



Judicial Council of British Columbia

**Annual Report
2024**

July 7, 2025

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 2024 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 Judicial Council received 34 applications for appointment as a Provincial Court judge in 2024. The Council reviewed 36 applications, interviewed 24 applicants, and recommended 19 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 2024, 19 of the 34

applications included information pertaining to diversity. The Council's commitment to transparency, recognized by the Canadian Bar Association in 2013, continues to be a priority. In keeping with the Council's tradition of accountability, transparency, and public access to information, this report is accessible on the Provincial Court website at provincialcourt.bc.ca.

I want to express my appreciation to the members of the Judicial Council for their many contributions to its work during the past year. To 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



Joy of Freedom sculpture at Robson Square
Credit: Rebecca Jensen

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2024 Judicial Council Annual Report

Responsibilities

The role of the Judicial Council of British Columbia is to ensure that people in British Columbia receive timely, accessible, and effective access to justice by improving 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](#).



Members of the Judicial Council

The Judicial Council members in 2024 were:

- Chief Judge Melissa Gillespie, Presiding Member;
- Associate Chief Judge Susan Wishart, Alternate Presiding Member;
- Judge Shannon Keyes, President, Provincial Court Judges' Association of BC (2024);
- Ms. Patricia Schwartz;
- Mr. Gordon McRae;
- Mr. Patrick Kelly;
- Mr. Dom Bautista;
- Mr. Scott Morishita, President, Canadian Bar Association, BC Branch (2024) (until November 2024);
- Ms. Jeevyn Dhaliwal, KC, President, Law Society of BC (2024);
- Mx. Lee Nevens, President, Canadian Bar Association, BC Branch (from December 2024).



Front row:
Gordon McRae, Chief Judge Melissa Gillespie, Judge Shannon Keyes, Jeevyn Dhaliwal, KC

Back row:
Dom Bautista, Patricia Schwartz, Lee Nevens, Patrick Kelly, Associate Chief Judge Sue Wishart

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



Left-to-Right: Associate Chief Judge Sue Wishart, Chief Judge Melissa Gillespie, Dom Bautista

2021 she worked with JES to provide ongoing education and training to police, prosecutors, and magistrates to strengthen the justice system of Guyana. In 2021 she joined the board of Access Pro Bono, a charitable organization using volunteers to provide access to justice around BC.

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

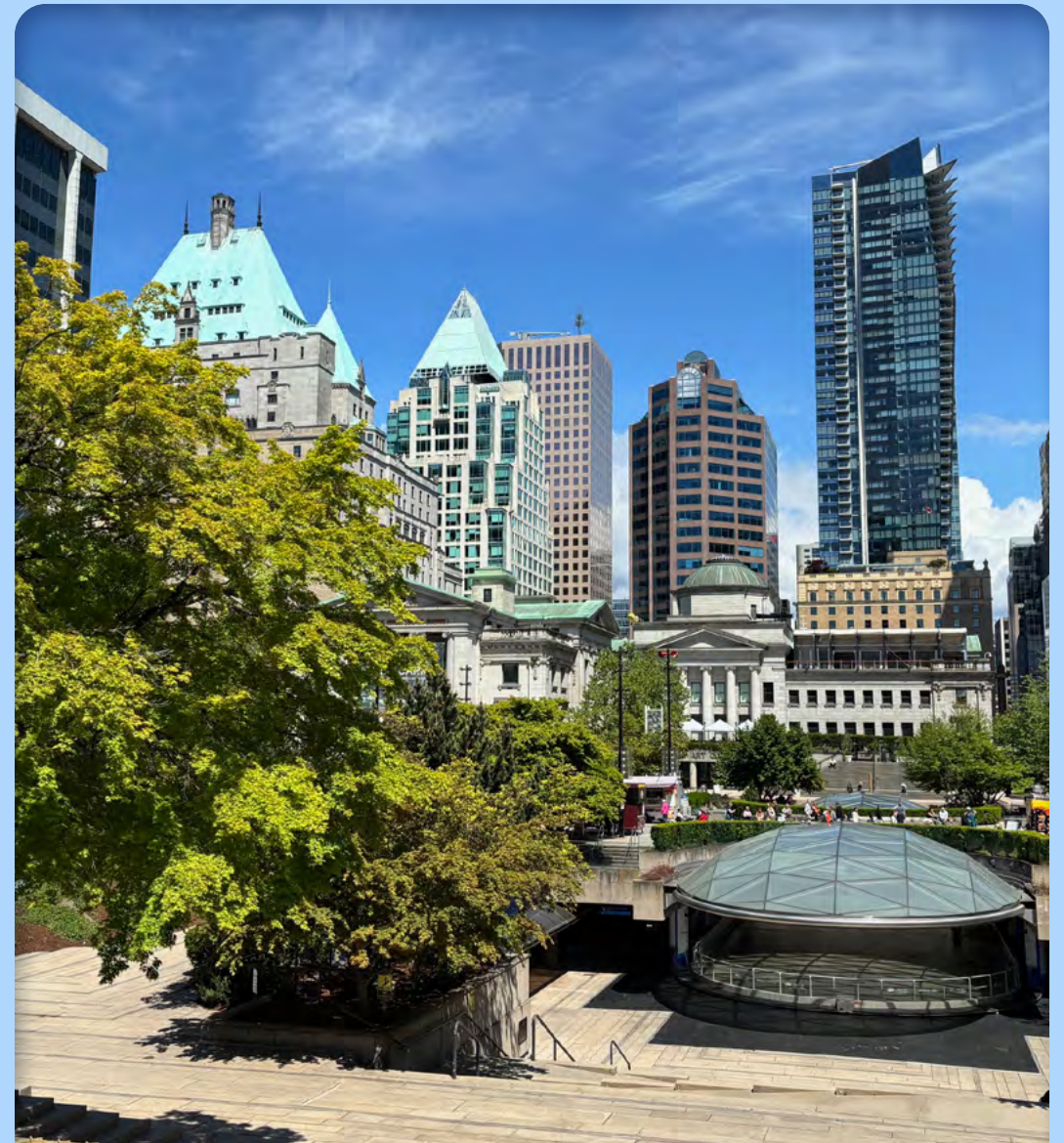
— **Alternate Presiding Member**

— **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.

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.



Robson Square | Credit: Rebecca Jensen

Judge Shannon Keyes

- == **President, Provincial Court Judges' Association**
- == **Appointed to the Judicial Council January 1, 2024**

Judge Shannon Keyes was born in Vancouver but grew up in smaller towns in northern BC and then in Colombo, Sri Lanka before returning to Burnaby, BC as a teenager. She obtained a Bachelor of Arts in philosophy at UBC in 1982 and her law degree from the University of Victoria in 1985. She was called to the bar in 1986, with a mixed civil and family law practice until 2000, when she joined the BC Prosecution Service in Prince George, BC. She was appointed as a Provincial Court judge in Prince George in 2014.

