



Judicial Council of British Columbia

Annual Report 2023

July 5, 2024

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 2023 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 doubled from 23 in 2022 to 46 in 2023. The Council reviewed 34 applications for appointment as a Provincial Court judge, interviewed 20 applicants, and recommended 15 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 2023, 17 of the 46 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 provinciacourt.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 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



Credit: Rebecca Jensen

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The cover art is an original painting of the Nelson Courthouse by Lainey Benson.

2023 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](#)**.



Judicial Council meeting room | Credit: Rebecca Jensen

Members of the Judicial Council

The Judicial Council members in 2023 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 (until April 2023);
- Mr. Aleem Bharmal, KC, President, Canadian Bar Association, BC Branch (2023);
- Mr. Christopher McPherson, KC, President, Law Society of BC (2023);
- Mr. Dom Bautista (starting October 2023).



Front row: Associate Chief Judge Wishart, Judge Merrick, Chief Judge Gillespie, Gordon McRae
Back row: Patricia Schwartz, Aleem Bharmal, Christopher McPherson, Patrick Kelly; (Nancy Merrill and Dom Bautista 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 in Quebec City

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 and Chair of the Canadian Council of Chief Judges.

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, New Judges training, and the Canadian Institute for the Administration of Justice.

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.



Associate Chief Judge Wishart

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.

Judge Steven Merrick

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

Judge 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 Steven Merrick

Judge Merrick was appointed to the Provincial Court of British Columbia in October 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.

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.



Ms. Patricia Schwartz

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.

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.



Mr. Gordon McRae

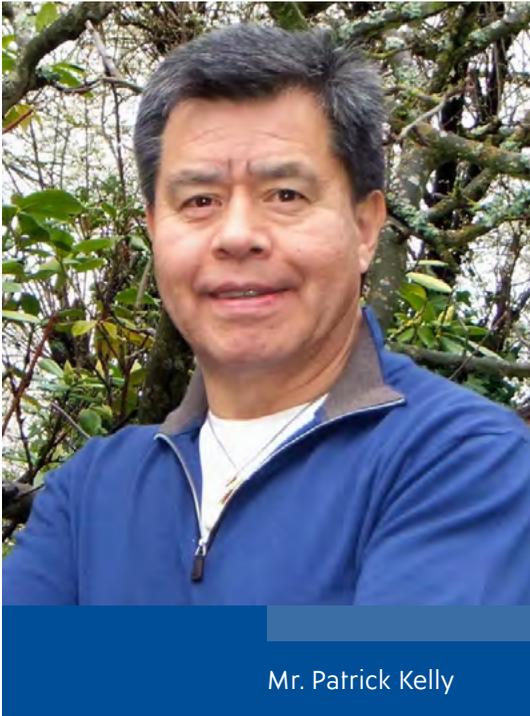
He was seconded to the United Nations in 2000 and served as the Canadian Contingent Commander and Director of Operations for the United Nations Mission in Kosovo (2000-2001).

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. Patrick Kelly

**Member
Appointed to the Judicial Council December 31, 2016**

Patrick Kelly is a member of the Leq'á:mel First Nation (Stó:lo Nation.) He was appointed to the Judicial Council of British Columbia in December 2016 and as Director of the BC Energy Regulator in November 2018. He was also elected to the Board of Golf Canada in March 2019. He is a member of the UVic Gustavson School of Business International Advisory Board. He graduated from the University of Toronto Institute of Corporate Directors program in May 2021.



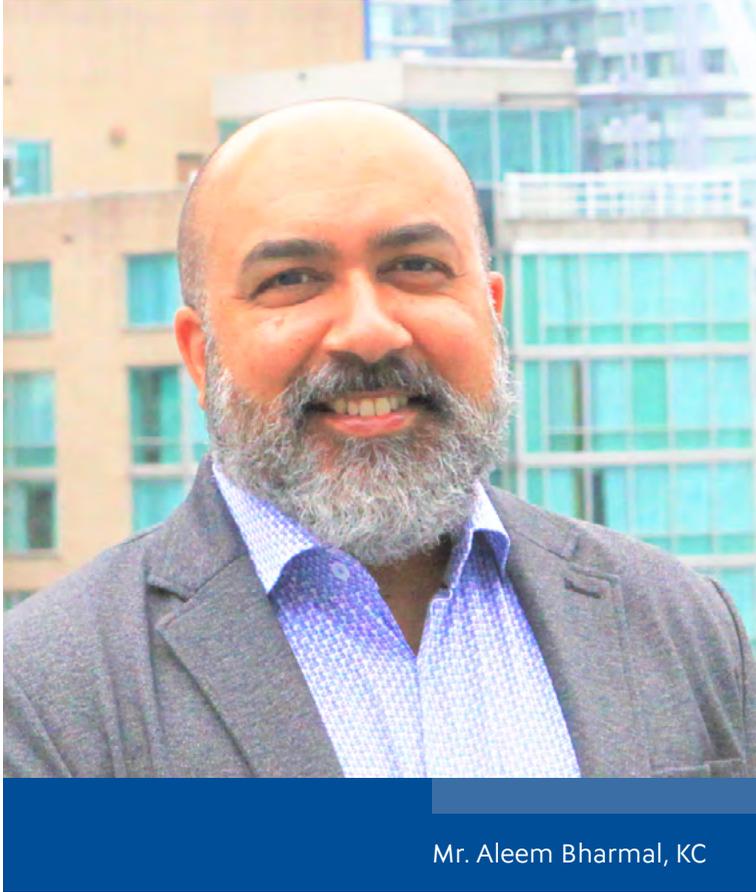
The Attorney General for British Columbia appointed Mr. Kelly as a Bencher for the Law Society of BC (2002-2010) to represent the public interest in the administration of justice. In December 2016 Mr. Kelly completed a six-year term as Governor at the Law Foundation of BC. He was Board Chair of Coastal First Nations from 2000 to 2018 and CEO. He is Past Board Chair of the Victoria Foundation and Past President of BC Golf. He was Advisor and Director of the BC Missing Women Commission of Inquiry. From September 2007 to 2012 he was Advisor to the Lieutenant Governor of BC. He serves on the board of the Government House Foundation. In May 2023 he received the Vice Regal Commendation.

