



# Judicial Council of British Columbia

**Annual Report  
2025**

June 3, 2026

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 2025 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 49 applications for appointment as a Provincial Court judge in 2025. The Council reviewed 36 applications, interviewed 17 applicants, and recommended 14 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 2025, 20 of the 49 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](https://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

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The Judicial Council is composed of judges, lawyers, and lay persons, representing perspectives from both within and outside the judiciary.

## 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.

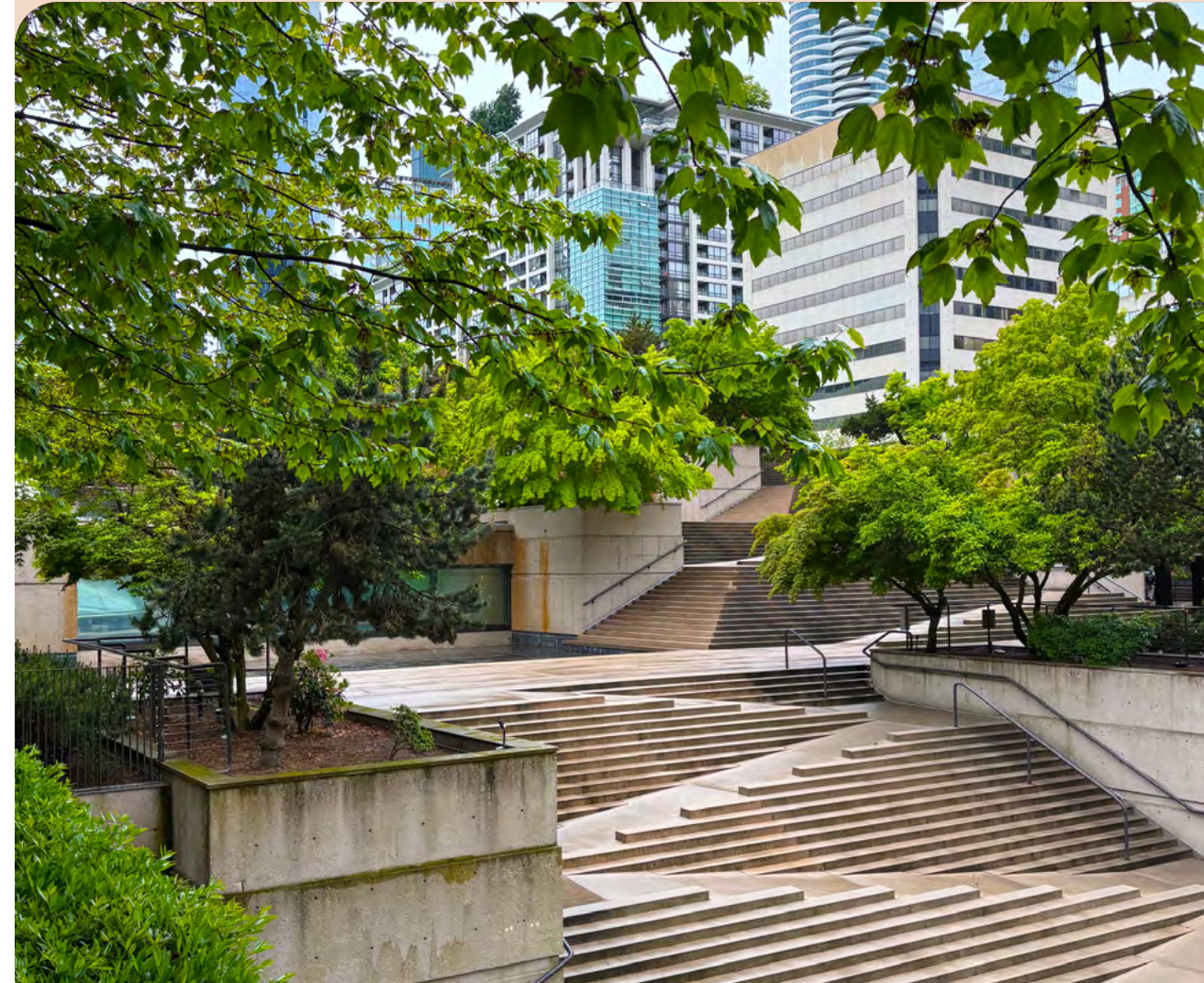
**2025**  
**Judicial Council**  
**Annual Report**