Judge Keyes enjoys a variety of outdoor sports including alpine and Nordic skiing, rock climbing, and hiking.



Ms. Patricia Schwartz

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

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



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

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

Mr. Gordon McRae

- Member
- Appointed to the Judicial Council
November 7, 2016

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

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



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

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

Mr. Patrick Kelly

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

Patrick Kelly is a member of the Leq'á:mel First Nation (Stó:lō 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 was 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. He is 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. Scott Morishita

== **President, Canadian Bar Association, BC Branch**
== **Appointed to the Judicial Council**
January 1, 2024

Mr. Scott Morishita was born and raised in Richmond, BC. He is Japanese Canadian and a proud member of the 2SLGBTQIA+ community. Mr. Morishita earned a Bachelor of Arts in Political Science from the University of British Columbia and an LL.B. from the University of Victoria. He was called to the British Columbia bar in 2007.

Mr. Morishita is associate counsel with Rice Harbut Elliott LLP, a litigation boutique that focuses on personal injury and class action litigation. Mr. Morishita has spent his entire career as a trial lawyer, representing a diverse range of clients, including individuals, insurance companies, and local governments.



Mr. Morishita is a passionate volunteer. He was significantly involved with the Canadian Bar Association British Columbia ("CBABC"), serving as its president for the 2023/2024 term. Prior to that, Mr. Morishita served in various roles at CBABC, including terms as a board of director and member of provincial council, and on many committees, including the Access to Justice and Policy & Advocacy committees. Mr. Morishita also served on the board of directors of the Continuing Legal Education Society of BC and was an active member and volunteer with the Federation of Asian Canadian Lawyers - British Columbia. More recently, Mr. Morishita was selected as one of the three Law Society of BC appointees to the transitional board of Legal Professions BC.

Ms. Jeevyn Dhaliwal, KC

— **President, Law Society of BC**
— **Appointed to the Judicial Council**
January 1, 2024

Jeevyn Dhaliwal, KC, is the President of the Law Society of British Columbia for 2024. Having begun her tenure with the Law Society in 2013 with an appointment to the Rule of Law and Lawyer Independence Committee, her service as an elected Benchers from Vancouver County is extensive. Her volunteer activities within the profession at large are numerous, including serving as a longstanding board member and Past President of the South Asian Bar Association, an elected member of the Vancouver Bar Association Board of Directors, and she additionally served as an elected member of the CBABC Provincial Council.



Called to the British Columbia Bar in 1998, Ms. Dhaliwal is a graduate of UBC Law who holds wide ranging employment law experience underpinning her workplace immigration law practise. Her community involvement extends to her hometown of Kamloops, British Columbia with the Kamloops Multicultural Society and Thompson Rivers University Faculty of Law. She is a director with CreativeBC, an Instructor with Capilano University’s Legal Studies Department, and has supported the UBC Alumni Association in various capacities over the years.

Mr. Dom Bautista

Member
Appointed to the Judicial Council October 1, 2023

Si Dom Bautista ay ipinanganak sa Pilipinas at lumipat sa Vancouver noong kalagitnaan ng dekada-setenta. Itinatag ni Ginoong Bautista ang Amici Curiae Friendship Society (ACFS) noong 2010. Ang mga boluntaryo ng charity ay tumutulong sa mga taga-British Columbia na maunawaan ang mga legal na proseso at kumpletuhin ang kanilang mga papeles nang libre. Si Ginoong Bautista at ang kanyang mga kaibigang paralegal ay nakita na ang mga naglilitis sa kanilang sarili ay nangangailangan ng maraming tulong sa pag-unawa sa mga legal na proseso at sa tamang pagkumpleto ng kanilang mga papeles. Sa tulong ng mga boluntaryo nito noong panahon ng COVID, ang ACFS ay nagbago at naging isang tagapagbigay ng serbisyo sa lalawigan. Sinabi ni Premier Eby: "Ang pantay na pag-access ay isang mahalagang elemento ng ating sistema ng katarungan at isang patnubay na prinsipyo para sa ACFS." Ang samahan ay nakabuo ng isang matibay na reputasyon para sa kalidad ng kanilang serbisyo at ang kanilang pangako sa mga nangangailangan ng tulong sa paglutas ng mga legal na usapin. Si Ginoong Bautista ay nakapagsulat ng maraming aklat tungkol sa mga sibil at pamilyang pamamaraan at kasalukuyan niyang ginagabayan ang ACFS sa pagbuo ng mga materyales at video para sa kanilang mga kliyente. Siya ay kinilala bilang laureate ng 2020 BC Achievement Foundation Mitchell Award dahil sa kanyang natatanging dedikasyon sa pagpapabuti ng komunidad kung saan siya nakatira, at sa mga naglilingkod dito. Kahit matanda na siya, patuloy pa rin siyang naglalaro ng basketball hangga't maaari; kung hindi, makikita mo siyang kasama ang kanyang napakamahal na apo habang umiinom sila ng bubble tea.



Dom Bautista was born in the Philippines and moved to Vancouver in the mid-70s. 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.

Mx. Lee Nevens

— **President, Canadian Bar Association, BC Branch**
— **Appointed to the Judicial Council December 1, 2024**

Lee Nevens (they/them) is president of the Canadian Bar Association, BC Branch for the 2024-2025 term. They are the first transgender lawyer elected as CBABC President and first non-binary Branch President in all of the Canadian Bar Association. In their day job, Mx. Nevens is senior counsel in civil litigation for the Department of Justice Canada in Vancouver.

Prior to becoming president, Mx. Nevens served on the majority of CBABC’s committees, six years on Provincial Council, and four years on the Board of Directors. A long-time advocate for the 2SLGBTQIA+ community, their engagement with the CBA started in 2008 with the Sexual and Gender Diversity Alliance, including co-chairing the section for five years. Mx. Neven’s work to promote equality in the legal profession and justice system for trans, non-binary and gender diverse people was recognized in 2022 when they received both the CBA Touchstone Award and the Public Service Agent of Change Award.



Prior to being called to the bar, they were a clerk for the Nunavut Court of Justice, intern at the International Criminal Tribunal for the former Yugoslavia, and policy analyst for Legal Services Society BC. However, they count some of their many varied pre-law jobs among their most formative, including midnight shifts at Dunkin Donuts, farm labourer, and receptionist at the worst hostel in all of London.

Raised by an artist, a career in law wasn’t top of Mx. Neven’s aspirations growing up. First, they wanted to be an astronaut, then a doctor, and then a writer, before eventually landing on law and completing their JD at Peter A. Allard School of Law following their BA from McGill University.

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 2024, meetings were held in person at the Office of the Chief Judge on January 19, February 16, March 15, April 26, May 23, June 21, July 26, August 16, September 13, October 11, November 8, and December 13. Mr. Scott Morishita, KC and Ms. Jeevyn Dhaliwal, KC were introduced as new members at the January 2024 meeting. Mx. Lee Nevens was introduced as a new member at the December 2024 meeting to replace Mr. Morishita when he was appointed as a justice of the Supreme Court.