Mr. Aleem Bharmal, KC

**President, Canadian Bar Association, BC Branch
Appointed to the Judicial Council January 1, 2023**

Aleem Bharmal, KC is a human rights lawyer with the Community Legal Assistance Society (CLAS) and was its former Executive Director for 12 years from late 2007 to 2019. Mr. Bharmal has practiced human rights law for over 20 years at CLAS, a not-for-profit legal organization advancing dignity, equality, and justice in BC since 1971.

Mr. Bharmal has been a presenter on human rights, social justice, and access to justice issues. He served as the President of the Canadian Bar Association, BC Branch (CBABC) for the 2022-23 term and has chaired or been on the executive of a number of CBABC sections and committees, including the Social Justice and Human Rights Sections and the Policy and Advocacy Committee, among many others. Mr. Bharmal is also a CBABC law student mentor with the UBC Allard School of Law, his alma mater.



Mr. Aleem Bharmal, KC

In late 2015, Mr. Bharmal and his co-counsel, Ms. Clea Parfitt, won a very lengthy, high-profile racial discrimination case involving Indo-Canadian veterinarians in BC. In early 2016, he was involved with other non-profit groups and stakeholders in the launch of an Islamophobia Legal Assistance Hotline presently administered by Access Pro Bono BC.

In the summer of 2016, Mr. Bharmal was awarded the CBABC President’s Medal in recognition of his significant contributions to the legal profession. In 2017 he was elected to the CBABC Provincial Council and then onto the CBABC Executive in 2018. In 2019, he was appointed King’s Counsel by the Attorney General of BC in recognition of his major contributions to the law in BC.

Mr. Bharmal was most recently elected as a Bencher of the Law Society of BC for Vancouver District and began his two-year term in 2024.

Mr. Christopher McPherson, KC

President, Law Society of BC
Appointed to the Judicial Council January 1, 2023

Christopher McPherson, KC is a senior prosecutor responsible for challenging, high-profile homicide cases. He has prosecuted more than 40 homicide cases.

Mr. McPherson was the President of the Law Society in 2023 and served a full eight-year term as a Bencher from 2016 to 2023. He was the first prosecutor to be president of the Law Society of BC. He acted as the Chair of the Executive Committee, Co-Chair of the Indigenous Engagement in Regulatory Matters Task Force and the Truth and Reconciliation Advisory Committee, and was a member of the Finance and Audit Committee and the Mental Health Task Force.

He is a member of the International Association of Prosecutors and the International Society for the Reform of Criminal Law. He formerly served as a Director of the BC Crown Counsel Association and was President and on the Executive of the New Westminster Bar Association.