## Members

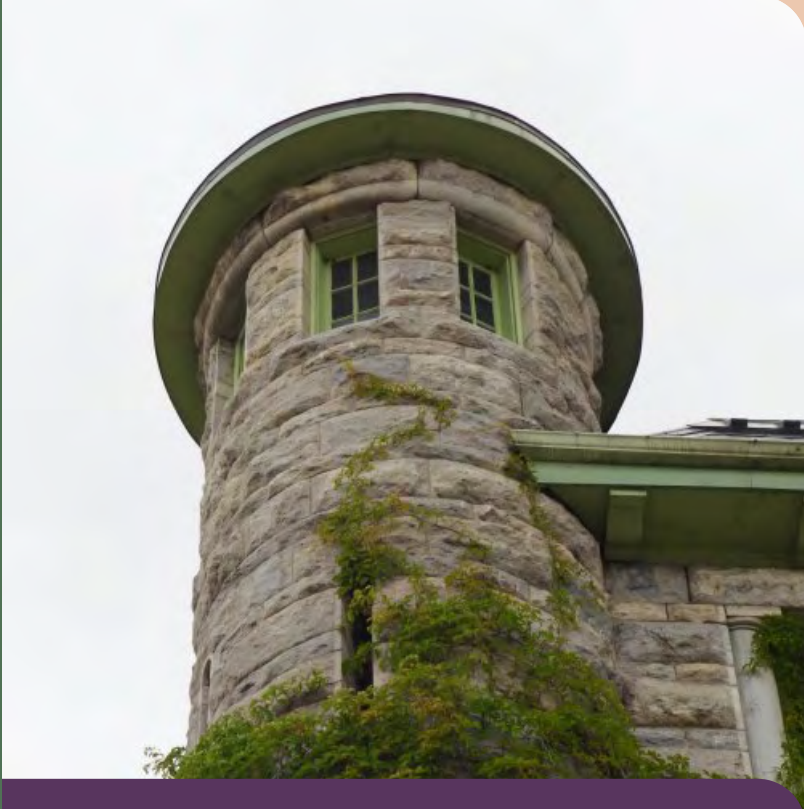
The Judicial Council is composed of judges, lawyers, and lay persons, representing perspectives from both within and outside the judiciary. Four of its nine members are appointed by the Lieutenant Governor in Council. The other members, designated by the [Provincial Court Act](#), are the Chief Judge, 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](#).

Robson Square | Credit: Rebecca Jensen



Nelson Law Courts | Credit: John Deacon, KC



## Members of the Judicial Council

### The Judicial Council members in 2025 were:

- Chief Judge Melissa Gillespie, Presiding Member;
- Associate Chief Judge Sue Wishart, Alternate Presiding Member;
- Judge Jennifer Lopes, President, Provincial Court Judges' Association of BC (2025);
- Ms. Patricia Schwartz;
- Mr. Gordon McRae;
- Mr. Patrick Kelly;
- Mr. Dom Bautista;
- Mx. Lee Nevens, President, Canadian Bar Association, BC Branch (2025);
- Mr. Brook Greenberg, KC, President, Law Society of BC (2025).



The Judicial Council strives to make the application process as transparent as possible and encourages applications from candidates of diverse backgrounds.

- *Chief Judge Melissa Gillespie*

## 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 Westminister. In 2005 she became Regional Crown Counsel, and in 2009 she was appointed King's counsel (then Queen's counsel).