In January, 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.

In March and June, Minister Niki Sharma, KC, Attorney General of British Columbia, joined the Judicial Council for lunch.

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.



Front row:

Chief Judge Melissa Gillespie, Minister Niki Sharma, KC, Attorney General, Gordon McRae

Back row:

Jeevyn Dhaliwal, KC, Judge Shannon Keyes, Patricia Schwartz, Patrick Kelly, Associate Chief Judge Sue Wishart, Dom Bautista, Scott Morishita

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 2024, the Council received 34 applications for appointment as a Provincial Court judge and reviewed 36. The Council approved 22 applications for interview, interviewed 24, and recommended 19 for full-time appointment. Thirteen full-time Provincial Court judges were appointed in 2024.

The figures that follow reflect the Council’s activities in the 2024 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](#).



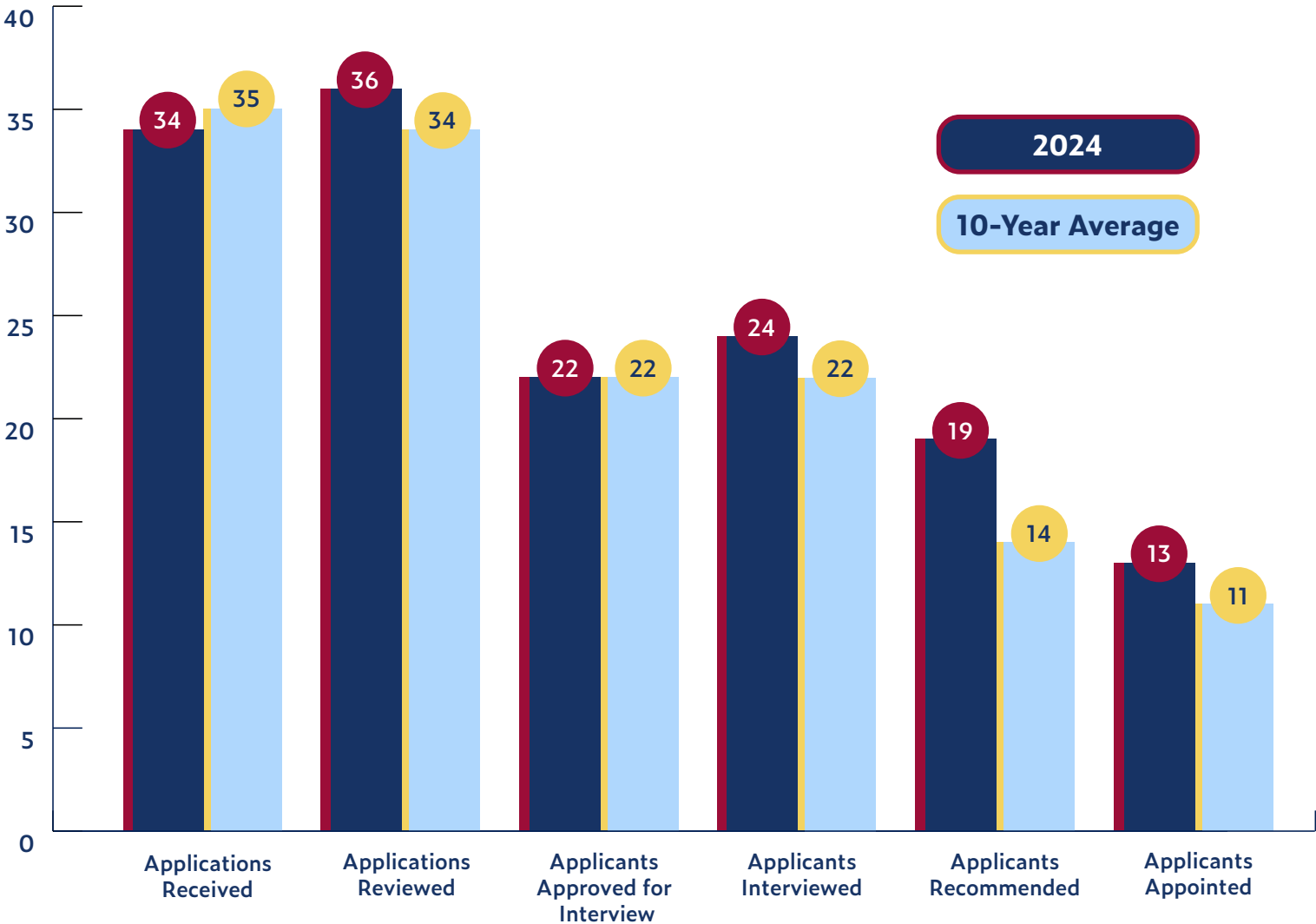
Salmon Arm Law Courts | Original painting by Judge Gregory Koturbash

Figure 1 shows a comparison between 2024 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.

Over the 10-year period from 2015 to 2024, the Council received an average of 35 applications a year for appointment as a judge. The Council reviewed an average of 34, approved an average of 22 for interview, interviewed an average of 22 (63% of applicants) and of those, recommended an average of 14 applicants (40% of total applicants).

While 13 judges were appointed in 2024, over the past decade, an average of 11 Provincial Court judges have been appointed each year, constituting approximately 31% of the average number of total applicants.

