations, issuing process including summonses, warrants of arrest, and subpoenas to witnesses;
- Attending to various judicial authorizations made by judges and judicial justices after execution, including deciding on the detention of seized property;
- Approving sureties, perfecting bail, handling consent remands; and
- Generally, performing other duties required of a “justice” under the [Criminal Code](#) that are primarily administrative in nature and do not require the exercise of material judicial discretion.

In 2022, the Judicial Council reviewed 37 applications for appointment as a Court Services Branch justice of the peace and recommended 37 applicants for appointment.

Judicial Education

The Judicial Council is responsible for and fully supports continuing education for judicial officers of the Court. Continuing education is provided in different ways, including orientation for newly appointed judicial officers, informal observation and mentoring, and a variety of education programs delivered within the Court. Judicial officers are also encouraged to attend education programs offered by other organizations to supplement their continued learning.

The Council delegates the authority to develop and manage the Court's education programs for each type of judicial officer to several committees. The Office of the Chief Judge provides administrative and support services to these committees. The annual report of the Provincial Court of British Columbia contains details of the Court's education programming for judges, judicial justices, and other judicial officers. For more information, please see the most recent [Annual Report](#) of the Provincial Court of British Columbia and the [Judicial Education](#) page on the Court's website.



The Judicial Council's duties include continuing the education of judicial officers. It oversees the Court's judicial education. | Photo Credit: Christine Robb

Personal Profile

Ms. Lisa Hamilton, KC

President, Law Society of BC

Appointed to the Judicial Council January 1, 2022

As the president of the Law Society of BC for 2022, I had the pleasure of serving on the Judicial Council for 2022. I didn't know exactly what to expect initially, but Chief Judge Gillespie, Associate Chief Judge Wishart, and all the members of Judicial Council were extremely helpful and welcoming which helped me "hit the ground running" at my first meeting.

From the outset, I was impressed both by the calibre of the candidates applying to be judges or judicial justices and by the calibre of my fellow Judicial Council members. I will address the candidates first. The candidates who meet the qualifications for judge or judicial justice (and most are really inspiring people who have skills and qualities far above and beyond the basic qualifications) go through a rigorous screening process which includes a detailed, confidential investigation and report prepared by a member of the CBA BC Advisory Committee to the Judicial Council. This is part of the Judicial Council's duty to ensure that judges and judicial justices are suitable in terms of knowledge, experience, skills, and temperament to fulfill such important roles in serving the public. Candidates also consent to a criminal background check, credit check, social media check, and a report from the Law Societ(ies) outlining their professional conduct and insurance histories. Judicial Council members read and consider all information

before deciding whether a candidate should be interviewed. Those candidates who are interviewed (whether remotely or in person) answer multiple questions from each member of the Judicial Council. This gives Judicial Council members the chance to ask about any concerns or anything that may not have been addressed in detail in the application and investigation process.

I was consistently impressed by my fellow members of the Judicial Council in terms of their preparation for the interview and the thoughtful and varied diverse questions they asked the candidates. The members of the Judicial Council themselves have very diverse backgrounds, which really benefits the interviews, discussion, and ultimate decision of whether to recommend or not to recommend a candidate for judge or judicial justice. After my year on the Judicial Council, I left being even more confident in the justice system and how judges and judicial justices are selected.

In addition to considering applications for judge and judicial justices, I was grateful that we managed to



thoroughly review and update the application forms that candidates complete to apply to be a judge, judicial justice, or justice of the peace. Our judicial officers need to reflect the diversity of the public of British Columbia. It is important those before the courts see themselves reflected in the justice system. I hope that the updated application form will help further increase the diversity of candidates who apply. We also took the opportunity to update the application form to remove certain unnecessary information and remove potentially stigmatizing language regarding the mental and physical health of candidates. As someone who has experienced mental health issues but managed to practice law at a high level throughout, it was particularly rewarding to see the forms revamped.

It was truly a highlight of the year to be a part of the Judicial Council.

