



Ontario

THE JUDICIAL APPOINTMENTS ADVISORY COMMITTEE

ANNUAL REPORT

for the Period from

1 January 1997 to 31 December 1997

Toronto, Ontario
January, 1998

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Persons wishing to comment on the procedures or selection criteria of the Judicial Appointments Advisory Committee are invited to write to:

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Previous publications of the Judicial Appointments Advisory Committee:

- ▶ *Interim Report* (September, 1990);
- ▶ *Final Report and Recommendations* (June, 1992);
- ▶ *Annual Report* for the Period from July 1 1992 to 31 December 1993 (January, 1994);
- ▶ *Annual Report* for the Period from 1 January 1994 to 28 February 1995 and for the Period from 1 March 1995 to 31 December 1995 (January, 1996);
- ▶ *Annual Report* for the Period from 1 January 1996 to 31 December 1996 (January, 1997)

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LETTER OF TRANSMITTAL

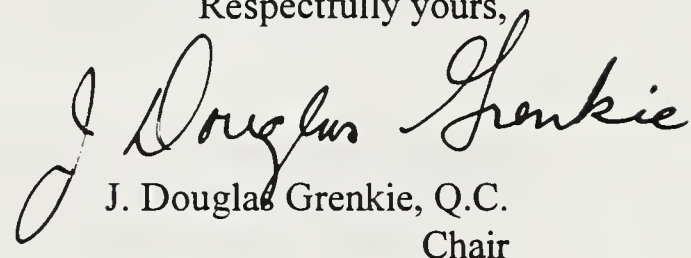
31 January 1998

The Honourable Charles Harnick
Attorney General for Ontario
720 Bay Street, 11th Floor
Toronto, Ontario
M5G 2K1

Dear Mr. Attorney:

The Judicial Appointments Advisory Committee has the honour of presenting to you this report on its activity for the period from 1 January 1997 to 31 December 1997, pursuant to section 43(13) of the *Courts of Justice Act*. It covers all significant matters related to the recommendation to the Attorney General of suitable candidates for judicial appointment to the Ontario Court (Provincial Division).

Respectfully yours,



J. Douglas Grenkie, Q.C.
Chair

EXECUTIVE SUMMARY

1 January 1997 to 31 December 1997

The Judicial Appointments Advisory Committee was set up as a pilot project by the then Attorney General, The Honourable Ian Scott, in January 1989. Since then the present Attorney General, the Honourable Charles A. Harnick, and his predecessors, have appointed 133 judges based on Committee recommendations. Of these, 16 appointments were made between 1 January 1997 and 31 December 1997.

The highlights of Committee activity are as follows:

- **Appointments:** Each of the 16 appointments has been made from among candidates recommended by the Committee in accordance with the first criterion, being that of professional excellence, and then on the other criteria set out in this Report.
- **Legislation:** Amendments to the *Courts of Justice Act* that came into force on 28 February 1995 established the Judicial Appointments Advisory Committee and clothed it with legislative authority. These amendments set out in detail the composition, procedures, criteria for selection, and independent function of the Committee.
- **Confidentiality:** In 1993 a citizen who was not an applicant, sought access under the *Freedom of Information and Protection of Privacy Act*¹ to Judicial Appointments Advisory Committee records. These records contained the results of discreet inquiries made about a candidate who was later interviewed, recommended, and subsequently appointed as a judge, by the Attorney General.

A ruling by Irwin Glasberg, Assistant Information and Privacy Commissioner held that the Committee formed part of an “institution”, (in this case, the Ministry of the Attorney General) and as such was subject to the provisions of the *Freedom of Information and Protection of Privacy Act*.

The Ruling was appealed by the Attorney General and by the Committee through its own independent counsel. The Ruling was upheld by the Divisional Court on March 27, 1996.²

¹ R.S.O. 1990, c.F-31

² Divisional Court (White, McRae, and MacFarland, JJs) Released March 27, 1996

The appeal was heard on June 2 and 3, 1997, and the decision was released June 19, 1997,³ Goudge J.A. speaking for the Court (Osborne, Doherty and Goudge JJA) allowed the appeal and quashed the order of the Assistant Information and Privacy Commissioner.

Goudge JA stated at page 15(23): *“Individual Committee members were neither employees nor officers of the Ministry. They constituted a committee that was set up to provide recommendations that were arrived at independently and at arm’s length from the Ministry. The Ministry had no statutory or contractual right to dictate to the Committee or its individual members what documents they should create, use or maintain or what use to make of the documents they do possess.”*

and at page 16: *“Hence, it cannot be said that the documents in the possession of individual Committee members were under the control of the Ministry. In my opinion, the Assistant Commissioner was wrong in so doing.”*

“I would therefore allow the appeals and quash the decision of the Assistant Commissioner with costs here and in the Divisional Court.”

It should be noted that in 1993, the Committee was an *ad hoc* body, created by the Attorney General without any Legislative or regulatory authority. This is no longer so, since the coming into force of the *Courts of Justice Statutory Amendment Act* on February 28, 1995. Section 43 of that Act creates the Judicial Appointments Advisory Committee as a statutory entity.

The Committee has always believed that there should be a clear statutory protection for its records as granted to others via Sec. 65(4) and (5) of the *Freedom of Information and Protection of Privacy Act*.⁴ The Committee’s independent counsel has recommended this as well.

- **Procedure:-** The Committee *continually* reviews its procedures and policies which are set forth in detail in this report. No person who has an outstanding claim or complaint with a law society, or a criminal record will be considered for a judicial appointment until such time as the claim or complaint file has been closed or a pardon has been granted.

³ Walmsley v. Ontario (Attorney General) [1997] 34 O.R. (3d) 611

⁴ RSO 1990 c.F-31 - *Freedom of Information and Protection of Privacy Act*.

INTRODUCTION

On 15 December 1988, the then Attorney General, The Honourable Ian Scott, announced in the Ontario Legislature the establishment of the Judicial Appointments Advisory Committee as a pilot project, and set out its mandate:

First, to develop and recommend comprehensive, sound and useful criteria for selection of appointments to the judiciary, ensuring that the best candidates are considered; and second, to interview applicants selected by it or referred to it by the Attorney General and make recommendations.

On February 28, 1995 the *Courts of Justice Act* established the Committee by legislation. All appointments to the Ontario Court (Provincial Division) must be made by the Attorney General from amongst a list of applicants recommended to him by the Committee, and chosen in accordance with its own process of criteria, policies and procedures.

In 1997 the Committee met over 28 times to select candidates, carry out interviews, and to determine Committee policies and procedures. This included 7 selection days and 19 interview days. Over 126 applicants have been interviewed and 40 have been recommended, from which the Attorney General has selected and appointed 16 judges. The total number of applicants to date is 1,636 of whom approximately 30% are women.