Figure 1: Applications and Outcomes (2024 and 10-Year Average)¹

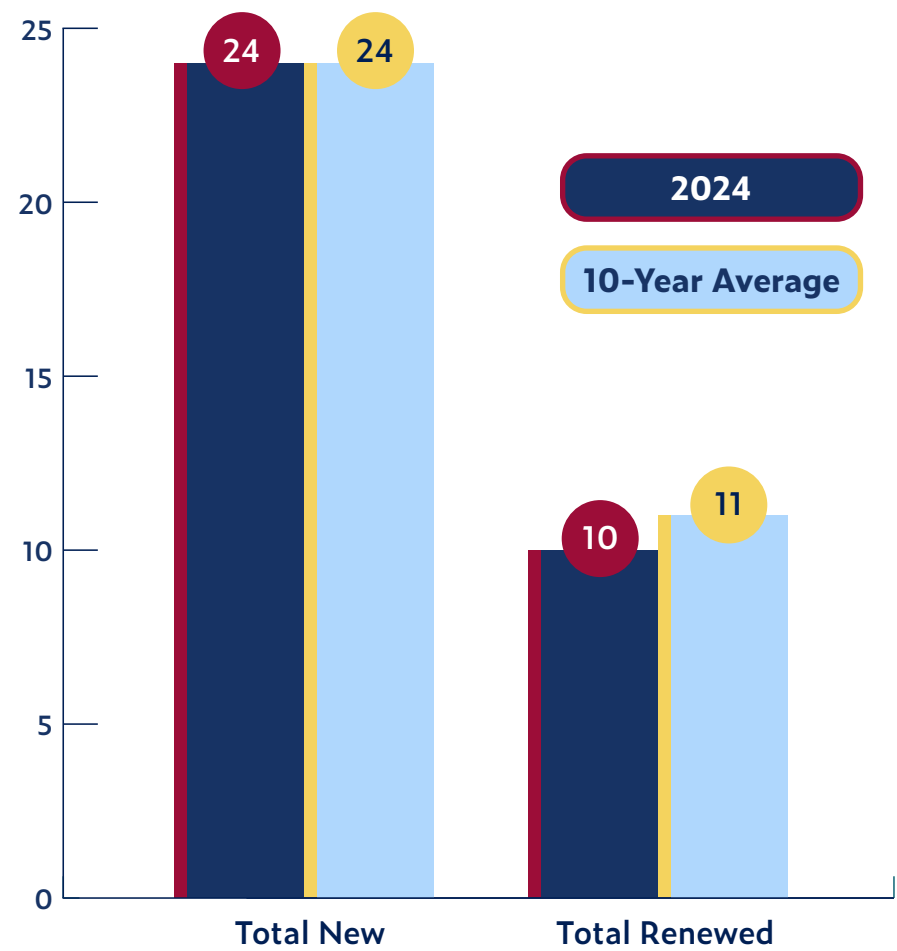


1. Data source: Judicial Application and Reporting System (JARS).

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 24 new applications and an average of 11 renewed applications. On average over this 10-year period, the Council recommended 41% of new applications compared to 30% of renewed applications.

Figure 2: New and Renewed Applications (2024 and 10-Year Average)



The number of renewed applications from previously unsuccessful applicants in 2024 (ten) is slightly higher than the number of renewed applications in 2023 (eight), and close to the 10-year average of 11. (“Unsuccessful” applicants include those who are not granted an interview, as well as those interviewed but not recommended or appointed.)

Applicants Recommended

In 2024, there was an average of 18 candidates each month on the list of applicants recommended for appointment. As of December 31, 2024, there were 22 candidates on the list: ten men and 12 women.

Gender

The number of female applicants in 2024 (17) was less than the previous year and greater than the 10-year average of 16. The number of male applicants in 2024 (17) was also less than the previous year and equal to the number of female applicants in 2024.

In 2024, seven women and six men were appointed to the bench.

Figure 3 shows applicants by gender in 2024. Note that applications may have been submitted by applicants in the preceding year.

Figure 3: Male and Female Applicants in 2024

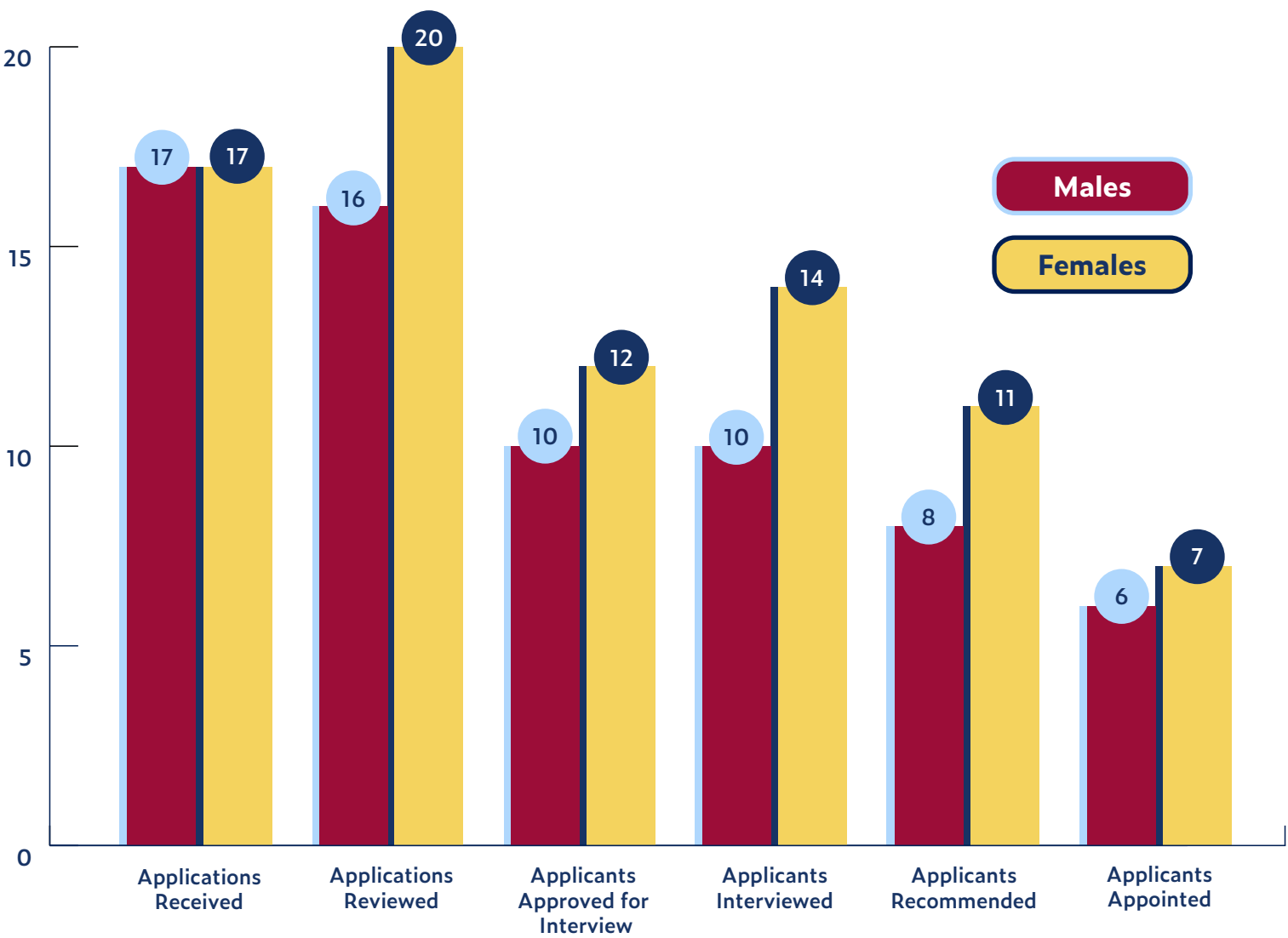
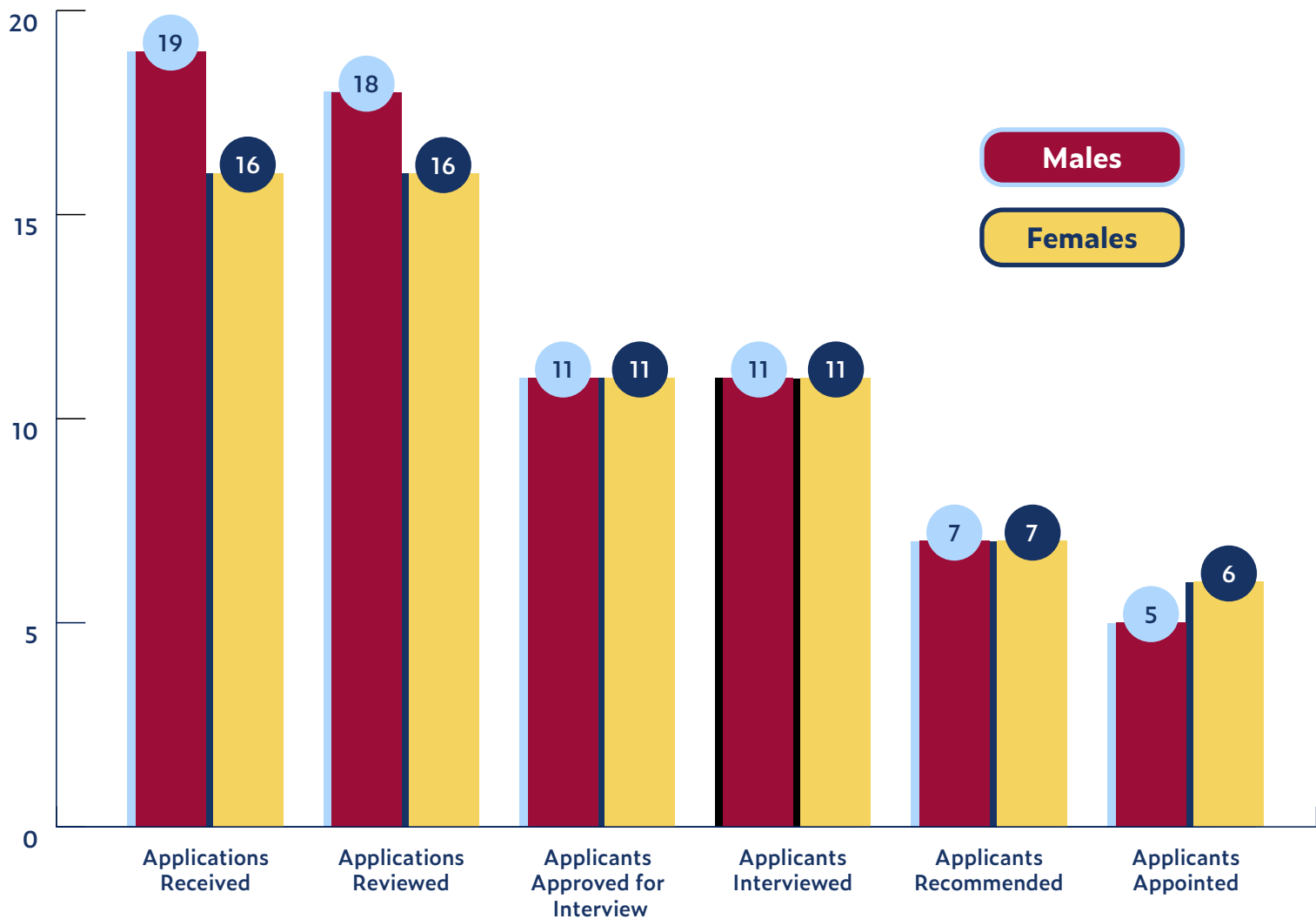