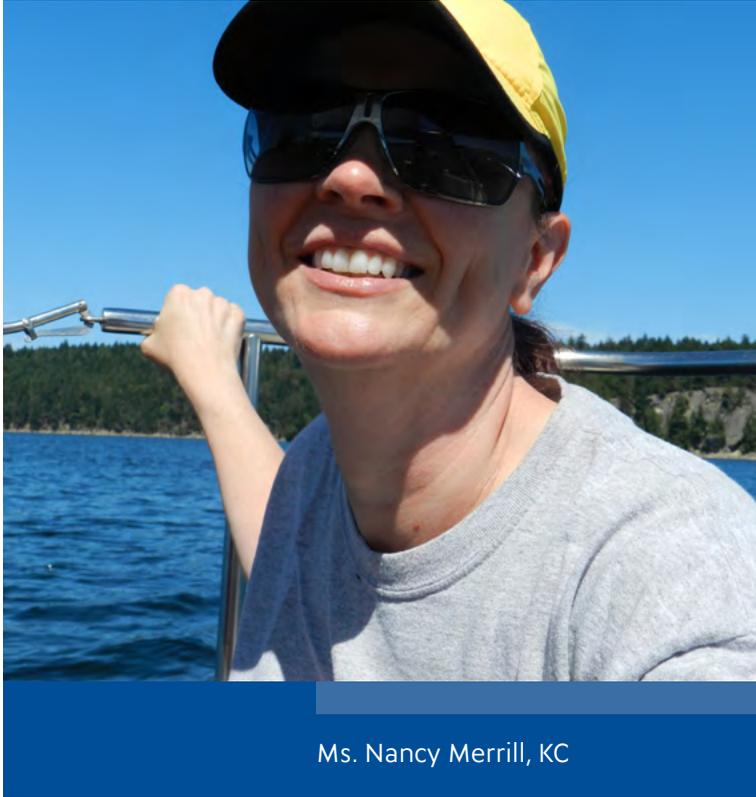
His teaching and lecturing experience includes coach of the Western Canadian Criminal Moot Competition and UBC Burns Moot Competition, instructor at CLEBC's Winning Advocacy, lecturer with the National Judicial Institute, ongoing training with the Ministry of Justice and various law enforcement agencies, and presenter at the International Association of Prosecutors Conference. In 2023 he presented at the Commonwealth Law Conference in India.

Mr. McPherson was the first openly gay President of the Law Society. Outside of work, he enjoys spending as much time as he can with his spouse, Kaya, and their 13-year-old whoodle, Tosu. He can often be found riding one of his many bicycles around town, and whenever possible in far flung corners of the world.

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.



Ms. Nancy Merrill, KC

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.

Mr. Dom Bautista

蔡先生
在2023年10月1日以非律師的身份被任命到了

Member

Appointed to the Judicial Council October 1, 2023

蔡宗善出生於菲律賓，七十年代中期移居溫哥華。蔡先生於2010年創立了Amici Curiae 法庭之友協會(ACFS)。該慈善機構的志工幫助卑詩省民眾了解法律程序並免費完成法庭文書工作。蔡先生和他的法務同工們發現，自訴人需要大量協助來了解如何推進案件。他們面臨的最大挑戰仍然是如何準確並及時地準備法庭表格，以便適當的法院或法庭能夠接受使用這些文件。新冠疫情期間，在志工的支持下，蔡先生將法庭之友協會轉變為卑詩省的服務提供機構。

尹大衛省長表示：“公平機會是我們司法系統的重要組成部分，也是法庭之友協會的指導原則。該協會通過優質的服務品質以及對那些需要解決法律問題人士的服務與承諾，從而建立了良好聲譽。”

蔡先生撰寫了許多民事和家庭程序方面的書籍，目前蔡先生幫助法庭之友為其客戶準備各類法律素材。他仍然會教書，並懷念過去在教室的時光。因為蔡先生表現出對提升所居住的社區及其服務人員的卓越承諾，他在2020年成為卑詩成就基金會Mitchell獎的得主。雖然蔡先生早已過了壯年，但他仍舊熱衷於打籃球。當然他也很享受帶著寶貝的孫女，喝著奶茶的時光。



Mr. Dom Bautista

Dom Bautista was born in the Philippines and moved to Vancouver in the mid-seventies. Mr. Bautista founded Amici Curiae Friendship Society (ACFS) in 2010. The charity's volunteers help British Columbians understand legal procedures and complete their paperwork for free. Mr. Bautista and his paralegal friends saw that self-litigants needed a lot of help understanding legal procedures and in completing their paperwork correctly. With the support of its volunteers during COVID, ACFS transformed itself into a provincial service provider.

Premier Eby has said: “Equal access is a vital element of our justice system and is a guiding principle for the ACFS. The society has built a strong reputation for the quality of its service and its commitment to those who need assistance resolving legal matters.”

Mr. Bautista has written many titles in civil and family procedures and currently he guides ACFS in developing materials and videos for its clients. He was named the 2020 BC Achievement Foundation Mitchell Award laureate for demonstrating an exceptional commitment to elevating the community in which they live, and those who serve it. Long past his shelf life, he continues to play basketball as much as he can; otherwise you will find him enjoying the company of his precious granddaughter while sipping bubble tea.

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.

In 2023, meetings were held in person at the Office of the Chief Judge on January 6, February 10, March 17, April 14, May 19, June 16, July 7, September 15, October 19, November 16, November 17, and December 15. Mr. Aleem Bharmal, KC and Mr. Christopher McPherson, KC were introduced as new members at the January 2023 meeting. Mr. Dom Bautista was introduced as a new member at the November meeting.

In February, the Judicial Council met with the CBA Advisory Committee and discussed the content and importance of the Advisory Committee’s reports. The Council was able to answer the questions of newer Committee 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.



Judicial Council Voting | Credit: Rebecca Jensen

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.