Judicial Ethics

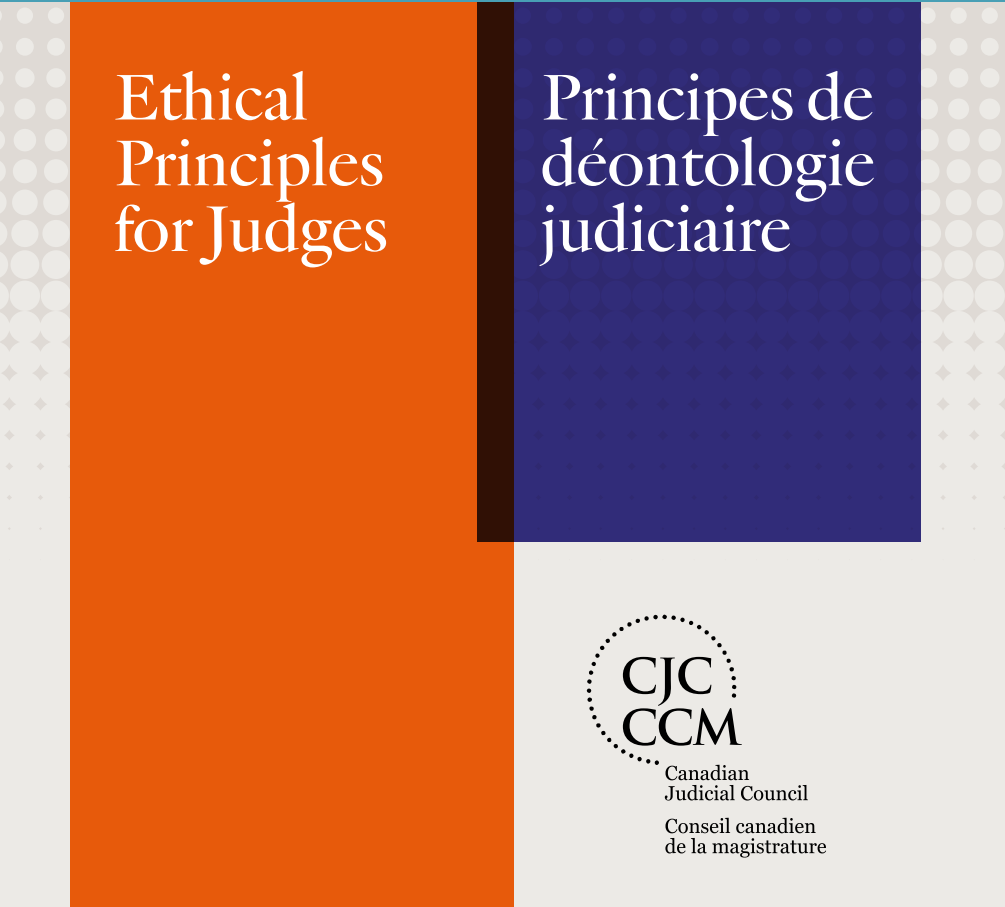
The Judicial Council is responsible for preparing and revising a judicial code of ethics. Judicial ethics provide a general framework of values and considerations to guide judicial officers in their conduct both in and out of court.

The Provincial Court of BC was the first court in Canada to adopt a code of ethics. In 1976, judges of the Court prepared a code of judicial ethics that was adopted by the Judicial Council and reviewed from time to time. More recently, both the Judicial Council and the Court's judiciary felt that as our society evolved, the principles guiding judicial behaviour should be reviewed.

Following a consultation with judges and judicial justices, in December 2014 the Judicial Council adopted the Ethical Principles for Judges, published by the Canadian Judicial Council for federally appointed judges, as the guiding principles for the judicial officers of the Provincial Court, to assist judges and judicial justices with difficult ethical and professional issues which confront them, and to assist members of the public to better understand the judicial role.

In 2022, following another consultation with the judges and judicial justices of the Court, the Judicial Council adopted the updated [Ethical Principles for Judges](#) published in 2021 by the Canadian Judicial Council, except for the commentary regarding "Post-Judicial Careers" in s. 5.E.2. restricting the types of activities a judge can engage in upon leaving the judicial office and returning to the legal profession.

Guidelines for the conduct of justices of the peace are found in the [Justice of the Peace Code of Ethics](#) and for judicial case managers in the [Standards of Conduct](#).



The image shows the cover of the publication 'Ethical Principles for Judges' (Principes de déontologie judiciaire). The cover is divided into two main color sections: orange on the left and dark blue on the right. The title is written in white serif font. Below the title, the logo of the Canadian Judicial Council (CJC/CCM) is displayed, consisting of a circular dotted border around the letters 'CJC' and 'CCM'. Below the logo, the full name of the organization is written in a smaller font: 'Canadian Judicial Council' and 'Conseil canadien de la magistrature'.