Figure 4² shows 10-year averages for applicants and outcomes by gender. Over the past five years, 27 women and 21 men have been appointed to the Provincial Court bench.

- 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.

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



Age, Years, and Area of Practice

The average age of applicants to the Court in 2024 was 54 years for both women and 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 2024 had an average of 21.5 years in the practice of law: 23 years for females and 20 years for males. From 2015 to 2024 they had an average of 22 years of practice: 22 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 2024, applications from private practice accounted for 29% of the total number of applications, Crown counsel formed 35%, and applications from other areas formed 35%.

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 2024, 13 applicants were appointed to the Court as Provincial Court judges: five to the Fraser region, two to Vancouver Island, one to the Vancouver region, two to the Northern region, two to the Interior, and one to the OCJ region.

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

Figure 5: Applicants and Appointments by Region⁴

			Vancouver	Fraser	Northern	Vancouver Island	Interior	OCJ Region	Outside BC
2024	Applicants	#	11	4	2	12	5	0	0
		%	32%	12%	6%	35%	15%	0%	0%
	Appointments	#	1	5	2	2	2	1	0
		%	8%	38%	15%	15%	15%	8%	0%
2023	Applicants	#	16	6	6	10	8	0	0
		%	35%	13%	13%	22%	17%	0%	0%
	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%
	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%
	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%
	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%
	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%
	Appointments	#	0	9	4	0	2	0	0
		%	0%	60%	27%	0%	13%	0%	0%
2017	Applicants	#	20	12	7	12	9	0	1
		%	33%	20%	12%	20%	15%	0%	2%
	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%
	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%
	Appointments	#	1	6	2	1	1	2	0
		%	8%	46%	15%	8%	8%	15%	0%

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 2024, 19 of 34 applicants provided information on their ethnic or cultural backgrounds. Six were of Indigenous heritage, nine indicated they were racialized individuals, nine were part of an ethnic / cultural group, and three identified as 2SLGBTQIA+. The Judicial Council notes these answers in its overall assessment of applicants but does not assign a specific weight to them.

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.



Credit: [Finney](#) | Source: Unsplash

Figure 6 summarizes the responses received from 2015 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.

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.

Figure 6:
Diversity Responses
(2015 - 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

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

Figure 7: Diversity Responses (2023 – 2024)

Diversity		Indigenous	Racialized Individual	Ethnic/ Cultural Group	Individual with a Disability	2SLGBTQIA+
2024	Total	6	9	9	0	3
	M	2	3	3	0	0
	F	4	6	6	0	3
2023	Total	3	5	9	1	1
	M	2	1	3	0	1
	F	1	4	6	1	0



Revelstoke Law Courts | Credit: John Deacon, KC

Ms. Jeevyn Dhaliwal, KC

== **President, Law Society of BC**

== **Appointed to the Judicial Council January 1, 2024**

It has been my great pleasure to serve on the Judicial Council during my term as Law Society President in 2024. At its core, the Council's work is about supporting a judiciary that reflects the very best of what justice can and should be: impartial, compassionate, and representative of the people it serves. By ensuring that judicial selection is based on merit, fairness, and integrity, the Council helps strengthen public confidence in our courts and the justice system as a whole.

I was privileged to collaborate with colleagues—under the strong leadership of Chief Judge Gillespie and Associate Chief Judge Wishart—whose expertise and dedication to fairness exemplify the highest standards of public service. Our thoughtful and respectful discussions underscored our shared responsibility to uphold the integrity of this important work.

A strong, independent judiciary is essential to upholding the rule of law. When the public sees a bench that is competent, fair, and reflective of the communities it serves, trust in the legal system is reinforced. I am grateful to have contributed, in a small way, to a robust process that helps sustain this trust.