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

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



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

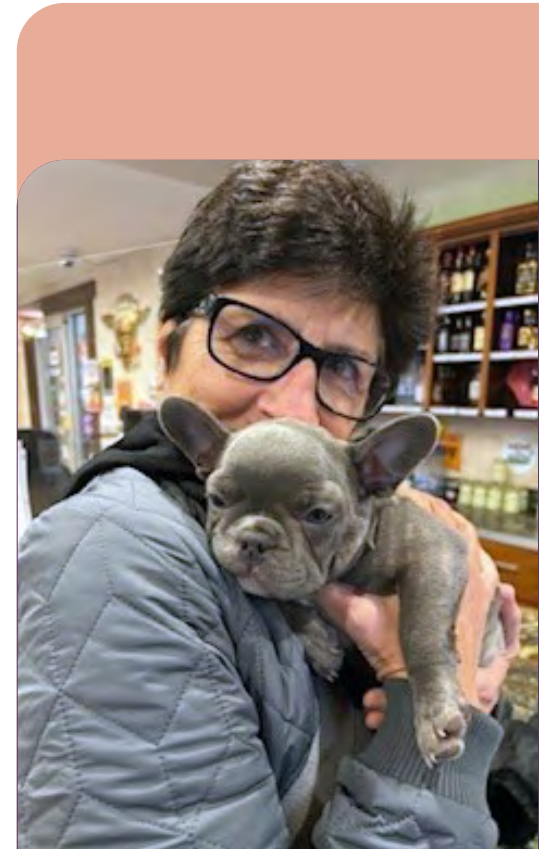
### **Alternate Presiding Member**

### **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.



## **Judge Jennifer Lopes**

### **President, Provincial Court Judges' Association**

### **Appointed to the Judicial Council January 1, 2025**



Judge Jennifer Lopes was born and grew up in Vancouver. She obtained a Bachelor of Arts degree from Simon Fraser University in 1994 and a Juris Doctor from the University of British Columbia in 1998. She was called to the BC bar in 1999. After articles, Judge Lopes joined the BC Prosecution Service where she practiced until her appointment in 2018. Judge Lopes was appointed to the Provincial Court of British Columbia in the Fraser region. As a prosecutor, Judge Lopes was involved in all aspects of criminal files with extensive work in files involving violence against individuals. In addition, Judge Lopes served as an executive member of the BC Crown Counsel Association from 2007 to 2018 and as Vice President of the Criminal Section of the Canadian Association of Crown Counsel from 2012 to 2018. She was a member of the board of the Law Students Legal Advice Program from 2015 to 2018. This was a program that she participated in throughout law school.

Judge Lopes became involved with the Provincial Court Judges' Association of BC (PCJABC) soon after being appointed. She was elected President of the PCJABC in November 2024 and, in that capacity, served as a member of Judicial Council. As a member of the PCJABC executive, she has also worked to establish committees to address safety and wellness concerns for judges of our province as well as sit on the Judicial Independence Committee of the PCJABC.

## Ms. Patricia Schwartz

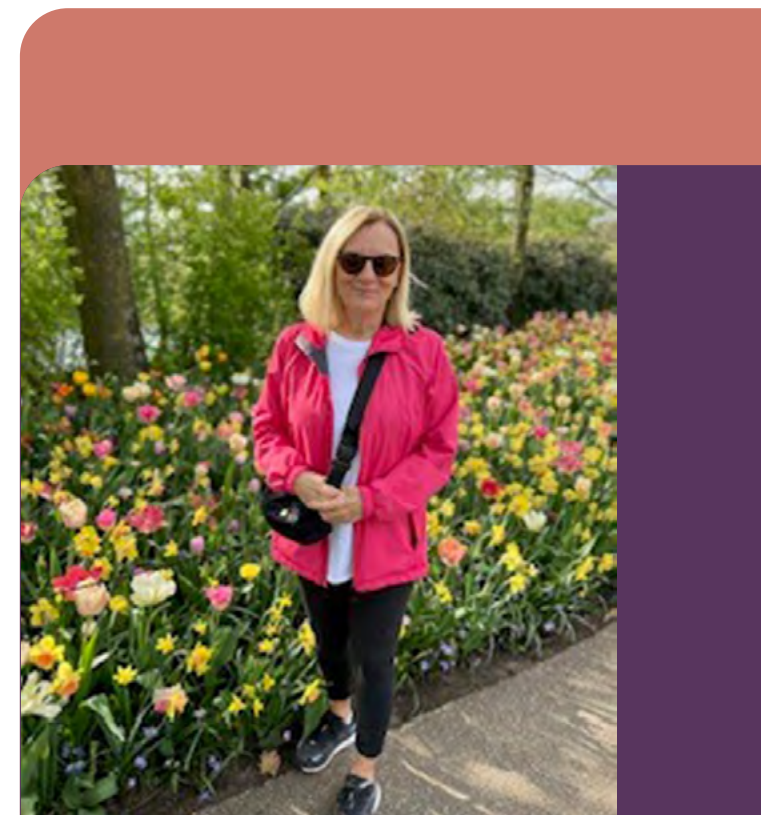
### Member

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

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

In the community, she has served on the board of directors for City Hall Daycare, the École Pauline Johnson After School Care program, and the Vancouver Skating Club. She attended Capilano University, has completed government management courses, and attended bi-annual seminars for judicial justices. Ms. Schwartz recently served 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.