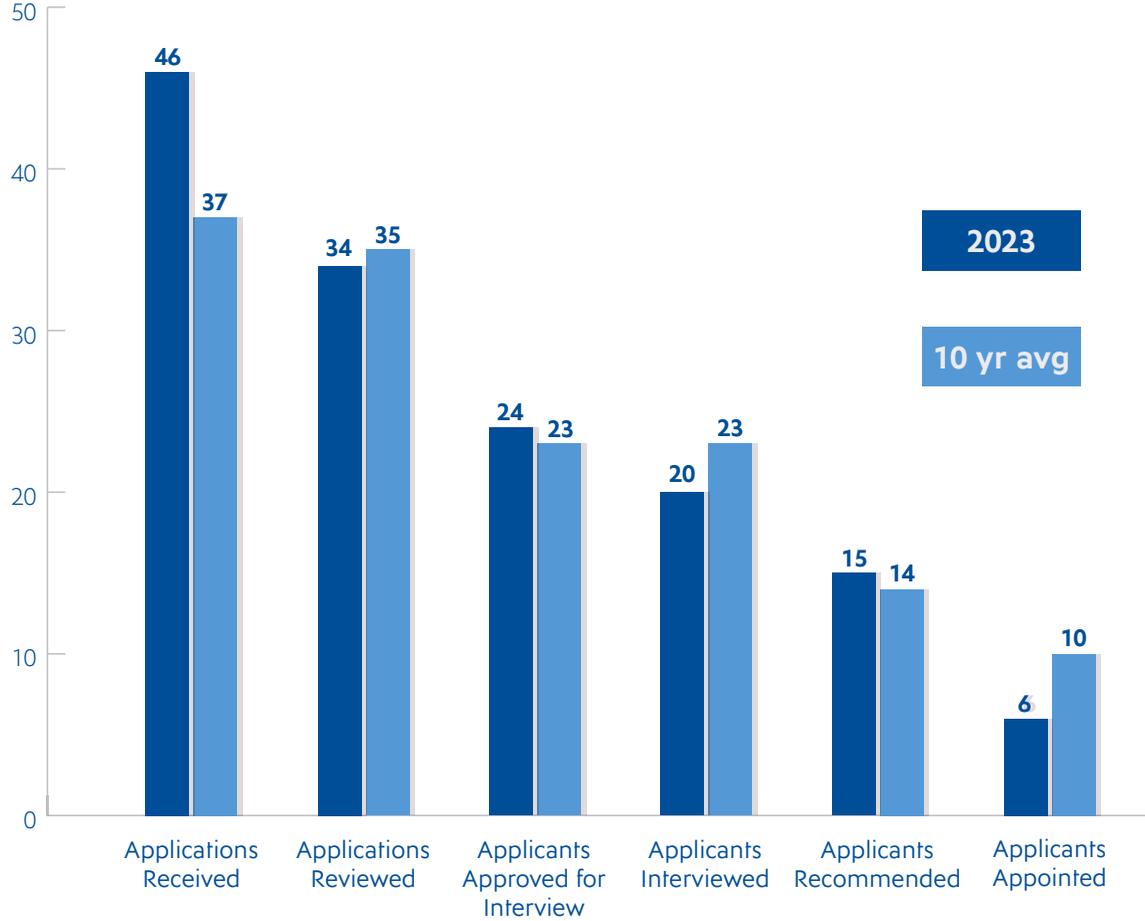
Applications and Outcomes

In 2023, the Council received 46 applications for appointment as a Provincial Court judge and reviewed 34. The Council approved 24 applications for interview, interviewed 20, and recommended 15 for full-time appointment. Six full-time Provincial Court judges were appointed in 2023.

The figures that follow reflect the Council’s activities in the 2023 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 2023 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 (2023 and 10-Year Average)¹