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



Vernon Law Courts | Original painting by Judge Gregory Koturbash



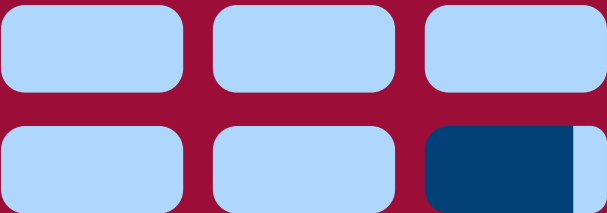
Vernon Law Courts | Credit: John Deacon, KC

- 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 2024, six applications were received, one applicant was interviewed, and one was appointed.



Robson Square | Credit: Rebecca Jensen

Mr. Dom Bautista

Member

Appointed to the Judicial Council October 1, 2023

I began serving last October 2023 as representative of the Attorney General. As the Executive Director of AC Friends of Court, I bring with me 14 years of experience helping self-litigants who are trying to get better access to legal services and justice.

As guardians of public interest, an important responsibility of the Judicial Council is to screen candidates for appointment as either Provincial Court judge or judicial justice. Each applicant receives a very comprehensive screening that involves hearing from several members of the courts and members of the legal community.

While there is no mold of what makes for a judicial officer, our task is to ensure that the candidates we recommend to the Attorney General for consideration of appointment have exemplary reputations, competence, and personal suitability to be good judges or judicial justices.

Reading the very thorough materials of the candidates helps us prepare for their interviews. I see these interviews as an opportunity to have a conversation with the candidate so I can get to know them better. I pay very close attention to two areas. First, does the candidate possess a very good understanding of self-litigants, particularly those who belong to equity-deserving groups and experience barriers, such as being disenfranchised?

Self-litigants often appear in the courts at the worst time of their lives.

Second, having a diverse bench that reflects who British Columbians are matters. Representation matters. As a racialized member of Council, I pay special attention to candidates who identify as Black, Indigenous, or People of Colour, or belong to the 2SLGBTQ+ community. That said, it matters to me that a candidate must have what it takes to be a good judge before I consider their race or gender identity.

The ensuing thoughtful exchange of views after each interview is marked with respect and collegiality. It gives me great joy to be able to bring freshly baked egg tarts to share with my colleagues! I am grateful to them, who each have a perspective of what qualities are required for a judicial office applicant. Individually, we vote with our conscience; collectively, we recommend the best candidates possible.

Chief Judge Gillespie works hard to make sure that we are able to freely articulate our views. That includes injecting humour throughout our deliberations.

Last year, knowing that I chose to attend a Council meeting on my 65th birthday instead of sending my regrets, Chief Judge Gillespie surprised me with a cake and proceeded to lead the Council to sing me a happy birthday. Priceless!

As a representative of the diverse peoples of British Columbia, I am very proud to serve on the Judicial Council.



我自 2023 年 10 月開始擔任律政廳長的代表。我以 14 年 AC 法庭之友 (AC Friends of Court) 執行理事的經驗，幫助自行訴訟人士獲得更好的法律服務與獲得司法公正的機會。

作為公眾利益的守護者，司法委員會 (Judicial Council) 的一項重要職責是篩選候選人，以任命為省級法院 (Provincial Court) 法官或司法審裁官 (judicial justice)。每位申請人都會接受極為全面的篩選，其中包括聆聽多位法院成員和法律界人士的意見。

雖然沒有一個固定的標準來定義「司法人員」，但我們的職責是確保向律政廳長推薦具備卓越的聲譽、專業能力，以及能勝任法官或司法審裁官所需的候選人。

仔細閱讀候選人的詳細資料有助於我們為面試做好準備。我將這些面試視為與候選人對話的機會，以便更深入地了解他們。我特別關注兩個方面。首先，候選人是否對自行訴訟人士有深入的理解，尤其是那些來自公平權益群體 (equity-deserving groups) 並面臨障礙的人，例如被邊緣化的個體？自行訴訟人士往往在人生最艱難的時刻出現在法庭上。

其次，擁有一個能夠反映卑詩省多元文化的法官群體至關重要。代表性很重要。作為委員會中來自多元族裔的成員，我特別關注那些認同自己為黑人、原住民、有色人種 (BIPOC)，或屬於 2SLGBTQ+ 群體的候選人。儘管如此，我還是認為候選人首先必須具備成為優秀法官的能力，然後我才會考慮其種族或性別認同。

每次面試後，除了很高興能夠帶著剛出爐的蛋撻與同事們分享外，我們在彼此尊重和同儕精神的氛圍中進行深入的意見交流！我也很感激我的同事們，每位成員都有自己對司法職位應具備條件的獨特見解。我們個別投票時秉持良知，集體則致力於推薦最優秀的候選人。

首席法官 Gillespie 付出極大努力，確保我們能夠自由表達觀點，包括在討論過程中保持幽默感。

去年，當 Chief Judge Gillespie 知道我選擇在 65 歲生日當天參加委員會會議，而不是請假時，她特地準備了一個蛋糕，並帶領委員會成員為我唱歌慶生，那一刻情義無價！

作為卑詩省多元族群的代表，我對自己能夠在司法委員會服務倍感自豪。



Kamloops Law Courts | Original painting by Judge Gregory Koturbash

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](#).

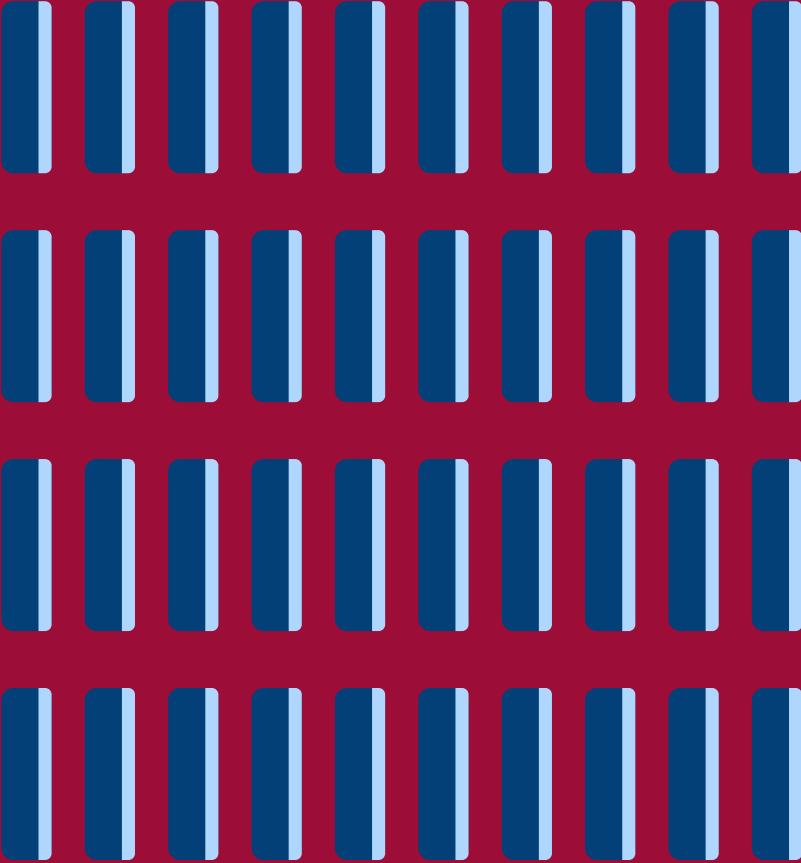
There are three kinds of justices of the peace, each with different assignments:

- **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 2024, the Judicial Council reviewed 41 applications for appointment as a Court Services Branch justice of the peace and recommended 41 applicants for appointment.