The Judicial Council has adopted the [Ethical Principles for Judges](#) published by the Canadian Judicial Council in 2021, except for its commentary on "Post-Judicial Careers" in s. 5.E.2 restricting the types of activities a judge can engage in upon leaving the judicial office and returning to the legal profession.

Complaints

Under the *Provincial Court Act*, the Chief Judge has the authority and the duty to supervise the Court's judges, judicial justices, and justices of the peace. The Chief Judge, under section 22.1(1) of the *Act*, must examine all complaints respecting judicial officers and report the result of the examination, in writing, to the complainant and the judicial officer.

The *Act* also requires, under section 22.1(2), that the Chief Judge conduct an investigation of the fitness of a judicial officer to perform their duties when the Chief Judge considers that an investigation is required, or if directed to do so by the Attorney General. The result of an investigation may include corrective action or an order for an inquiry to determine whether the judicial officer is fit to perform their duties.

In the event that the Chief Judge or the Attorney General directs an inquiry into the fitness for office of a judicial officer, the judicial officer may elect, under section 24 of the *Act*, to have the Judicial Council act as the tribunal for that inquiry. The alternative tribunal is a justice of the Supreme Court, designated by the Chief Justice of the Supreme Court.

The Judicial Council's role in public complaints involving judicial officers also helps it fulfill its responsibility to improve the Court's judicial services. As presiding member, the Chief Judge reports to the Council regarding complaints that may affect the overall quality of judicial service. Complaints can demonstrate a need for judicial education on a particular topic.

Complaints may be submitted in one of three ways:

1. Using the secure online complaint form on the [Complaints](#) page on the Court's website.
2. By letter addressed to the Chief Judge of the Provincial Court of British Columbia and faxed to 604-660-1108.
3. By letter addressed and mailed to:
The Chief Judge of the Provincial Court of British Columbia
337 – 800 Hornby Street
Vancouver, British Columbia V6Z 2C5

The Judicial Council may conduct a formal inquiry into the fitness of a judicial officer if the first two stages of the complaint process, examination and investigation, fail to conclude the matter. In 2022, no such formal inquiries were held by the Judicial Council. Further information regarding the complaint process is outlined on the [Provincial Court website](#) and in the Court's [Annual Reports](#), where complaints received and action taken are summarized.

Other Matters

The Judicial Council is responsible for reporting to the Attorney General on matters the Attorney General considers necessary. No such matters were raised for action in 2022.

Financial Expenses

Administrative support, boardroom, and catering expenses are provided to the Judicial Council by the Office of the Chief Judge, Provincial Court of British Columbia.

Non-judicial members of the Judicial Council are eligible to be paid honoraria for attending meetings. There were 11 meetings in 2022. The following table details the meeting honoraria paid to the members of the Judicial Council in 2022.

Figure 7: Remuneration for the Judicial Council Members (2022)

Name	Allowable Honorarium Per Meeting	Meetings Attended	Total Remuneration
The Honourable Chief Judge M. Gillespie	\$0	9	\$0
The Honourable Associate Chief Judge S. Wishart	\$0	10	\$0
The Honourable Judge S. Merrick	\$0	10	\$0
Ms. P. Schwartz*	\$250/\$125	9	\$2,000
Ms. N. Merrill, KC*	\$250/\$125	9	\$2,125
Ms. C. Jennings*	\$250/\$125	11	\$2,375
Mr. G. McRae*	\$250/\$125	10	\$2,125
Mr. P. Kelly*	\$250/\$125	9	\$2,000
Ms. L. Hamilton, KC*	\$250/\$125	9	\$2,000

*Non-judicial members of the Judicial Council receive an allowable honorarium of \$250 for a full-day meeting and \$125 for a half-day meeting

Public Access

Any member of the public who has a question relating to the Judicial Council of BC or the judicial candidate application process, whether arising from this report or for any other reason, may send it in writing by one of the following:

Fax: (604) 660-1108

Mail: Judicial Council of British Columbia
337 – 800 Hornby Street
Vancouver, British Columbia V6Z 2C5



Prince George Courthouse | Photo Credit: John Deacon, KC

Appendix A: Analysis of Applications to the Judicial Council

Applications and Outcomes

Figure A.1⁶ shows the data for all applications and interviews conducted by the Judicial Council of British Columbia over a 10-year period. It demonstrates trends in application rates. These figures reflect the Council's activities in the calendar year specified and may also include reviews and interviews of applicants carried over from the previous year. Therefore, they do not reflect the results of applications made in a single year.