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

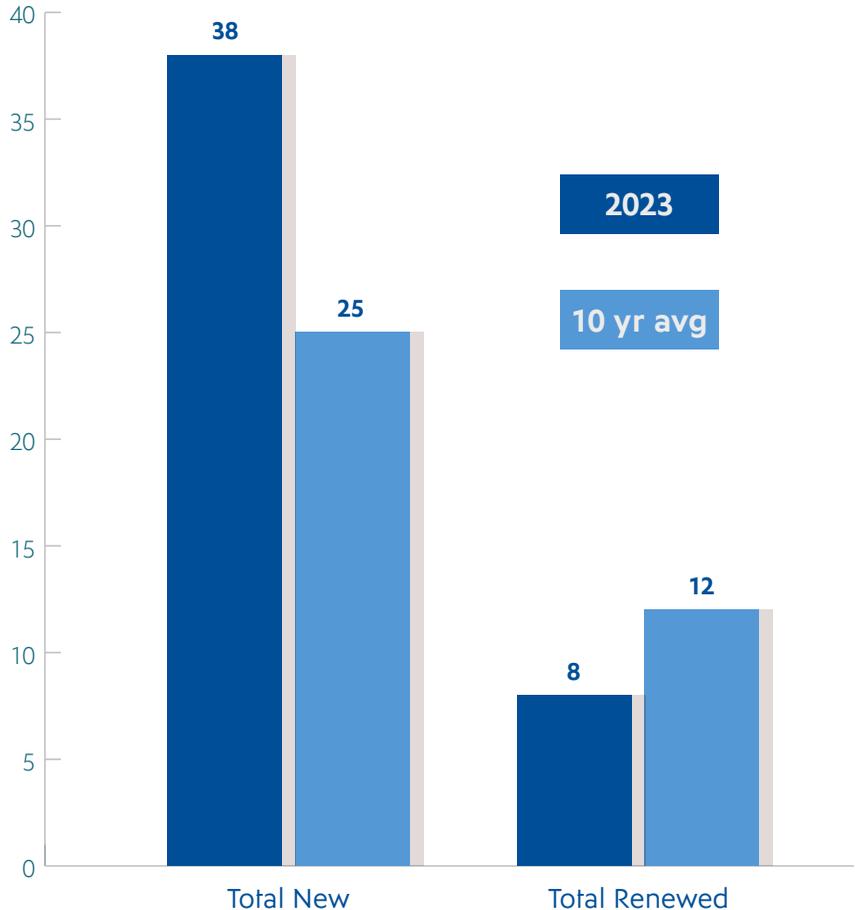
Over the 10-year period from 2014 to 2023, the Council received an average of 37 applications a year for appointment as a judge. The Council reviewed an average of 35, approved an average of 23 for interview, interviewed an average of 23 (62% of applicants) and of those, recommended an average of 14 applicants (38% of total applicants).

While six judges were appointed in 2023, 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 25 new applications and an average of 12 renewed applications. On average over this 10-year period, the Council recommended 38% of new applications compared to 33% of renewed applications.

Figure 2: New and Renewed Applications (2023 and 10-Year Average)



The number of renewed applications from previously unsuccessful applicants in 2023 (eight) is slightly higher than the number of renewed applications in 2022 (six), and more than half of the 10-year average of 12. (“Unsuccessful” applicants include those who are not granted an interview, as well as those interviewed but not recommended or appointed.)

Applicants Recommended

In 2023, there was an average of 13 candidates each month on the list of applicants recommended for appointment. As of December 31, 2023, there were 16 candidates on the list: eight men and eight women.

Gender

The number of female applicants in 2023 (25) more than tripled compared to the previous year and was greater than the number of male applicants in 2023.

The number of male applicants in 2023 (21) increased compared to the previous year and was greater than the 10-year average of 20. The number of male applications reviewed and interviewed was equal to or below the 10-year averages, while the number of male applications approved for interview and recommended for appointment was above the 10-year averages.

In 2023, two women and four men were appointed to the bench.

Figure 3 shows applicants by gender in 2023. Note that applications may have been submitted by applicants in the preceding year.