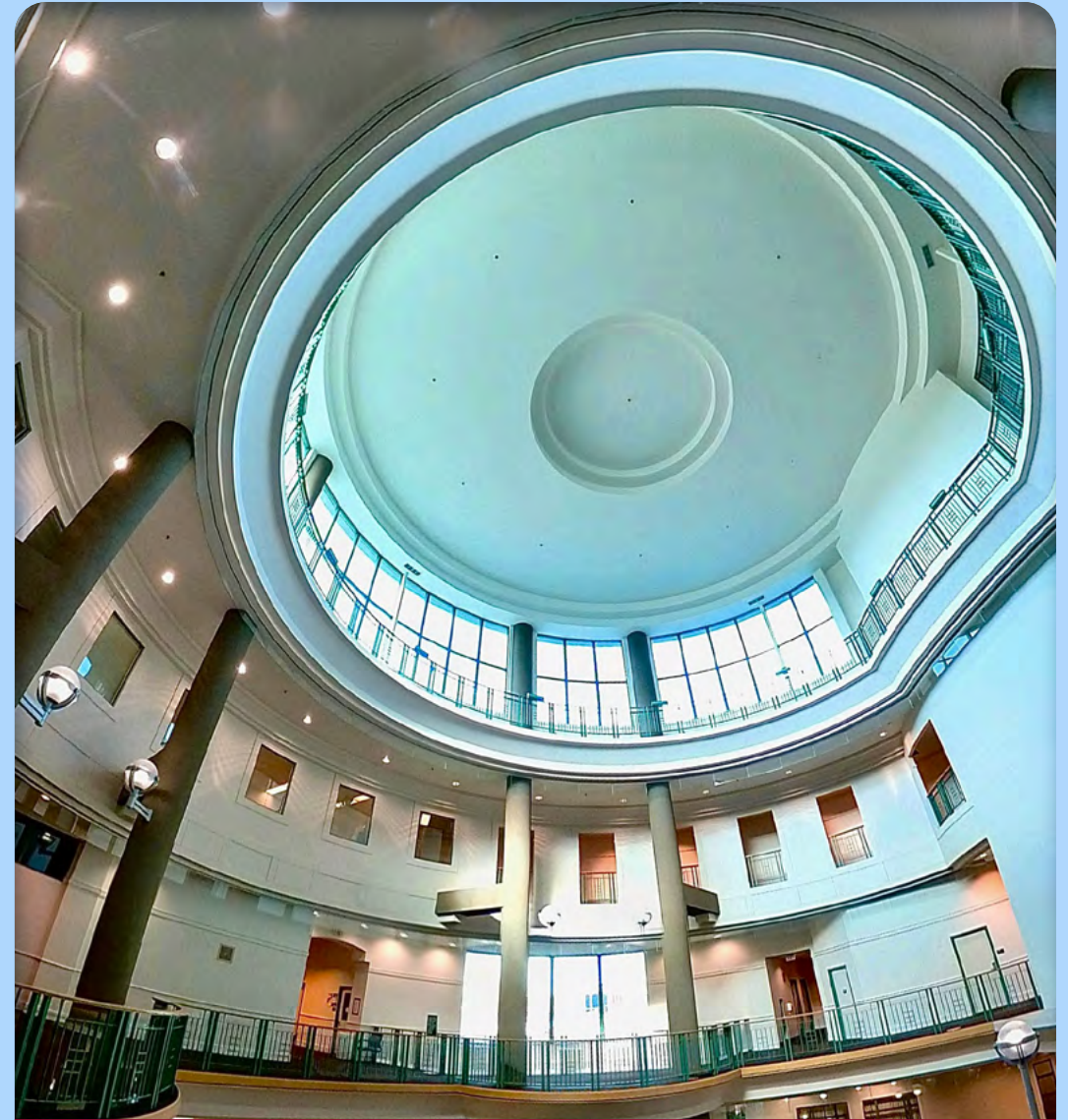


Chilliwack Law Courts | Credit: John Deacon, KC

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 Law Courts | Photo: David Greenberg

Mr. Scott Morishita

— **President, Canadian Bar Association, BC Branch**
— **Appointed to the Judicial Council January 1, 2024**

It was a great honour to serve as a member of the Judicial Council in 2024. Under the *Provincial Court Act*, the Judicial Council consists of nine members, one of whom is the president of the Canadian Bar Association – British Columbia (“CBABC”). It was through that role that I had the privilege of serving on the Council.

The work of the Judicial Council is demanding and difficult. We meet monthly, and in advance of each meeting, Council members spend hours reviewing applications and considering suitable questions for candidates. During the meetings, we must remain focused, present, and open-minded. The work is important, serious, and at times exhausting—but it is also immensely gratifying and enjoyable.

I am extremely proud to have been a member of the Judicial Council in 2024. The Council is a diverse group, both in terms of ethnocultural and professional backgrounds. As a 2SLGBTQIA+ Asian Canadian, I took great pride in the Council’s unwavering commitment to equity, diversity, and inclusion.

I would like to thank my fellow members of the Judicial Council for their invaluable contributions and for fostering a committee defined by openness, mutual respect, and inclusivity. In particular, I am very grateful to our Chair, Chief Judge Melissa Gillespie, for her strong and empathetic leadership. I also deeply appreciate the Council’s administrative team, especially Rebecca Jensen, for their exceptional support.

Lastly, I want to express my gratitude to the members of the CBABC Advisory Committee to the Judicial Council, who work tirelessly and diligently in drafting the reference check reports.



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.



Kelowna Law Courts | Original painting by Judge Gregory Koturbash

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 2024, 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 2024.

Financial Expenses

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

Non-judicial members of the Judicial Council are eligible to be paid honoraria for attending meetings. There were 12 meetings in 2024. The following table details the meeting honoraria paid to the members of the Judicial Council in 2024.