## **Mx. Lee Nevens**

### **President, Canadian Bar Association, BC Branch**

### **Appointed to the Judicial Council November 13, 2024**

Lee Nevens (they/them) was president of the Canadian Bar Association, BC Branch for the 2024-2025 term. They were 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. Nevens' 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. Nevens' 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.



## **Mr. Brook Greenberg, KC**

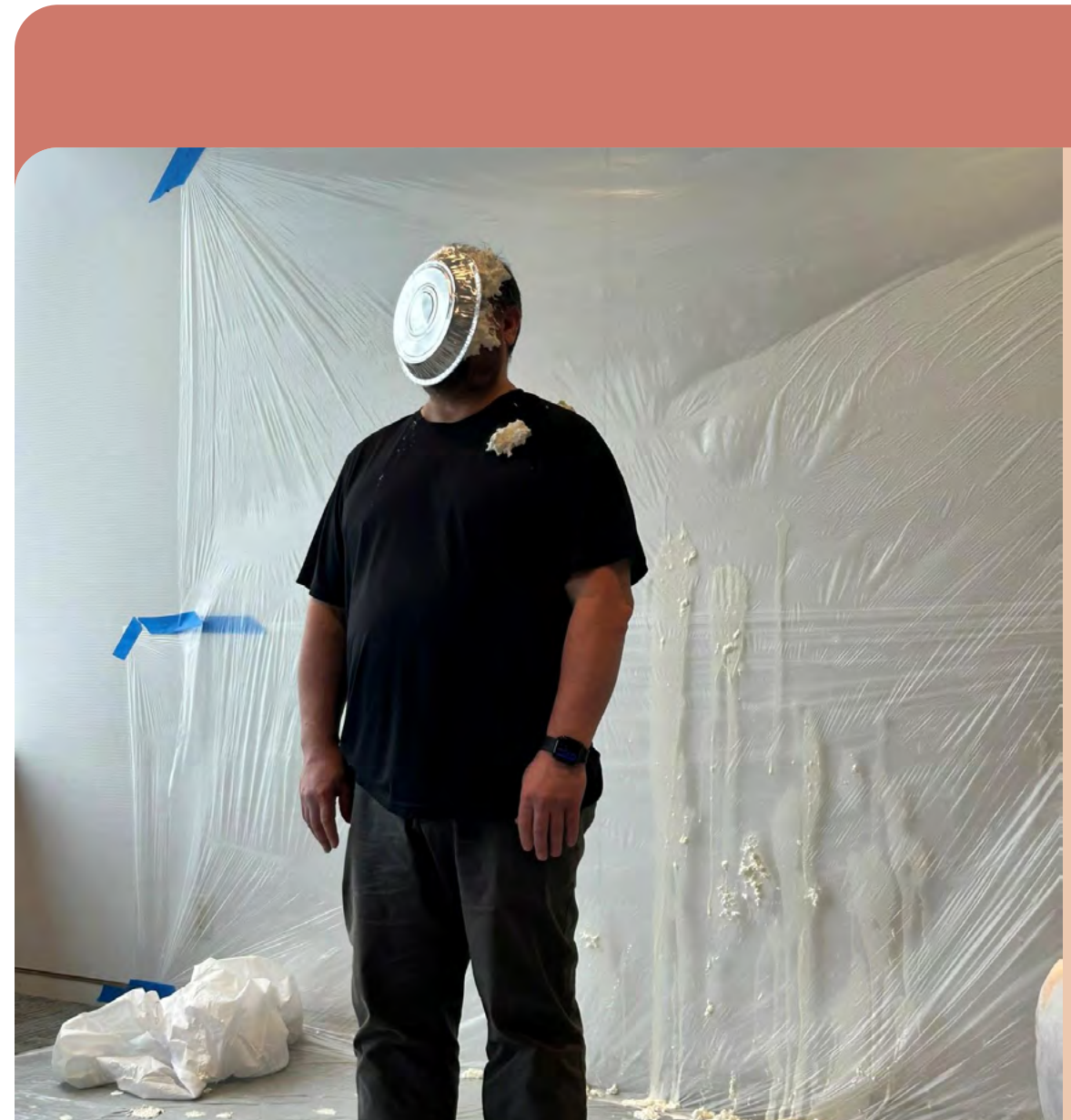
### **President, Law Society of BC**

### **Appointed to the Judicial Council January 1, 2025**

Brook Greenberg, KC, is the President of the Law Society of British Columbia (the “LSBC”) for 2025. Mr. Greenberg was first elected as a Bencher of the LSBC for the 2016-2017 term. During his tenure as a Bencher he has been a member of and chaired numerous LSBC committees and Task Forces, including chairing the Discipline Committee, the Mental Health Task Force, and the Trust Review Task Force. Mr. Greenberg has also been the LSBC’s nominee to the Council of the Federation of Law Societies of Canada since November 2022.