PART I

ANALYSIS OF JUDICIAL APPOINTMENTS MADE

1.0 Judges Appointed: 1 January 1997 - 31 December 1997

During this period there have been 16 judges appointed as a result of recommendations made by the Committee. Added to the 117 appointments previously made, this number makes a total of 133 judges appointed since the Committee began its work in 1989. The complement of the Ontario Court (Provincial Division) is 250 judges. Thus, 53% of all the present provincial judges have been selected through the Committee process.

Of these 16 new appointments, five were women, 13 came from private practice and three were formerly Crown counsel. A list of these judges will be found in Appendix I.

The age of appointees ranges from 38 to 53 years, and the average age is 48 years.

2.0 Overview of Appointments: 1 January 1989 - 31 December 1997

The reader will find a list of all judges appointed under the Committee process in Appendix II; the Appendix lists the names in alphabetical order together with location and date of appointment.

The demographics of these appointments are set out in the following tables which show the timing of the various appointments, the legal background of the appointees, and the numbers selected for appointment from under-represented groups.

TIMING OF THE APPOINTMENTS								
Reporting Period	1 Jan 89 - 31 Oct 90	1 Nov 90 - 30 June 92	1 July 92 - 31 Dec 93	1 Jan 94 - 28 Feb 95	1 Mar 95 - 31 Dec 95	1 Jan 96 - 31 Dec 96	1 Jan 97 - 31 Dec 97	Overall Total of Appointments
Total Appointments	28	39	23	15	5	7	16	133

LEGAL BACKGROUND									
	1 Jan 89 - 31 Oct 90	1 Nov 90 - 30 June 92	1 July 92 - 31 Dec 93	1 Jan 94 - 28 Feb 95	1 Mar 95 - 31 Dec 95	1 Jan 96 - 31 Dec 96	1 Jan 97 - 31 Dec 97	Total No.	Percent (N=133)
Private Practice	16	32	14	9	4	3	13	91	68%
Provincial Crown	5	3	5	6	0	4	3	26	20%
Federal Prosecutor	3	1	2	0	0	0	0	6	6%
Government	4	3	2	0	1	0	0	10	8%

APPOINTMENTS FROM REPRESENTATIVE GROUPS									
	1 Jan 89 - 31 Oct 90	1 Nov 90 - 30 June 92	1 July 92 - 31 Dec 93	1 Jan 94 - 28 Feb 95	1 Mar 95 - 31 Dec 95	1 Jan 96 - 31 Dec 96	1 Jan 97 - 31 Dec 97	Total No.	Percent (N=133)
Women	9	18	12	3	1	1	5	49	37%
Francophone	2	2	1	2	1	0	0	8	6%
First Nations	0	2	0	1	0	1	0	4	3%
Visible Minority	2	4	4	0	0	0	0	10	8%
Persons with Disabilities	0	0	0	0	0	0	0	0	0%

The Committee continues to encourage applications from members of under-represented groups. Each advertisement for a judicial vacancy states that:

The provincial judiciary should reasonably reflect the diversity of the population it serves. Applications from members of minority groups are encouraged.

The advertisement appears in the *Ontario Reports*, which has a wide circulation amongst lawyers in the province.

In addition, advance notice of a judicial vacancy is provided to approximately 160 legal and non-legal associations, such as the Canadian Bar Association - Ontario and the Advocacy Research Centre for the Handicapped (ARCH), with a request that the material be brought to the attention of their members. Committee members are prepared to attend any association meetings to discuss the appointment process and answer all questions concerning Committee procedures and criteria. Our desire is to make sure that the profession and public are fully informed about the process of judicial appointment.

PART II LEGISLATION

1.0 The Courts of Justice Statute Law Amendment Act

The amendments to *The Courts of Justice Act* were given Royal Assent in June 1994 and proclaimed on 28 February 1995. Section 43 deals with the Judicial Appointments Advisory Committee and it is included here in full, for ease of reference:

"Judicial Appointments Advisory Committee

43. (1) A committee known as the Judicial Appointments Advisory Committee in English and as Comité consultatif sur les nominations à la magistrature in French is established.

Composition

- (2) The Committee is composed of,
- (a) two provincial judges, appointed by the Chief Judge of the Provincial Division;
 - (b) three lawyers, one appointed by The Law Society of Upper Canada, one by the Canadian Bar Association-Ontario and one by the County and District Law Presidents' Association;
 - (c) seven persons who are neither judges nor lawyers, appointed by the Attorney General;
 - (d) a member of the Judicial Council, appointed by it.

Criteria

- (3) In the appointment of members under clauses (2) (b) and (c), the importance of reflecting, in the composition of the Committee as a whole, Ontario's linguistic duality and the diversity of its population and ensuring overall gender balance shall be recognized.

Terms of Office

- (4) The members hold office for three-year terms and may be reappointed.

Staggered terms

- (5) Despite subsection (4), the following applies to the first appointments made under subsection (2):
- 1. One of the provincial judges holds office for a two-year term.
 - 2. The lawyer appointed by the Canadian Bar Association-Ontario holds office for a two-year term and the lawyer appointed by the County and District Law Presidents' Association holds office for a one-year term.
 - 3. Two of the persons who are neither judges nor lawyers hold office for two-year terms and two hold office for one-year terms.

Chair

- (6) The Attorney General shall designate one of the members to chair the Committee for a three-year term.

Term of Office

- (7) The same person may serve as chair for two or more terms.

Function

- (8) The function of the Committee is to make recommendations to the Attorney General for the appointment of provincial judges.

Manner of Operating

- (9) The Committee shall perform its function in the following manner:
1. When a judicial vacancy occurs and the Attorney General asks the Committee to make a recommendation, it shall advertise the vacancy and review all applications.
 2. For every judicial vacancy with respect to which a recommendation is requested, the Committee shall give the Attorney General a ranked list of at least two candidates whom it recommends, with brief supporting reasons.
 3. The Committee shall conduct the advertising and review process in accordance with criteria established by the Committee, including assessment of the professional excellence, community awareness and personal characteristics of candidates and recognition of the desirability of reflecting the diversity of Ontario society in judicial appointments.
 4. The Committee may make recommendations from among candidates interviewed within the preceding year, if there is not enough time for a fresh advertising and review process.

Qualification

- (10) A candidate shall not be considered by the Committee unless he or she has been a member of the bar of one of the provinces or territories of Canada for at least ten years or, for an aggregate of at least ten years, has been a member of such a bar or served as a judge anywhere in Canada after being a member of such a bar.

Recommendation by Attorney General

- (11) The Attorney General shall recommend to the Lieutenant Governor in Council for appointment to fill a judicial vacancy only a candidate who has been recommended for that vacancy by the Committee under this section.

Rejection of List

- (12) The Attorney General may reject the Committee's recommendations and require it to provide a fresh list.

Annual Report

- (13) The Committee shall submit to the Attorney General an annual report of its activities.

Tabling

- (14) The Attorney General shall submit the annual report to the Lieutenant Governor in Council and shall then table the report in the assembly."

PART III CONFIDENTIALITY

1.0 The Confidentiality of Committee Records

In 1993, a citizen sought to obtain the private notes of committee members respecting the appointment of a certain provincial court judge. The Committee refused to provide this information, because it had represented both to candidates and to their references and other sources that the applications and the results of all discreet inquiries would be kept completely confidential.