* 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

Figure 8: Remuneration for the Judicial Council Members (2024)

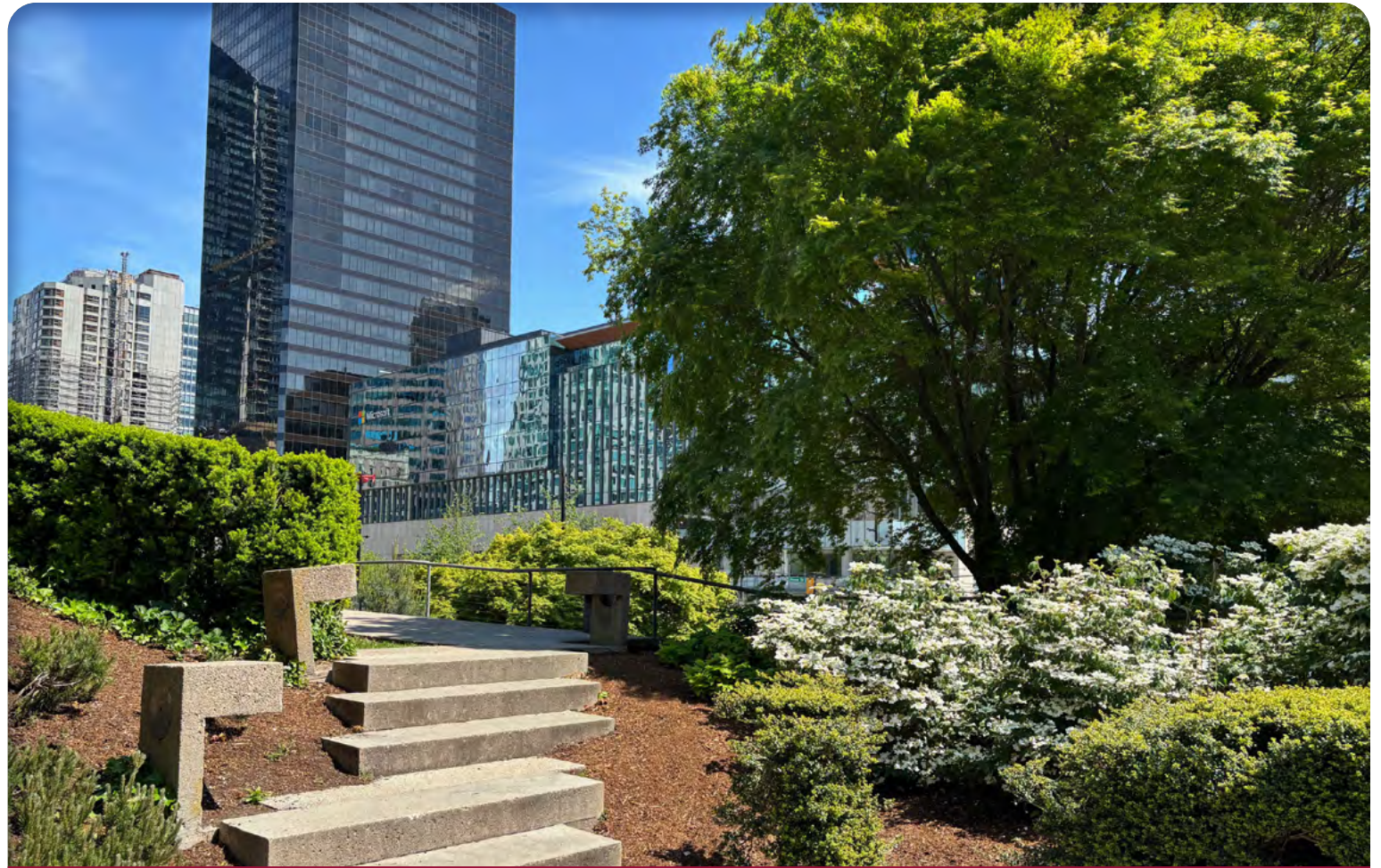
	Allowable Honorarium Per Meeting	Meetings Attended	Total Remuneration
The Honourable Chief Judge M. Gillespie	\$0	12	\$0
The Honourable Associate Chief Judge S. Wishart	\$0	10	\$0
The Honourable Judge S. Keyes	\$0	9	\$0
Ms. P. Schwartz*	\$250/\$125	12	\$3,000
Mr. G. McRae*	\$250/\$125	10	\$2,500
Mr. P. Kelly*	\$250/\$125	9	\$2,250
Mr. D. Bautista*	\$250/\$125	11	\$2,750
Ms. J. Dhaliwal, KC*	\$250/\$125	9	\$2,250
Mr. S. Morishita*	\$250/\$125	9	\$2,250
Mx. L. Nevens*	\$250/\$125	1	\$250

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 | 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 2024 the number of applications received (34) was close to the 10-year average of 35. The average annual number of applications reviewed over the last 10 years is 34. On average, 63% of the reviewed applications, or 22 applicants per year, were approved for an interview.

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.

Figure A.1: Applications for Appointment as a Provincial Court Judge (2015 – 2024)⁷

	Applications Received			Applications Reviewed			Applicants Approved for Interview			Applicants Interviewed			Applicants Appointed		
Year	Total	M	F	Total	M	F	Total	M	F	Total	M	F	Total	M	F
2024	34	17	17	36	16	20	22	10	12	24	10	14	13	6	7
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
Average	35	19	16	34	18	16	22	11	11	22	11	11	11	5	6

Gender

In its [2023 Annual Report](#), the Law Society of British Columbia reported that females made up 37% of the total, while lawyers who did not select a gender represented 35% of the total of new BC lawyers.

According to the [2023/2024 Annual Report](#) of the Provincial Court of BC, as of March 31, 2024, 52% of full-time Provincial Court judges were female. Of the 50 judges appointed during the past five fiscal years, half (25) have been women.

In 2024, the Judicial Council recommended 19 applicants for full-time appointment, 11 women and eight men. The number of applicants recommended in 2024 (19) rose above the 10-year average of 14.

Of the candidates on the recommended list in 2024, 13 were appointed by the Lieutenant Governor in Council: seven women and six men.

Age

The average age of judicial applicants in 2024 was 54 years for both women and men. From 2015 to 2024, 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 (2015 – 2024)

Year	Total	Male	%	Avg. Age	Female	%	Avg. Age
2024	34	17	50%	54	17	50%	54
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
Average	35	19	54%	53	16	46%	51

Years of Practice

From 2015 to 2024, 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 22 years. Of those who applied in 2024, female applicants had, on average, three years more practice experience (23 years) than their male counterparts (20 years).

Figure A.3:
Applicants by
Gender and
Average Years
of Experience
(2015 – 2024)

Year	Gender	Applicants	Years of Practice
2024	M	17	20
	F	17	23
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
Average		18	22

Area of Practice

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

In 2024, applicants from private practice formed 29%, Crown counsel formed 35%, and applications from other areas formed 35% of the total number.

Figure A.4: Applicants by Gender and Area of Practice (2015 – 2024)

Type of Practice		Private	Crown Counsel	Other Areas
2024	Total	10	12	12
	M	5	7	5
	F	5	5	7
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
Average		11	8	4

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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