Figure A.1 shows that the 2022 totals fall below the 10-year averages in all areas except for applicants appointed. The average number of applications received per year for the last decade is 37, well above the 2022 total of 23. The average annual number of applications reviewed over the last 10 years is 35. On average, 66% of the reviewed applications, or 23 applicants per year, were approved for an interview.

Figure A.1: Applications for Appointment as a Provincial Court Judge (2013 – 2022)⁷

Year	Applications Received			Applications Reviewed			Applicants Approved for Interview			Applicants Interviewed			Applicants Appointed		
	Total	M	F	Total	M	F	Total	M	F	Total	M	F	Total	M	F
2022	23	16	7	24	12	12	13	6	7	12	6	6	12	5	7
2021	24	14	10	15	11	4	10	7	3	22	12	10	11	4	7
2020	30	13	17	38	17	21	19	7	12	9	2	7	6	2	4
2019	37	18	19	26	15	11	16	9	7	21	10	11	6	5	1
2018	27	14	13	46	25	21	29	12	17	34	19	15	15	7	8
2017	63	41	22	57	31	26	36	20	16	27	14	13	14	4	10
2016	43	23	20	30	19	11	24	14	10	24	15	9	9	6	3
2015	27	13	14	35	13	22	23	9	14	27	9	18	13	6	7
2014	50	24	26	40	24	16	31	18	13	33	23	10	6	2	4
2013	46	33	13	39	28	11	29	18	11	24	11	13	10	5	5
Average	37	21	16	35	20	16	23	12	11	23	12	11	10	5	6

6. The requirement to keep individual applicants' outcomes confidential prevents the Council from reporting more detailed information on outcomes.

7. Slight numerical discrepancies may exist due to figures being rounded to whole numbers.

Gender

According to the Law Society of British Columbia’s 2021 Annual Report, lawyers who identify as female make up 43% of the legal profession in BC. (“Profession” is defined as lawyers registered with the Law Society and practising.) From 2017 to 2021, the number of new female lawyers has been greater than 50%. In 2021 the number of new female lawyers was the highest it has been in the past five years at 54%.

According to the 2021/2022 Annual Report of the Provincial Court of BC, as of March 31, 2022, 52.7% of full-time Provincial Court judges were female. Of the 54 judges appointed during the past five fiscal years, more than half (29) have been women.

In 2022, the Judicial Council recommended eight applicants for full-time appointment, four women and four men. The number of applicants recommended in 2022, both women and men, fell below the 10-year average.

Of the candidates on the recommended list in 2022, 12 were appointed by the Lieutenant Governor in Council: seven women and five men.

Age

The average age of judicial applicants in 2022 was 51 years for women and 50 years for men. From 2013 to 2022, applicants had an average age of 52 years, with 51 years for women and 53 years for men.

Figure A.2: Applicants by Age and Gender (2013-2022)

Year	Total	Male	%	Avg. Age	Female	%	Avg. Age
2022	23	16	70%	50	7	30%	51
2021	24	14	58%	54	10	42%	51
2020	30	13	43%	50	17	57%	49
2019	37	18	49%	56	19	51%	51
2018	27	14	52%	53	13	48%	51
2017	63	41	65%	53	22	35%	53
2016	43	23	53%	53	20	47%	51
2015	27	13	48%	55	14	52%	51
2014	50	24	48%	52	26	52%	48
2013	46	33	72%	53	13	28%	51
Average	37	21	56%	53	16	44%	51

Years of Practice

From 2013 to 2022, applicants have had an average of 22 years of legal practice. Male applicants had an average of 23 years of practice, while female applicants had an average of 21 years. Of those who applied in 2022, female applicants had, on average, one year more practice experience (23 years) than their male counterparts (22 years).

Figure A.3: Applicants by Gender and Average Years of Experience (2013-2022)

Year	Gender	Applicants	Years of Practice
2022	M	16	22
	F	7	23
2021	M	14	25
	F	10	21
2020	M	13	20
	F	17	19
2019	M	18	26
	F	19	22
2018	M	14	21
	F	13	23
2017	M	41	21
	F	22	23
2016	M	23	24
	F	20	20
2015	M	13	25
	F	14	21
2014	M	24	23
	F	26	20
2013	M	33	24
	F	13	20
Average		19	22

Area of Practice ▬

Applicants to the Court have practised law in various fields such as private practice, Crown counsel, and other sectors.

In 2022 applicants from private practice formed 43%, Crown counsel formed 39%, and applications from other areas formed 17% of the total number.