The citizen then applied to the Freedom of Information and Protection of Privacy Commissioner, who ruled that the Committee was a *part* of the Ministry of the Attorney General, and, as such, was *prima facie* subject to the *Freedom of Information and Protection of Privacy Act* (FIPPA). The Assistant Commissioner, Irwin Glasberg, directed the Committee to secure and retain the confidential information, pending a determination as to whether such notes were protected by any statutory exemptions.

At this point, the Committee retained the services of Penny Bonner, David Stratas and Mahmud Jamal of the law firm of Osler, Haskin & Harcourt, to seek judicial review of the Commissioner's ruling. The judicial review was carried out on March 25, 1996, at which time the Divisional Court (White, McRae and MacFarland JJ) upheld the Commissioner's ruling.

The Committee instructed its solicitors to launch an appeal to the Ontario Court of Appeal, and, in particular, to challenge the finding that the Committee formed part of the Ministry of the Attorney General. Such a finding, if allowed to stand, would undermine the Committee's basic philosophical concept of a body that was *completely independent* of government when making its recommendations.

On June 19, 1997, the Ontario Court of Appeal (Osborne, Doherty & Goudge, J.J.A.) reversed the decision of the Divisional Court. The Court of Appeal per Goudge, J.A., held in part:

"The Assistant Commissioner found that s. 10(1) of the Act extended to the documents in the possession of individual members of the Committee, as being records under the control of the Ministry. It was not argued (nor could it be argued) that these records were thereby in the custody of the Ministry."

“The finding of control was based in part on the conclusion that the Committee could be said to be a part of the Ministry. With respect, I disagree. Individual Committee members were not employees of the Ministry. Even if they were in some respects agents of the Ministry, that is not enough to make them part of the Ministry. If it were, any agency of a ministry would automatically be subject to the Act and s. 2(1)(b), designating specified agencies to come within the Act, would be superfluous. Nor could the nature of the work of the Committee have made its members part of the Ministry. Nothing in the definition in s. 2(1)(a) suggests this. Nor would the Legislature have intended that simply by giving independent advice to the Attorney General individuals would be subjected to the access provisions and record keeping obligations of the Act. Hence, in my view, the records in question could not be said to have come within s. 10(1) on the basis that individual Committee members were part of the Ministry. They were not.

The question that remains is whether the documents in the possession and control of individual Committee members were also under the control of the Ministry. In my opinion, the Assistant Commissioner was in error to base his answer in part on the Ministry’s authority over the same documents under the right to privacy part of the Act, since that authority would itself arise only if the documents were indeed under the control of the Ministry. Rather, in light of the purposes of the Act, the answer properly depends on an examination of all aspects of the relationship between Committee members and the Ministry that are relevant to control over the documents.

It is true, as the Assistant Commissioner said, that the documents in question were held by these individuals because of their role on the Committee and that the contents of the documents related to the work of the Ministry. While these factors are of some limited relevance to the question of Ministry control, much more important are the following considerations. Individual Committee members were neither employees nor officers of the Ministry. They constituted a committee that was set up to provide recommendations that were arrived at independently and at arm’s length from the Ministry. The Ministry had no statutory or contractual right to dictate to the Committee or its individual members what documents they should create, use or maintain or what use to make of the documents they do possess. The Ministry had no statutory or

contractual basis upon which to assert the right to possess or dispose of these documents, nor was there any basis for finding that that Ministry had a property right in them. While there may have been elements of agency in the relationship between individual Committee members and the Ministry, nothing suggests that that agency carried with it the right of the Ministry to control these documents. Finally, there is nothing in the record that allows the conclusion that these documents were in fact controlled by the Ministry. Hence, it cannot be said that the documents in the possession of individual Committee members were under the control of the Minister. In my opinion, the Assistant Commissioner was wrong in so deciding.”

Latterly, the Committee members have discussed this issue with counsel who have recommended that the Legislature should be asked to provide a clear statutory protection for its records such as that accorded to the Ontario Judicial Council under s.65(4), and (5) of *The Freedom of Information and Protection of Privacy Act* which reads as follows:

Section 65

Subsec. (4) and (5) new 1994. c. 12. s. 49:

“ (4) *This Act does not apply to anything contained in a judge’s performance evaluation under section 51.11 of the Courts of Justice Act or to any information collected in connection with the evaluation.*

(5) *This Act does not apply to a record of the Ontario Judicial Council, whether in the possession of the Judicial Council or of the Attorney General, if any of the following conditions apply:*

1. *The Judicial Council or its subcommittee has ordered that the record or information in the record not be disclosed or made public.*
2. *The Judicial Council has otherwise determined that the record is confidential.*
3. *The record was prepared in connection with a meeting or a hearing of the Judicial Council that was not open to the public.”*

It should be noted that in 1993, the Committee was an *ad hoc* body, created by the Attorney General without any statutory or regulatory authority. This is no longer so, since the coming into force of the *Courts of Justice Statutory Amendment Act* on February 28, 1995. Section 43 of that Act creates the Judicial Appointments Advisory Committee as a statutory entity.

Accordingly the decision of the Court of Appeal may no longer apply to these changed circumstances. It is the Committee's intention to pursue the recommendations of its counsel for a clear statutory exemption of all confidential material obtained by the Committee and its members while carrying out its mandate to make recommendations for judicial appointments.

PART IV

CRITERIA FOR APPOINTMENT

It is important that eligible members of the bar and the public be aware of the criteria used by the Committee in the selection of candidates for recommendation. Accordingly, for convenience those criteria are reiterated again in this Annual Report.

The current Summary Statement of the criteria is as follows:

1.0 Criteria for Evaluating Candidates

Professional Excellence

- ☐ A high level of professional achievement in the area(s) of legal work in which the candidate has been engaged. Experience in the field of law relevant to the division of the Provincial Court on which the applicant wishes to serve is desirable but not essential.
- ☐ Involvement in professional activities that keep one up to date with changes in the law and in the administration of justice.
- ☐ An interest in or some aptitude for the administrative aspects of a judge's role.
- ☐ Good writing and communications skills.

Community Awareness

- ☐ A commitment to public service.
- ☐ Awareness of and an interest in knowing more about the social problems that give rise to cases coming before the courts.
- ☐ Sensitivity to changes in social values relating to criminal and family matters.
- ☐ Interest in methods of dispute resolution alternatives to formal adjudication and in community resources available for participating in the disposition of cases.

Personal Characteristics

- ☐ An ability to listen.
- ☐ Respect for the essential dignity of all persons regardless of their circumstances.
- ☐ Politeness and consideration for others.
- ☐ Moral courage and high ethics.
- ☐ An ability to make decisions on a timely basis.
- ☐ Patience.
- ☐ Punctuality and good regular work habits.
- ☐ A reputation for integrity and fairness.
- ☐ Compassion and empathy.
- ☐ An absence of pomposity and authoritarian tendencies.