He was called to the British Columbia Bar in March 1998. He has practiced for his entire career in the Vancouver office of Fasken Martineau DuMoulin LLP, where he is a partner in the Litigation and Dispute Resolution group. Mr. Greenberg’s litigation practice focuses on complex commercial disputes, particularly those in the areas of forestry, banking, and construction. He also frequently acts as a mediator and arbitrator in commercial disputes.

In the community, Mr. Greenberg has been a volunteer for and board member of not-for-profit organizations, including MOSAIC BC and the Greater Vancouver Law Students’ Legal Advice Society.



## Mr. Dom Bautista

### Member

### Appointed to the Judicial Council October 1, 2023

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.



ਡੌਮ ਬਾਊਟਿਸਤਾ ਦਾ ਜਨਮ ਫਿਲੀਪੀਨਜ਼ ਵਿੱਚ ਹੋਇਆ ਸੀ ਅਤੇ ਉਹ ਸੱਤਰ ਦੇ ਦਹਾਕੇ ਦੇ ਮੱਧ ਵਿੱਚ ਵੈਨਕੂਵਰ ਆ ਗਏ ਸਨ। ਮਿਸਟਰ ਬਾਊਟਿਸਤਾ ਨੇ 2010 ਵਿੱਚ ਅਮੀਚੀ ਕਿਊਰੀਏ ਫ੍ਰੈਂਡਸ਼ਿਪ ਸਸਾਇਟੀ (ਏ. ਸੀ. ਐਫ. ਐਸ) ਦੀ ਸਥਾਪਨਾ ਕੀਤੀ। ਇਸ ਚੈਰਿਟੀ ਦੇ ਸੇਵਾਦਾਰ ਬ੍ਰਿਟਿਸ਼ ਕੋਲੰਬੀਆ ਦੇ ਨਿਵਾਸੀਆਂ ਨੂੰ ਕਾਨੂੰਨੀ ਕਾਰਵਾਈਆਂ ਸਮਝਣ ਅਤੇ ਉਨ੍ਹਾਂ ਦੇ ਦਸਤਾਵੇਜ਼ ਮੁਫਤ ਤੌਰ 'ਤੇ ਤਿਆਰ ਕਰਨ ਵਿੱਚ ਮਦਦ ਕਰਦੇ ਹਨ। ਮਿਸਟਰ ਬਾਊਟਿਸਤਾ ਅਤੇ ਉਨ੍ਹਾਂ ਦੇ ਪੈਰਾਲੀਗਲ ਦੇਸਤਾਂ ਨੇ ਦੇਖਿਆ ਕਿ ਆਪਣੇ ਆਪ ਮੁਕੱਦਮੇ ਲੜ ਰਹੇ ਲੋਕਾਂ ਨੂੰ ਕਾਨੂੰਨੀ ਪ੍ਰਕਿਰਿਆਵਾਂ ਨੂੰ ਸਮਝਣ ਅਤੇ ਆਪਣਾ ਕਾਗਜ਼ੀ ਕੰਮ ਠੀਕ ਤਰੀਕੇ ਨਾਲ ਪੂਰਾ ਕਰਨ ਲਈ ਕਾਫ਼ੀ ਮਦਦ ਦੀ ਲੋੜ ਹੈ। ਕੋਵਿਡ ਦੌਰਾਨ ਸੇਵਾਦਾਰਾਂ ਦੇ ਸਹਿਯੋਗ ਨਾਲ, ਏ. ਸੀ. ਐਫ. ਐਸ ਨੇ ਆਪਣੇ ਆਪ ਨੂੰ ਇੱਕ ਸੁਬਾ-ਪੱਧਰੀ ਸੇਵਾ ਪ੍ਰਦਾਤਾ ਵਜੋਂ ਵਿਕਸਤ ਕਰ ਲਿਆ।