Figure A.4: Applicants by Gender and Area of Practice (2013-2022)

Type of Practice		Private	Crown Counsel	Other Areas
2022	Total	10	9	4
	M	9	6	1
	F	1	3	3
2021	Total	12	9	3
	M	8	5	1
	F	4	4	2
2020	Total	15	12	3
	M	7	5	1
	F	8	7	2
2019	Total	18	14	5
	M	13	3	2
	F	5	11	3
2018	Total	14	10	3
	M	6	7	1
	F	8	3	2
2017	Total	31	20	9
	M	20	11	7
	F	11	9	2
2016	Total	26	12	4
	M	13	6	3
	F	13	6	1
2015	Total	12	9	5
	M	6	2	4
	F	6	7	1
2014	Total	28	18	4
	M	12	11	1
	F	16	7	3
2013	Total	34	8	4
	M	28	1	4
	F	6	7	0
Average		13	8	3

Any member of the public who has a question relating to the Judicial Council of BC or the judicial candidate application process, whether arising from this report or for any other reason, may send it to the Council in writing by one of the following:

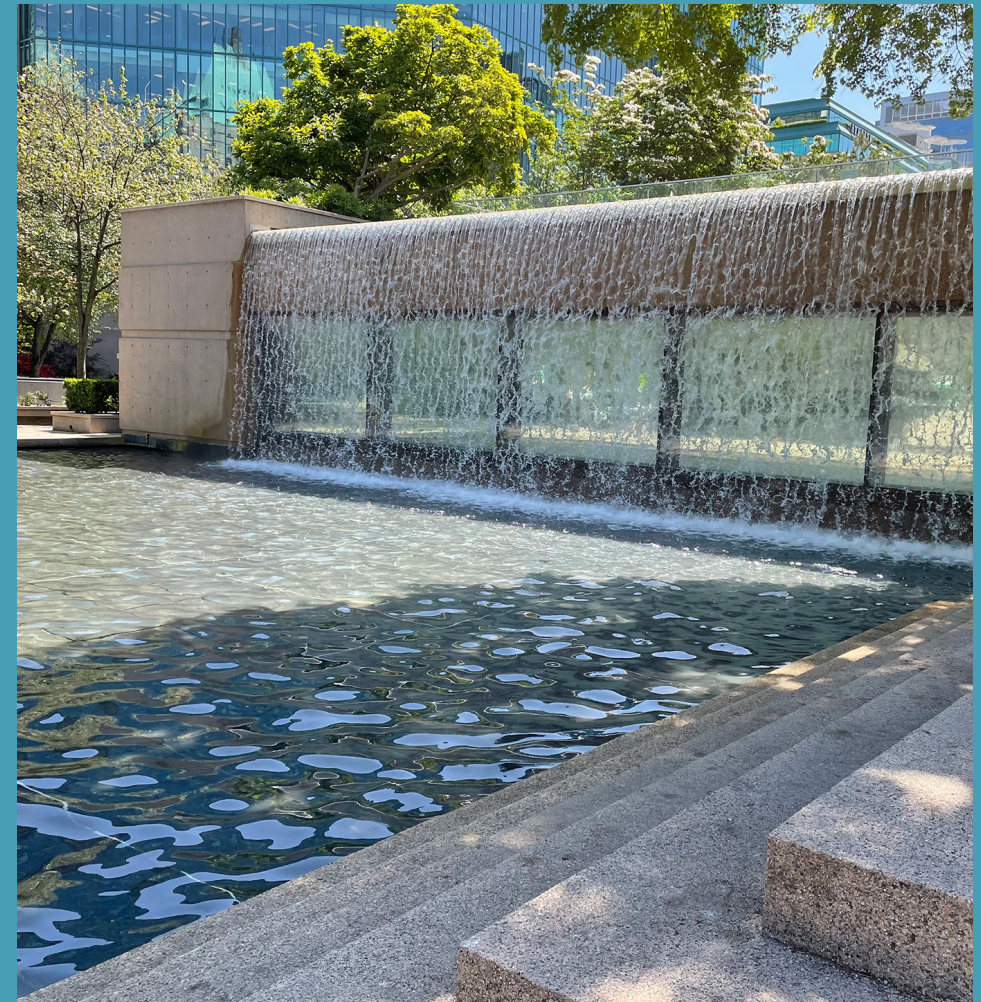
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Acknowledgements

Travis Dudfield, Graphic design

Rebecca Jensen, Administrative Coordinator



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