Demographics

- ☐ The provincial judiciary should be reasonably representative of the population it serves. This requires overcoming the serious under-representation in the judicial complement of women, visible, cultural, and racial minorities and persons with a disability.

PART V

JUDICIAL APPOINTMENT PROCESS AND POLICIES

1.0 The Judicial Candidate Information Form:

1. All candidates must complete a typed Judicial Candidate Information Form which has been designed to elicit information that is not usually included in a standard *curriculum vitae*, such as the nature of the legal work and experience gained in various positions the candidates have held, including pre-law experience. Also, applicants are required to express their reasons for wanting to become a judge and provide an appraisal of their own qualifications for being a judge.

Candidates who send in their standard *curriculum vitae* and do not complete the Committee's form are not considered.

2. Candidates are required to provide 14 copies of the Judicial Candidate Information Form together with an authorized Security Release Form and an executed Release of Information Form in the first instance, and for subsequent applications, 14 copies of any letter requesting consideration.
3. A candidate must apply by application or letter for each and every advertised vacancy that is of interest. The Committee does not automatically consider applications on file.
4. A Judicial Candidate Information Form is kept on file for one year. At the end of one year a candidate is advised that his or her form is out of date and in order to maintain a current application, 14 copies of a new form should be submitted.
5. All responses to an advertisement to be considered for a judicial vacancy are acknowledged. Also candidates are advised if they are not selected for an interview. Candidates who are interviewed and/or candidates who have been interviewed on a previous occasion and who have requested to be considered for a particular advertised vacancy **are not** advised as to whether they have been included in the list submitted to the Attorney General. However, they are advised when the Committee has completed its work and has submitted a list of recommendees to the Attorney General. Candidates who have been interviewed within the previous twelve month period may not necessarily be re-interviewed but will still be equally considered by the Committee in determining its list of recommendations, provided that he or she has applied to be considered for the vacancy advertised.

References:

1. The Committee requests that a candidate does not send or have submitted letters of support.
2. The Committee requires a candidate to provide the names, **complete addresses including Postal Codes, home telephone** and business telephone numbers of his or her named references. Care should be taken to provide the correct information before submitting the form. Since the members who check the references do so during evening and weekends it is essential that **home telephone** numbers be provided.
3. All named references receive a letter from the Committee advising them that a candidate has provided their name for reference purposes and that they may be contacted by a member of the Committee. They are advised that they do not have to write to the Committee. Attached to the letter is a list of current Committee members.
4. The Committee maintains strict confidentiality with respect to the information provided by named references and obtained by discreet inquiries.

2.0 Law Society Claims — Outstanding Complaints and Claims

1. Complaints as to Practice: Candidates will not be considered for discreet inquiries or an interview if they have any complaints registered with the Law Society. It is up to the candidate to ensure that any complaint on file is dealt with immediately and the Law Society file closed.
2. Errors and Omissions Claims: Candidates will not be considered for discreet inquiries or for an interview if they have any outstanding Errors and Omissions claims registered with the Law Society. It is the candidate's responsibility to ensure that any outstanding claim is settled.
3. Civil Claims or Judgements: Members of the Committee would be prepared to consider the application of a candidate who is involved in a civil claim or proceeding if, after receiving details of the proceeding, the members are of the opinion that the nature of the claim is such that it should not prevent the candidate from being considered for a judicial appointment.

3.0 Criminal Record

Members of the Committee will not consider a candidate who has a criminal record. It is the responsibility of the candidate to obtain a pardon.

4.0 Conflict of Interest Guidelines:

1. Members of the Committee cannot apply to be considered for a judicial appointment for a period of two years from the date they cease to serve as a member of the Committee.
2. No current member of the Committee can act as a reference for a candidate seeking a provincial judicial appointment.
3. Members of the Committee who have a conflict or a perceived conflict in the nature of a potential bias or prejudice in regard to a candidate must declare such conflict and refrain from taking part in the entire process for that vacancy.

5.0 General

Re-Interviewing Candidates

The Committee does not maintain a pool of candidates who have previously been recommended but not appointed, or interviewed but not recommended. To compare and rank a candidate who has just been interviewed with candidates who have previously been interviewed and recommended but not appointed, an evaluation guideline is used to compare these individuals objectively.

It is no longer essential to re-interview a candidate who has been interviewed in the previous twelve months. That candidate will be compared objectively and ranked along with all other persons interviewed for that vacancy so long as the candidate has requested in writing to be considered for that advertised vacancy. Nevertheless, the Committee may in its discretion re-interview a previously interviewed candidate, and in fact does so on a fairly frequent basis.

Outreach

The Committee believes that the provincial judiciary should be reflective of the population that it serves and it continues to encourage applications from qualified members of all communities.

Approximately 160 organizations have been advised that the Committee would be pleased to attend any meetings of the group to explain its mandate, criteria and procedures. This invitation has been extended to both legal and non-legal organizations.

The Committee is preparing a leaflet for distribution to encourage applications and explain its procedures and process and the method of appointment of Provincial Court Judges in Ontario. This leaflet will be distributed in 1998.

Notice of Vacancies

When a vacancy in the complement of Provincial Court Judges occurs the Chief Judge of the Ontario Court (Provincial Division), after considering the judicial resources required throughout Ontario, determines the location of the vacancy to be filled and advises the Attorney General accordingly. The Attorney General then requests the Committee to commence its process to identify candidates suitable for judicial appointment in order to make recommendations to him.

Set out below is a step-by-step account of how the Committee arrives at its recommendations.

Advertising The Vacancy

All vacancies are advertised in the *Ontario Reports*. The copy must be provided three weeks prior to publication date. Three weeks is allowed for applications to be received. In addition to advertising, the Committee contacts approximately 160 legal and non-legal associations with advance notice of the vacancy with a request that they bring the copy of the advertisement to the attention of their members.

Review of Applications by Members

Each member is provided with a list of all candidates who respond to an advertisement plus copies of all new and updated Judicial Candidate Information Forms. Members carefully review and assess the application forms and list candidates whom they feel should proceed to the second stage of reference checks and discreet inquiries. This list is submitted to the administrator who compiles a master list of candidates who have been selected by three or more members for the purpose of making reference checks and discreet inquiries.

References and Discreet Inquiries

Each member is provided with a list of candidates who have been selected by three or more committee members for the purposes of reference checks and discreet inquiries. These inquiries are made of the judiciary, lawyers, law associations, community and social service organizations, plus the named references provided by the candidate. Once the reference checks and discreet inquiries are completed, the Committee meets to discuss the information obtained and to select candidates to be interviewed.

This selection meeting takes place three to four weeks after the members received the list of candidates to be considered.

Interviews and Recommendations to The Attorney General

The number of candidates to be interviewed for a judicial vacancy will normally be 16 over a two day period. Each interview will last approximately 30 minutes. Following each interview the Committee discusses the merits of the candidate interviewed. After the last interview for that particular vacancy the Committee discusses the merits of candidates interviewed plus the merits of candidates interviewed on a prior occasion who have applied to be considered for the current vacancy. A ranked list is then submitted to the Attorney General. Interviews take place approximately two weeks after the selection meeting.