Figure 3: Male and Female Applicants in 2023

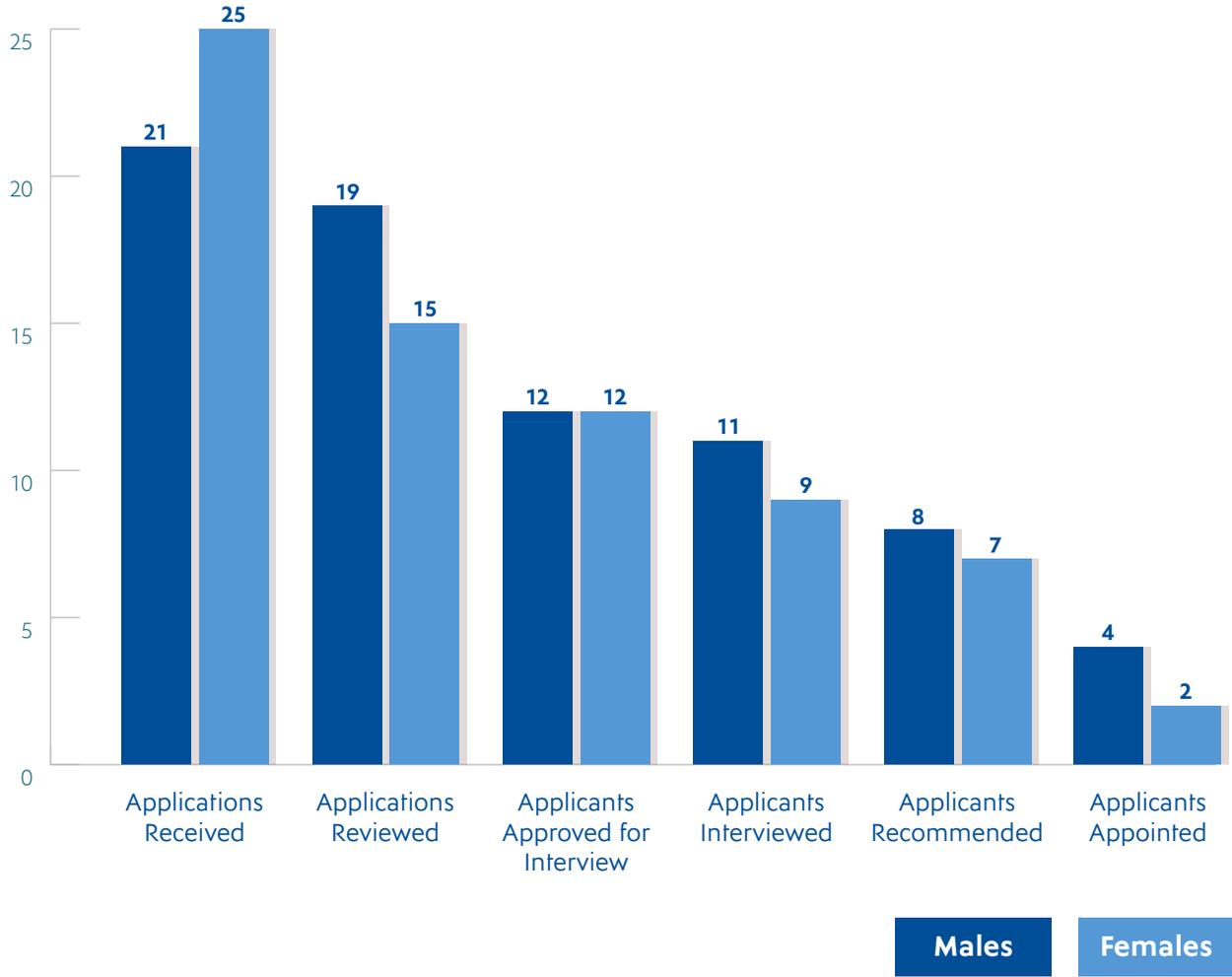
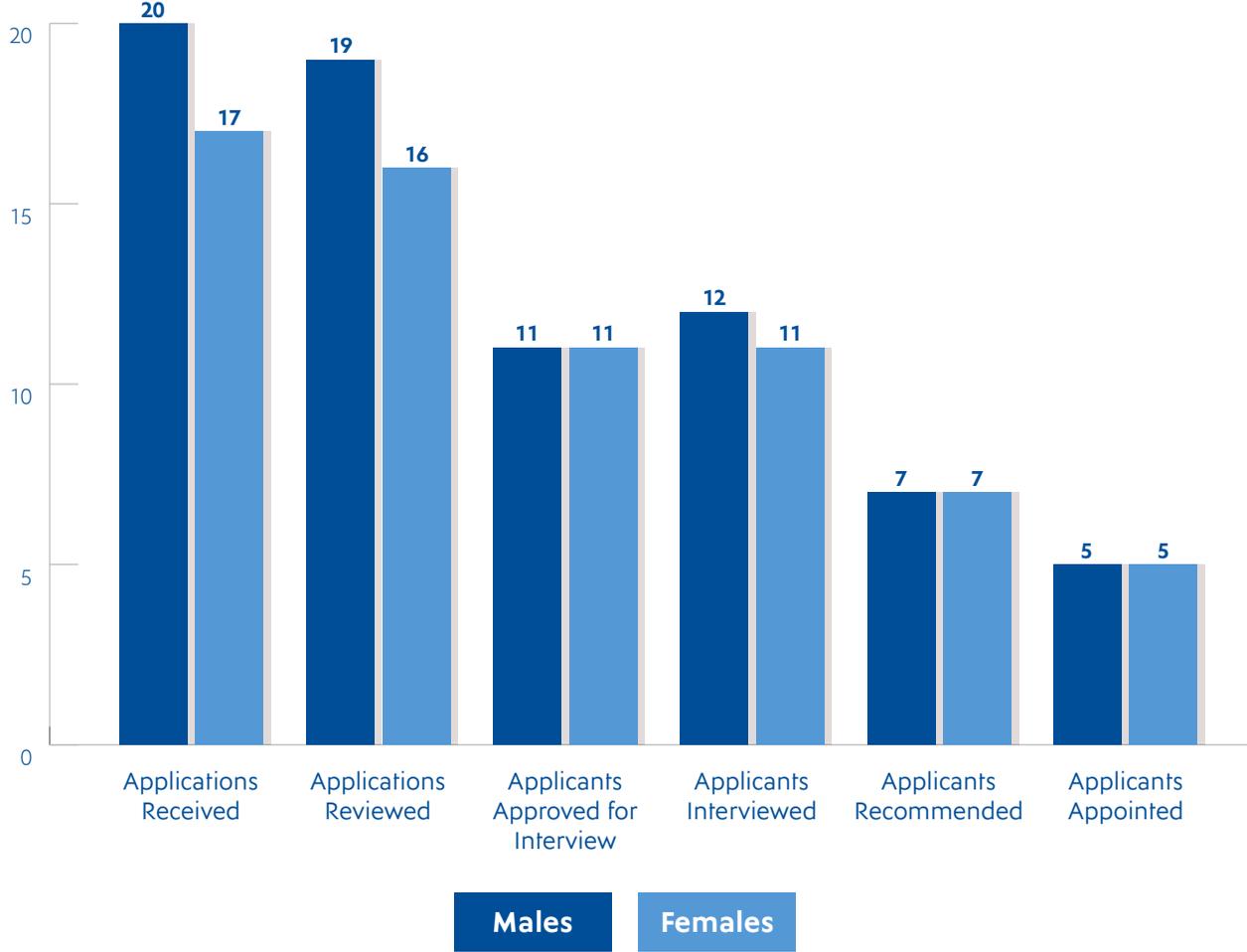


Figure 4² shows 10-year averages for applicants and outcomes by gender. Over the past five years, 21 women and 20 men have been appointed to the Provincial Court bench.

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 2023 was 52 years for women and 49 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 2023 had an average of 21 years in the practice of law: 20 years for females and 22 years for males. From 2014 to 2023 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 2023, applications from private practice accounted for 35% of the total number of applications, Crown counsel formed 39%, and applications from other areas formed 26%.

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 2023, six applicants were appointed to the Court as Provincial Court judges: two to the Fraser region, two to Vancouver Island, one to the Vancouver region, and one to the OCJ.

Figure 5: Applicants and Appointments by Region

		Vancouver	Fraser	Northern	Vancouver Island	Interior	OCJ Region	Outside BC
2023	Applicants	# 16	6	6	10	8	0	0
		% 35%	13%	13%	22%	17%	0%	0%
2023	Appointments	# 1	2	0	2	0	1	0
		% 17%	33%	0%	33%	0%	17%	0%
2022	Applicants	# 10	3	3	3	4	0	0
		% 43%	13%	13%	13%	17%	0%	0%
2022	Appointments	# 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%

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 2023, the diversity section of all application forms was changed. Applicants were invited, if they chose, to provide information about their gender, gender pronouns, as well as any other information about groups they identify with such as Indigenous, racialized individual, ethnic/cultural group, individual with a disability, and 2SLGBTQIA+.

In 2023, 17 of 46 applicants provided information on their ethnic or cultural backgrounds. Three were of Indigenous heritage, five indicated they were racialized individuals, nine were part of an ethnic / cultural group, one was an individual with a disability, and one identified as 2SLGBTQIA+. The Judicial Council notes these answers in its overall assessment of applicants but does not assign a specific weight to them.



In June 2023, Chief Judge Gillespie spoke to the Federation of Asian Canadian Lawyers about the importance of diversity in judicial appointments in a "fireside chat" with Mark Iyengar.

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 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

Figure 7 reflects the changes the Provincial Court made in the diversity questions.

Figure 7: Diversity Responses Starting in 2023

Diversity		Indigenous	Ethnic/Visible Minority	Diverse Group	Individual with a Disability	2SLGBTQIA+
2023	Total	3	5	9	1	1
	M	2	1	3	0	1
	F	1	4	6	1	0

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.

Mr. Aleem Bharmal, KC

**President, Canadian Bar Association, BC Branch
Appointed to the Judicial Council January 1, 2023**

It was an honour to serve on the Judicial Council. This was one of the most engaging and critical tasks I was assigned as President of the Canadian Bar Association, BC Branch. I was happy to provide my unique perspectives at this august table. Chief Judge Gillespie helped to engender an environment of thorough preparation, generous collaboration, vigorous inquiry, and deep respect for all those who participated in this important work.



Mr. Aleem Bharmal, KC

Coming from diverse backgrounds and perspectives, my fellow Council members and I shared a common commitment to ensuring excellence and fair-mindedness on the bench of the Provincial Court. Through open dialogue and respectful debate, we strove to reach consensus on the best outcome for each applicant.

Moreover, being part of the Judicial Council increased my profound appreciation for the importance of the rule of law in society. Knowing how much our work contributed to the administration of justice was incredibly fulfilling.

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 2023, five applications were received, four applicants were interviewed, and four were appointed.



Justices of the peace sworn in at the Justice Centre

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 2023, the Judicial Council reviewed 49 applications for appointment as a Court Services Branch justice of the peace and recommended 47 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](#).



Prince George Courthouse | Credit: John Deacon, KC

The Honourable Judge Steven Merrick

**President, Provincial Court Judges' Association
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 on behalf of the Provincial Court Judges' Association of British Columbia. I am grateful to my colleagues who allowed me to do this important work for two years.

The work of the Judicial Council is demanding and can be complex. All the members of the Council work extremely hard. Many hours of preparation are required for each meeting.

A key function of the Judicial Council is to screen candidates for appointment as either a Provincial Court judge or a judicial justice. Once it is determined that an applicant will be interviewed, the Judicial Council members prepare for what has been described as "one of the most thorough and thought-provoking job interview experiences". After the interview, the members of the Judicial Council discuss the candidates and consider their suitability to serve in the role of judge or judicial justice.

During my tenure on the Judicial Council, we also worked on several distinct projects, two of which particularly stand out for me.