The letter of recommendation to the Attorney General is delivered to him when the requested Law Society and CPIC checks have been received and clearances obtained. These clearances are usually received approximately three weeks after the interviews have taken place.

It is at this point that the Committee's work is completed.

It should also be noted that the Committee has established a procedure to avoid delays in filling vacancies that occur unexpectedly, such as from sudden resignation, illness or death. In such cases, when so requested by the Attorney General, it may recommend candidates who have previously applied for the area of the judicial vacancy and who have been interviewed, without advertising the vacancy. This procedure will only apply to areas where there has been an advertised competition within a twelve month period. However, the policy of advertising is the procedure of preference and will only be departed from in limited circumstances.

6.0 Changes in Committee Membership

During 1997, several changes occurred in the membership of the Committee. Cynthia Wesley-Esquimaux was appointed to fill an existing vacancy on the Committee. The terms of Bernice Dubec and Nancy Hansen expired on February 28, 1997. These members were replaced by Alan Day and Nancy Toran-Harbin. Paul Copeland, the designated representative of the Law Society of Upper Canada resigned from the Committee in June 1997 and was replaced by Brian Greenspan. On November 18, 1997, Nancy Mossip, the designated representative of the County and District Law Presidents' Association, was appointed a Justice of the Ontario Court (General Division) and was replaced by Harrison Arrell. Finally, Nancy Toran-Harbin, a lay member, resigned effective December 31, 1997. The Attorney General has not announced her replacement.

7.0 Support Staff

Ann Kelly has been the Committee's Secretary and Administrative Officer since 1991. Her experience has proved invaluable in maintaining a high level of proficiency in all areas of the Committee's work. Ms. Kelly's personal dedication has provided the Committee with a priceless resource upon which to draw. Her insight and positive attitude enable the Committee to proceed with its work in a pleasant environment.

The Committee also wishes to acknowledge the professionalism and commitment of Ms. Carol Chan. Her organizational skills coupled with a congenial manner have provided exemplary secretarial and clerical service to the Committee. In addition, the Committee wishes to thank Charlene Bartlett who ably assisted the Committee's Secretary while Carol Chan was on maternity leave.

Finally the Committee would like to extend its thanks to the Attorney General, The Honourable Charles H. Harnick, for taking the time to meet with us to discuss various issues. Also the Committee wishes to acknowledge the co-operation that it has received from David Gordon, Senior Advisor to the Attorney General, Warren Dunlop, Judicial Support Services of the Ministry, and Richard Tinsley and Marilyn MacDonald, at the Law Society of Upper Canada.

PART VI

LOOKING TO THE FUTURE

1. Selection of Candidates

The Attorney General has indicated both publicly and in his meetings with the Committee that trial experience is of utmost importance in his selection from our recommended list of names. However, although the Committee agrees that this criteria is important it also believes that all its criteria must be applied in assessing the merits of each applicant. Accordingly, the Committee from time-to-time has recommended and will continue to recommend suitable individuals who are not trial lawyers but who have achieved a professional excellence in other areas of law.

Since the Attorney General has requested the Committee to provide a larger list of candidates from diverse backgrounds in order that he may have a wider discretion in making a particular appointment, the Committee has increased the number of interviews, which has resulted in a larger number of qualified candidates being recommended to the Attorney General. Professional excellence remains of paramount importance to the Committee.

2.0 Outreach

The Committee has firmly accepted outreach as one of its roles, and will continue to invite candidates from the various under-represented sections of the legal community to seek appointment. Its earlier initiative encouraging women to apply resulted in the recommendation of many well-qualified women.

Although there has been a steady increase in the number of students from traditionally under-represented communities entering the legal profession, the Committee recognizes that there are a number of barriers, both physical and societal to be overcome before there will be a large enough pool to enable Ontario to reach its goal of a truly representative judiciary.

In its 1996 Report, the Committee indicated that it was receiving fewer applications from women and other under represented groups. However, in 1997, the Committee is pleased to note that there has been a 6% increase in the number of applications from women. The following table shows the percentage of applications from women on an annual basis.

Year	Total of New Applications Received	Female Applicants	Percent of Female Applicants
1989	338	42	12%
1990	318	137	43%
1991	116	44	37%
1992	186	58	31%
1993	113	39	34%
1994	137	51	37%
1995	85	22	26%
1996	235	52	22%
1997	108	30	28%
TOTAL	1636	475	29%

The Committee believes that the profession, community groups and the public in general have a duty to encourage appropriate lawyers to submit applications.

In 1997 the Committee continued its policy of holding interviews outside of Toronto in order to learn more of communities to be served by a particular vacancy. Accordingly interviews were held in St. Catharines in April 1997 and in Kitchener in May 1997.

3.0 A Representative Committee

It is important to have representation on the Committee that is as diverse as possible. Subsection 43(3) of the amended Act establishes criteria for Committee members as follows:

“In the appointment of members ..., the importance of reflecting, in the composition of the Committee as a whole, Ontario’s linguistic duality and the diversity of its population and ensuring overall gender balance shall be recognized.”

The Committee in 1997 had representation from all regions in the province and consisted of eight men and five women. Although it may not be possible for the Committee to reflect all groups at all times, a good balance has certainly enriched its deliberations. It is important that this continue, so that the special needs of various communities can be fully appreciated.

Although the Attorney General makes the majority of appointments to the Committee it is equally important that the remaining members appointed by the Law Society of Upper Canada, the Chief Judge, The Canadian Bar Association - Ontario, the County and District Law Presidents' Association and the Ontario Judicial Council also continue to be reflective of the population of the Province of Ontario.

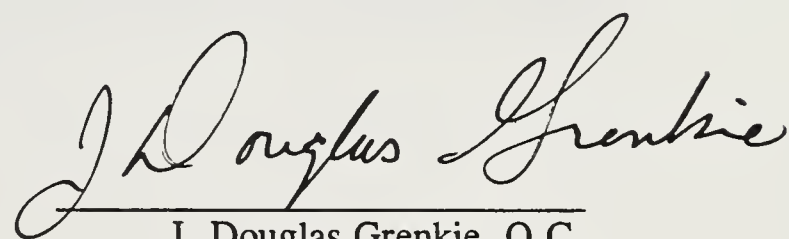
CONCLUSION

The Committee has established criteria and procedures that have resulted in a fair and impartial process for the appointment of judges to the Ontario Court (Provincial Division), one that it hopes has assisted in removing any perception of unwarranted political bias or patronage in appointments to the judiciary. Also the Committee has tried to ensure that the candidates recommended to the Attorney General possess all the required qualities set out in our criteria and are well regarded by their peers and community.

The Committee will continue its pursuit of excellence in recommending candidates for appointment as judges to the Ontario Court (Provincial Division). The quality of the applicants whom it sees is impressive. The choice of those to be recommended to the Attorney General is often difficult.

Despite a heavy work-load, Committee members maintain a high level of interest in the process and derive a great deal of personal satisfaction in being part of this rewarding work.

All of which is respectfully submitted:


J. Douglas Grenkie, Q.C.
Chair

JUDICIAL APPOINTMENTS ADVISORY COMMITTEE MEMBERS

CURRENT MEMBERS:

J. Douglas Grenkie, Q.C. Morrisburg, Chair

Called to the Ontario Bar in 1970, Mr. Grenkie is a general practitioner in Morrisburg and a partner in the firm of Gorrell, Grenkie, Leroy & Remillard with offices in Morrisburg, Cardinal and Ingleside. He is also a partner in the firm of Cass, Grenkie in Chesterville. Mr. Grenkie is an active member of the Morrisburg & District Lions Club and the S.D.&G Cornwall Shrine Club (Karnak Temple Montreal). He is a former President of the East District of the Cancer Society, Ontario Division, the founding President of the Upper Canada Playhouse and Past President of the Canadian Bar Association - Ontario. Also, Mr. Grenkie is the Conference Director of the CBAO Foreign Conference Committee, and is the representative of the CBAO on the Committee.

Associate Chief Judge Robert Walmsley, Toronto (Past Chair)

Judge Walmsley was called to the Bar in 1954 and started his legal career as a partner in a law firm in Picton, Ontario. He also acted as a part-time judge in the Eastern Region commencing 1 June 1965 and was then appointed to the Provincial Court (Family Division) on a full-time basis in August, 1968. He was then appointed as Senior Judge for the Eastern Region and the Associate Chief Judge of the Provincial Court (Family Division). In 1995 he was appointed as one of the alternate chairs of the Ontario Criminal Code Review Board (now the Ontario Review Board). Judge Walmsley is appointed to the Committee by the Chief Judge of the Provincial Court, The Honourable Sidney B. Linden.

Harrison Arrell, Hamilton: (Lawyer)

Harrison Arrell has practiced civil litigation in Hamilton since his call to the Bar in 1976. He has been actively involved with various legal associations throughout the Province including the Hamilton Law Association, the Advocates Society and the Hamilton Medical-Legal Society. He is past Chair of the County and District Law Presidents' Association for Ontario. In 1997 Mr. Arrell was the recipient of the Bicentennial Award from the Law Society of Upper Canada. Mr. Arrell has also been actively involved in various community associations including Extend-A-Family, Crime Stoppers and the Disabled and Aged Regional Transportation System of Hamilton. He is a past instructor at Mohawk College in Hamilton.

Allan Day, Toronto: (Lay Member)

Mr. Day graduated from York University with a BA. Economics & Political Science. He is Vice-President of C.I.B.C. Wood Gundy Securities Inc., current Chairman of the Broadview Foundation which owns and operates Chester Village, a 180-bed long term care facility and an Alzheimer's facility that is located in the City of Toronto.

Palmacchio Di Iulio, Toronto: (Lay Member)

Mr. Di Iulio, a former teacher, immigration officer, restaurateur, has been involved in the development of Villa Colombo Home for the Aged and Columbus Community Centre since 1975 and has been the Executive Director of the Italian Canadian Benevolent Corporation, a non-profit organization, since 1984. He is a past member of the Canadian Multiculturalism Council.

Regional Senior Judge John Evans, Lindsay

Judge Evans was called to the Bar in 1974. From 1974 - 1984 he was in private practice specializing in criminal law. In 1984 he was appointed a Judge of the Provincial Court (Criminal Division) and in 1990 became the Regional Senior Judge of the Ontario Court (Provincial Division) Central East Region. Judge Evans is Chair of the Judicial Conduct Committee, a member of the Chief Judge's Executive Committee, and a member of the Board of Governors, American Judges Association and is appointed by the Chief Judge of Provincial Court.

Brian Greenspan (Lawyer)

Mr. Greenspan is a partner in the Toronto firm Greenspan, Humphrey. He received his B.A. from the University of Toronto in 1968, his LL.B. from Osgoode Hall Law School in 1971 and his LL.M. from the London School of Economics in 1972 on a Laidlaw Foundation Fellowship. He was called to the Ontario Bar in 1974 and is certified by the Law Society of Upper Canada as a Specialist in Criminal Law. He has been a special lecturer in Criminal Law at the Faculty of Law, University of Toronto Law School since 1984 and was a member of the faculty of the Federation of Law Societies Criminal Law Program since 1979 and was Ontario's defence delegate to the Uniform Law Conference from 1986 to 1990. He was the founding Chair of the Canadian Council of Criminal Defence Lawyers from 1992 to 1996 and was President of the Criminal Lawyer's Association of Ontario from 1989 to 1993. He is a Fellow of the American College of Trial Lawyers; a Fellow of the International Society of Barristers; a Director of the Association in Defence of the Wrongly Convicted; a Director of the York School, Toronto; a member of the Society for the Reform of the Criminal Law; The Advocates' Society; the Canadian Bar Association; The National Association of Criminal Defence Lawyers; The American Bar Association and The Medico-Legal Society.

The Reverend Harry Huskins, Lively: (Lay Member)

Rev. Huskins is rector of the parish of Christ Church in Lively, Ontario. He recently served as chair of the Inter-Faith Institutional Chaplaincy Committee with the Ministry of the Solicitor General and Correction Services in Sudbury. Rev. Huskins also teaches in the departments of classical and religious studies at Laurentian University.

Beverley Johnson, Toronto: (Lay Member)

Ms Johnson has over 20 years' experience in the field of Human Rights. She is currently the Human Rights Officer with the Ontario Public Service Employees Union, where she provides advice to members on human rights and employment equity issues. She is currently a member of the Ontario Federation of Labour's Human Rights Committee and the Ontario Coalition of Black Trade Unionists. Ms. Johnson is also a founding member of the Congress of Black Women (Toronto), a volunteer and former director and life time member of Metro Children's Aid Society.

The Honourable Judge Lynn King, Toronto

Judge King was called to the Bar with Honours in 1973. From 1973 - 1986, she specialized in the practice of family law, first as a partner in the firm Copeland and King and later as a partner in the firm of King and Sachs, (all women's law firm). Judge King was appointed to the Provincial Court (Family and Youth Division) in 1986. Prior to her appointment Judge King was actively involved in a number of community organizations including, the Rape Crisis Centre, Women's Habitat, Interval House and the Casey House Hospice. Judge King has several publications to her credit including "What Every Woman Should Know About Marriage, Separation and Divorce", (1980). Judge King is a member of the Ontario Judicial Council and is appointed to the Committee by it.

Jean Mongenais, Windsor: (Lay Member)

Monsieur Mongenais, a former high school teacher of physics, basic French and mathematics, is presently the Editor and General Manager of Le Rempart, a weekly community newspaper, a Court Interpreter and is currently a half-time student at the Faculty of Law, University of Windsor. Monsieur Mongenais has participated in many community organizations including Association de la Jeunesse Franco-Ontarienne, (regional president for several years), Association Canadienne-Francaise de l'Ontario, (regional president and member of provincial council for many years), Windsor-Essex Bilingual Clinic and Windsor Advisory Committee for the Disabled. He is currently Chair of Harmony in Action (Education and Activity Centre for mentally and physically disabled adults).