The Ethical Principles for Judges were modernized to reflect, amongst other things, the use of social media and the internet. The Provincial Court of British Columbia was the first provincial court in Canada whose ethical principles were updated to more closely align with those of the Canadian Judicial Council.

The language of the application form that candidates must complete was also revised to allow candidates to better describe their diversity. An important function of the Judicial Council is to ensure that the Provincial Court of British Columbia reflects the many diverse peoples who come before the Court. The updates to the form will assist the Judicial Council in ensuring this important principle is upheld.

It has been an honour to work with all the various members of the Judicial Council over the last two years. I have also appreciated the unique opportunity to work more closely with Chief Judge Gillespie and Associate Chief Judge Wishart.

In particular, I wish to thank the lay members of the Judicial Council: Gordon McRae, Pat Schwartz, and Patrick Kelly. Your perspectives and insights were invaluable, and I learned a great deal from you.

I also wish to thank each applicant that I met during my time on the Judicial Council. You have each made significant contributions to our justice system and to the rule of law.

It takes enormous effort to ensure that members of the Judicial Council receive the monthly information meeting packages in a timely and well-organized fashion and that our monthly meetings run smoothly. I am grateful to Rebecca and Jaeden-- the staff at the Office of the Chief Judge-- for your support each and every month.

I am so grateful for my time on the Judicial Council. I am also very proud of the work done by the Judicial Council. It is the foundation of our justice system. I will miss my colleagues. I thank you all for such a rewarding experience.



The Hon. Judge Steven Merrick

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**.



Vernon Courthouse | Credit: John Deacon, KC

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 2023, 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 2023.

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.

Figure 8: Remuneration for the Judicial Council Members (2023)

	Allowable Honorarium Per Meeting	Meetings Attended	Total Remuneration
The Honourable Chief Judge M. Gillespie	\$0	12	\$0
The Honourable Associate Chief Judge S. Wishart	\$0	11	\$0
The Honourable Judge S. Merrick	\$0	12	\$0
Mr. P. Schwartz*	\$250/\$125	12	\$2,875
Ms. N. Merrill, KC*	\$250/\$125	3	\$625
Mr. A. Bharmal, KC*	\$250/\$125	10	\$2,375
Mr. G. McRae*	\$250/\$125	12	\$2,875
Mr. P. Kelly*	\$250/\$125	10	\$2,500
Mr. D. Bautista*	\$250/\$125	2	\$500
Mr. C. McPherson, KC*	\$0	10	\$0

Non-judicial members of the Judicial Council are eligible to be paid honoraria for attending meetings. There were 12 meetings in 2023. The following table details the meeting honoraria paid to the members of the Judicial Council in 2023.

* 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



Robson Square Courthouse | Credit: Rebecca Jensen

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 in 2023 the number of applications received (46) was well above the 10-year average of 37. The average annual number of applications reviewed over the last 10 years is 35. On average, 62% 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 (2014 – 2023)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
2023	46	21	25	34	19	15	24	12	12	20	11	9	6	4	2
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
Average	37	20	17	35	19	16	23	11	11	23	12	11	10	5	5

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

In its [2022 Annual Report](#), the Law Society of British Columbia started reporting “no gender selected” along with the option to select male or female. In 2022, females made up 48% of the total, while lawyers who did not select a gender represented 12% of the total of new BC lawyers.

According to the [2022/2023 Annual Report](#) of the Provincial Court of BC, as of March 31, 2023, 52% of full-time Provincial Court judges were female. Of the 50 judges appointed during the past five fiscal years, just over half (26) have been women.

In 2023, the Judicial Council recommended 15 applicants for full-time appointment, seven women and eight men. The number of applicants recommended in 2023 (15) rose above the 10-year average of 14.

Of the candidates on the recommended list in 2023, six were appointed by the Lieutenant Governor in Council: two women and four men.

Age

The average age of judicial applicants in 2023 was 52 years for women and 49 years for men. From 2014 to 2023, 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 (2014 – 2023)

Year	Total	Male	%	Avg. Age	Female	%	Avg. Age
2023	46	21	46%	49	25	54%	52
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
Average	37	20	53%	53	17	44%	51

Years of Practice

From 2014 to 2023, 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 2023, male applicants had, on average, two years more practice experience (22 years) than their female counterparts (20 years).

Figure A.3: Applicants by Gender and Average Years of Experience (2014 – 2023)

Year	Gender	Applicants	Years of Practice
2023	M	21	22
	F	25	20
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
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 2023 applicants from private practice formed 35%, Crown counsel formed 39%, and applications from other areas formed 26% of the total number.

Figure A.4: Applicants by Gender and Area of Practice (2014 – 2023)

Type of Practice		Private	Crown Counsel	Other Areas
2023	Total	16	18	12
	M	11	6	4
	F	5	12	8
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
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:

Fax: (604) 660-1108

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

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Nelson Courthouse | Credit: John Deacon, KC



On the Cover: Nelson Courthouse | Original painting by Lainey Benson



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