Cynthia Wesley-Esquimaux, Barrie: (Lay Member)

Cynthia Wesley-Esquimaux is a former Vice Chief of the United Anishnaabeg Councils and the Chippewa Tri-Council, both regional organizations of First Nations in Southern Central Ontario. She has served as Vice President of the Barrie Native Friendship Centre and is an active member of the Starwalker Educational Foundation. Ms. Wesley-Esquimaux is an Independent Contractor/Consultant in Indian Land Claims Co-ordination and Self Government, and served for two years as the Assistant Negotiator on the 1923 Williams Treaty Specific Land Claims. She has been responsible for developing and coordinating several Wellness and Empowerment Conferences and Seminars, along with a number of political conferences related to the Native Self Government Process. Cynthia is the President of the Pottawatomi Cultural Council and has served as Co-Chair for the Pottawatomi Nation in Canada for the past twelve years. Ms. Wesley-Esquimaux completed a double major in Sociology and Anthropology at the University of Toronto where she is attending graduate school full-time for M.A. studies within the Department of Anthropology.

Nancy Mossip, Mississauga: (Lawyer) (Appointed as a Judge of the Ontario Court (General Division) November 18, 1997)

Nancy Mossip practised family law in Mississauga from her call to the Bar in 1979. Until her Judicial Appointment on November 18, 1997, Ms. Mossip was actively involved in delivering courses in family law for the both the Law Society of Upper Canada and the Canadian Bar Association - Ontario. She chaired the Law Society's Family Law Specialty Committee which certifies lawyers as family law specialists throughout the Province. In 1997, Madam Justice Mossip was the recipient of a Bicentennial Award from the Law Society of Upper Canada, and was the representative of the County and District Law Presidents' Association and served on the Committee from March 1, 1995 to November 18, 1997.

Nancy Toran-Harbin, Toronto: (Lay Member) (1 April 1997 to December 31, 1997)

Nancy Toran-Harbin is a partner in the Sleep & Snoring Institute of Toronto. She is the founder of FACE (Family Abuse Crisis Exchange) which assists communities internationally establish initiatives for women re-entering the work force. Ms. Toran-Harbin is a former Vice Chair of the Ontario Film Review Board, has been a consultant to network TV regarding the development and implementation of programming codes and is a co-founder of CRTV. Ms. Toran-Harbin also developed a program of public legal education for Ontario's ethnic communities.

Paul Copeland, Toronto: (Lawyer) (Resigned Effective June, 1997)

Mr. Copeland has practiced primarily criminal law, immigration law and civil litigation since his call to the Bar in 1967. He is a Benchler and during his tenure has held the positions of Vice Chair, Legal Aid Committee, Vice Chair and Chair, Clinic Funding Committee, Chair, Women in Legal Profession and Chair, Equity Committee. Mr. Copeland has participated in various educational programmes in criminal law, immigration law, ethics and freedom of information for the CBAO, the Criminal Lawyers Association, the Law Union of Ontario and has lectured or participated in seminars at several University Law Schools. He is a regular columnist on drug law for the Criminal Lawyers Association (Vice president 1983-1991), and been actively involved in the Criminal Lawyers Association. The Law Society of Upper Canada designated him to be its representative on the Committee effective June 28, 1996.

Bernice Dubec, Thunder Bay: (Lay Member) (Retired 28 February 1997)

Bernice Dubec is a long-term care policy analyst with the Ontario Native Women's Association, a political advocacy group for native women in the province. She also is the former executive director of Wequedong Lodge which provides services to the native community in Thunder Bay. From 1986-91, Ms. Dubec was a member of the Ontario Advisory Council on Women's Issues and served on the Committee from May 11, 1993 to February 28, 1997.

Nancy E. Hansen, Ottawa: (Lay Member) (Retired 28 February 1997)

Ms. Hansen is studying towards a Ph.D. in applied Social Science, specifically Gender Disability and Employment. She teaches in the Department of Law at Carleton University on a part-time basis (Disability and Civil Rights). Ms. Hansen is employed with the Corporate Assignments Program of Statistics Canada focusing on disability issues. Ms. Hansen served on the Committee from May 11, 1993 to February 28, 1997.

Appendix I

JUDICIAL APPOINTMENTS RECOMMENDED BY
THE JUDICIAL APPOINTMENTS ADVISORY COMMITTEE
JANUARY 1997 - DECEMBER 1997

Name	Location	Effective Date
Baldock, Juliet	Kitchener	24 September 1997
Baldwin, Lesley Margaret	St. Catharines	24 April 1997
Beaman, Judith	Toronto	17 December 1997
Bellefontaine, Paul	Oshawa	17 December 1997
Brophy, George J.	Sarnia	02 April 1997
Cowan, Ian	Toronto	15 January 1997
Duncan, Bruce	Brampton	2 April 1997
Evans, Kerry Patrick	Barrie	24 September 1997
Feldman, Lawrence	Toronto	17 December 1997
Gorewich, William A.	Barrie	24 September 1997
Horkins, William	Toronto	17 December 1997
Jennis, Richard	St. Catharines	24 April 1997
Mocha, Cathy	Toronto	02 April 1997
Moore, John	Oshawa	17 December 1997
Morneau, Julia Ann	Owen Sound	24 April 1997
Wilson, Joseph Bruce	Parry Sound	24 April 1997

Appendix II

JUDICIAL APPOINTMENTS RECOMMENDED BY THE JUDICIAL
APPOINTMENTS ADVISORY COMMITTEE
JANUARY 1989 - DECEMBER 1997

Name	Location	Effective Date
Agro, P.H. Marjoh	Brantford	16 September 1994
Allen, J. Elliot	Brampton	15 November 1991
Anderson, Charles D.	Brockville	5 August 1990
Atwood, Hugh K.	Brampton	4 January 1993
Austin, Deborah J.	Sarnia	1 December 1992
Baig, Dianne P.	Fort Frances	2 April 1990
Baldock, Juliet	Kitchener	24 September 1997
Baldwin, Lesley Margaret	St. Catharines	24 April 1997
Bassel, William P.	Toronto	12 April 1995
Beaman, Judith	Toronto	17 December 1997
Bellefontaine, Paul	Oshawa	17 December 1997
Bentley, Paul	Toronto	1 June 1992
Bigelow, Robert G.	Toronto	9 August 1993
Bishop, Peter T.	Dryden	6 September 1994
Blacklock, W. James	Brampton	25 January 1993
Blishen, Jennifer A.	Ottawa	15 January 1993
Bonkalo, Annemarie E.	Brampton	2 April 1990
Bovard, Joseph W.	Toronto	31 December 1989
Brophy, George J.	Sarnia	02 April 1997
Brownstone, Harvey P.	Toronto	9 March 1995
Budzinski, Lloyd M.	Brampton	1 April 1992
Campbell, Hugh J.	Oshawa	7 November 1994
Carr, Ralph E.W.	Sudbury	1 July 1991
Casey, Jeff	Toronto	9 August 1993
Cavion, Bruno	Brampton	15 November 1991
Cleary, Thomas P.	Barrie	6 June 1994
Cohen, Marion L.	Toronto	9 August 1993
Cole, David P.	Scarborough	1 March 1991
Cowan, Ian	Toronto	15 January 1997
Crawford, James C.	Oshawa	1 June 1990
Culver, Timothy A.	Kitchener	16 May 1994
Douglas, Norman S.	Brampton	16 May 1994

Name	Location	Effective Date
Dunbar, Mary F. **	Brampton	1 February 1991
Duncan, Bruce	Brampton	2 April 1997
Edward, Gethin	Brantford	1 December 1996
Evans, Kerry Patrick	Barrie	24 September 1997
Fairgrieve, David A.	Brampton	21 December 1990
Feldman, Lawrence	Toronto	17 December 1997
Finnestad, Faith M.	Toronto	12 April 1995
Flaherty, Roderick J.	Dryden	2 April 1990
Foster, Stephen E.	Newmarket	7 November 1994
Fraser, Hugh L.	Toronto	3 May 1993
Frazer, Bruce	Kitchener	13 January 1997
Gauthier, Louise L.	Northeast Region	15 August 1992
Glaude, G. Normand N.	Elliott Lake*	17 April 1990
Glenn, Lucy C.	Chatham	16 December 1996
Gorewich, William A.	Barrie	24 September 1997
Hackett, Donna G.	Scarborough	21 December 1990
Hansen, Inger	Kitchener	1 February 1991
Hardman, Paddy A.	Kitchener	1 March 1991
Harris, C. Roland	Barrie	8 August 1994
Harris, Peter A.J.	Brampton	13 February 1995
Hatton, Mary Jane	Toronto	2 April 1990
Hawke, Kathryn L.	Brampton	6 February 1995
Horkins, William	Toronto	17 December 1997
Hryn, Peter	Toronto	1 June 1991
Hunter, Stephen J.	Ottawa	1 June 1991
Isaacs, Peter R.W.	Stratford	13 February 1995
Jennis, Richard	St. Catharines	24 April 1997
Johnston, Karen E.	Oshawa	1 July 1991
Jones, Penny J.	Toronto	15 July 1991
Katarynych, Heather L.	Central South Region	1 July 1993
Kerrigan-Brownridge, Jane	Brampton	15 January 1993
Khawly, Ramez	Sarnia	1 December 1991
Khoorshed, Minoo F.	Toronto	1 June 1992
Knazan, Brent	Toronto	15 August 1990
Kukurin, John	Sault Ste. Marie	29 May 1995
Lafrance-Cardinal, Johanne	Cornwall*	6 September 1994
Lane, Marion E.	Brampton	1 February 1991

Name	Location	Effective Date
LeDressay, Richard	Guelph	1 December 1996
Lenz, Kenneth G.	Simcoe/Norfolk	4 July 1989
Lester, Ronald B.	Thunder Bay	1 March 1991
Libman, Rick	Barrie	15 November 1996
Linden, Sidney B.	Toronto	25 April 1990
Lindsay, Eric S.	Toronto	1 September 1990
Linhares de Sousa, Maria T.	Ottawa	4 July 1989
Livingstone, Deborah K.	London	31 December 1989
MacPhee, Bruce E.	Brampton	2 April 1990
Main, Robert P.	Barrie	2 April 1990
Marin, Sally E.	Toronto	9 August 1993
Marshman, Mary E.**	Windsor	15 July 1991
Masse, Rommel G.	Ottawa*	4 July 1989
McGowan, Kathleen E.	St. Catharines	1 June 1990
Merenda, Sal	Toronto	21 February 1996
Minard, Ronald A.	Newmarket	5 April 1993
Mocha, Cathy	Toronto	02 April 1997
Moore, John	Oshawa	17 December 1997
Morgan, J. Rhys	Toronto	15 August 1990
Morneau, Julia Ann	Owen Sound	24 April 1997
Morten, Marvin G.	Toronto	5 July 1993
Newton, Petra E.	Toronto	31 December 1989
Nicholas, Dianne M.	Ottawa	1 June 1991
Omatsu, Maryka J.	Toronto	1 February 1993
Ormston, Edward E.	Toronto	31 December 1989
Otter, Russel J.	Toronto	5 July 1993
O'Hara, Terrence G.	Newmarket	6 February 1995
Phillips, Douglas W.	Windsor	1 March 1991
Pockele, Gregory A.	Stratford	2 November 1992
Ratushny, Lynn D.	Ottawa	1 March 1991
Rawlins, Micheline A.	Windsor	15 October 1992
Ray, Sheila	Toronto	15 April 1992
Ready, Elinore A.	Brampton	21 December 1990
Reinhardt, Paul H.	Toronto	2 April 1990
Renaud, J.R. Giles	Cornwall*	23 January 1995
Richards, Ronald J.	Toronto	21 December 1992
Roberts, Marietta L.D.	Brampton	1 March 1991

Name	Location	Effective Date
Robson, M. Wendy (Deceased)	Peterborough	4 July 1989
Rogers, Sherrill M.	Newmarket	15 July 1991
Rosemay, Vibert T.	Brampton	1 December 1991
Salem, Harvey M.	Scarborough	1 March 1991
Schnall, Eleanor M.	London	1 March 1991
Scott, Margaret A.C.	Oshawa	15 December 1993
Shamai, Rebecca S.	Brampton	2 April 1990
Sheppard, Patrick A.	Newmarket	1 June 1991
Simmons, Janet M.†	Brampton	21 December 1990
Sparrow, Geraldine	Toronto	15 January 1993
Stead, W. Brian	Simcoe	1 July 1991
Stone, David M.	Oshawa	1 June 1990
Taillon, Raymond P.	Oshawa	1 July 1991
Timms, David Roger	Oshawa	1 March 1991
Vaillancourt, Charles H.	Downsview	21 December 1990
Vyse, Diane Terry	Cambridge	1 March 1991
Wake, John David	Brampton	8 August 1994
Waldman, Geraldine	Brampton	15 November 1991
Weagant, Brian	Toronto	8 May 1995
Westman, Colin R.	Kitchener	1 June 1990
Whetung, Timothy C.	Peterborough	1 December 1991
Wilson, Joseph Bruce	Parry Sound	24 April 1997
Wolder, Theo	Brampton	1 June 1990
Wolski, William	Barrie	20 January 1997
Woolcott, Margaret F.	Brampton	4 January 1993
Wright, Peter J.	East Region	5 July 1993
Zabel, Bernd E.	Hamilton	24 April 1990

* Denotes Designated Bilingual Position

** Subsequently appointed to the Family Court, a Branch of the Ontario Court (General Division).

† Subsequently appointed to the Ontario Court (General Division)