ਪ੍ਰੀਮੀਅਰ ਡੇਵਿਡ ਏਬੀ ਨੇ ਕਿਹਾ ਹੈ: “ਬਰਾਬਰ ਪਹੁੰਚ ਸਾਡੇ ਨਿਆਂ ਪ੍ਰਣਾਲੀ ਦਾ ਇੱਕ ਅਤਿ ਮਹੱਤਵਪੂਰਨ ਤੱਤ ਹੈ ਅਤੇ ਇਹ ਏ. ਸੀ. ਐਫ. ਐਸ ਲਈ ਇੱਕ ਮਾਰਗਦਰਸ਼ਕ ਸਿਧਾਂਤ ਹੈ। ਇਸ ਸੰਸਥਾ ਨੇ ਆਪਣੀ ਉੱਚ-ਮਿਆਰੀ ਸੇਵਾ ਅਤੇ ਕਾਨੂੰਨੀ ਮਾਮਲਿਆਂ ਨੂੰ ਸੁਲਝਾਉਣ ਲਈ ਮਦਦ ਦੀ ਲੋੜ ਵਾਲਿਆਂ ਪ੍ਰਤੀ ਆਪਣੀ ਵਚਨਬੱਧਤਾ ਲਈ ਮਜ਼ਬੂਤ ਸਾਖ ਬਣਾਈ ਹੈ।”

ਮਿਸਟਰ ਬਾਊਟਿਸਤਾ ਨੇ ਸਿਵਲ ਅਤੇ ਪਰਿਵਾਰਕ ਕਾਰਵਾਈਆਂ ਬਾਰੇ ਕਈ ਕਿਤਾਬਾਂ ਲਿਖੀਆਂ ਹਨ ਅਤੇ ਇਸ ਸਮੇਂ ਉਹ ਏ. ਸੀ. ਐਫ. ਐਸ ਨੂੰ ਆਪਣੇ ਗਾਹਕਾਂ ਲਈ ਸਮੱਗਰੀ ਅਤੇ ਵੀਡੀਓ ਤਿਆਰ ਕਰਨ ਵਿੱਚ ਮਾਰਗਦਰਸ਼ਨ ਕਰ ਰਹੇ ਹਨ। ਉਨ੍ਹਾਂ ਨੂੰ ਆਪਣੇ ਸਮੁਦਾਇ ਅਤੇ ਉਸ ਦੀ ਸੇਵਾ ਕਰਨ ਵਾਲਿਆਂ ਨੂੰ ਉੱਚਾ ਚੁੱਕਣ ਲਈ ਦਿਖਾਈ ਗਈ ਅਸਾਧਾਰਣ ਵਚਨਬੱਧਤਾ ਦੇ ਮੱਦੇਨਜ਼ਰ 2020 ਬੀਸੀ ਅਚੀਵਮੈਂਟ ਫਾਊਂਡੇਸ਼ਨ ਮਿਚਲ ਅਵਾਰਡ ਲੈਂਗੀਏਟ ਵਜੋਂ ਨਾਮਜ਼ਦ ਕੀਤਾ ਗਿਆ। । ਆਪਣੀ ਉਮਰ ਦੇ ਕਾਫ਼ੀ ਅੱਗੇ ਨਿਕਲ ਜਾਣ ਦੇ ਬਾਵਜੂਦ, ਉਹ ਜਿੰਨਾ ਹੋ ਸਕੇ ਬਾਸਕਟਬਾਲ ਖੇਡਦੇ ਰਹਿੰਦੇ ਹਨ; ਨਹੀਂ ਤਾਂ ਤੁਸੀਂ ਉਨ੍ਹਾਂ ਨੂੰ ਬਬਲ ਟੀ ਦੀ ਚੁਸਕੀ ਲੈਂਦੇ ਹੋਏ ਆਪਣੀ ਪਿਆਰੀ ਪੋਤਰੀ ਦੀ ਸੰਗਤ ਦਾ ਆਨੰਦ ਮਾਣਦੇ ਹੋਏ ਵੇਖੋਗੇ।

Kelowna Law Courts | Original painting by Justice Gregory Koturbash





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.

## 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 2025, meetings were held in person at the Office of the Chief Judge on January 17, February 14, March 21, April 25, May 23, June 27, July 18, August 15, September 26, October 17, November 14, and December 12. Mr. Brook Greenberg, KC and Judge Jennifer Lopes were introduced as new members at the January 2025 meeting.

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.

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



The 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.

## 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](https://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 2025, the Council received 49 applications for appointment as a Provincial Court judge and reviewed 36. The Council approved 19 applications for interview, interviewed 17, and recommended 14 for full-time appointment. Ten full-time Provincial Court judges were appointed in 2025.

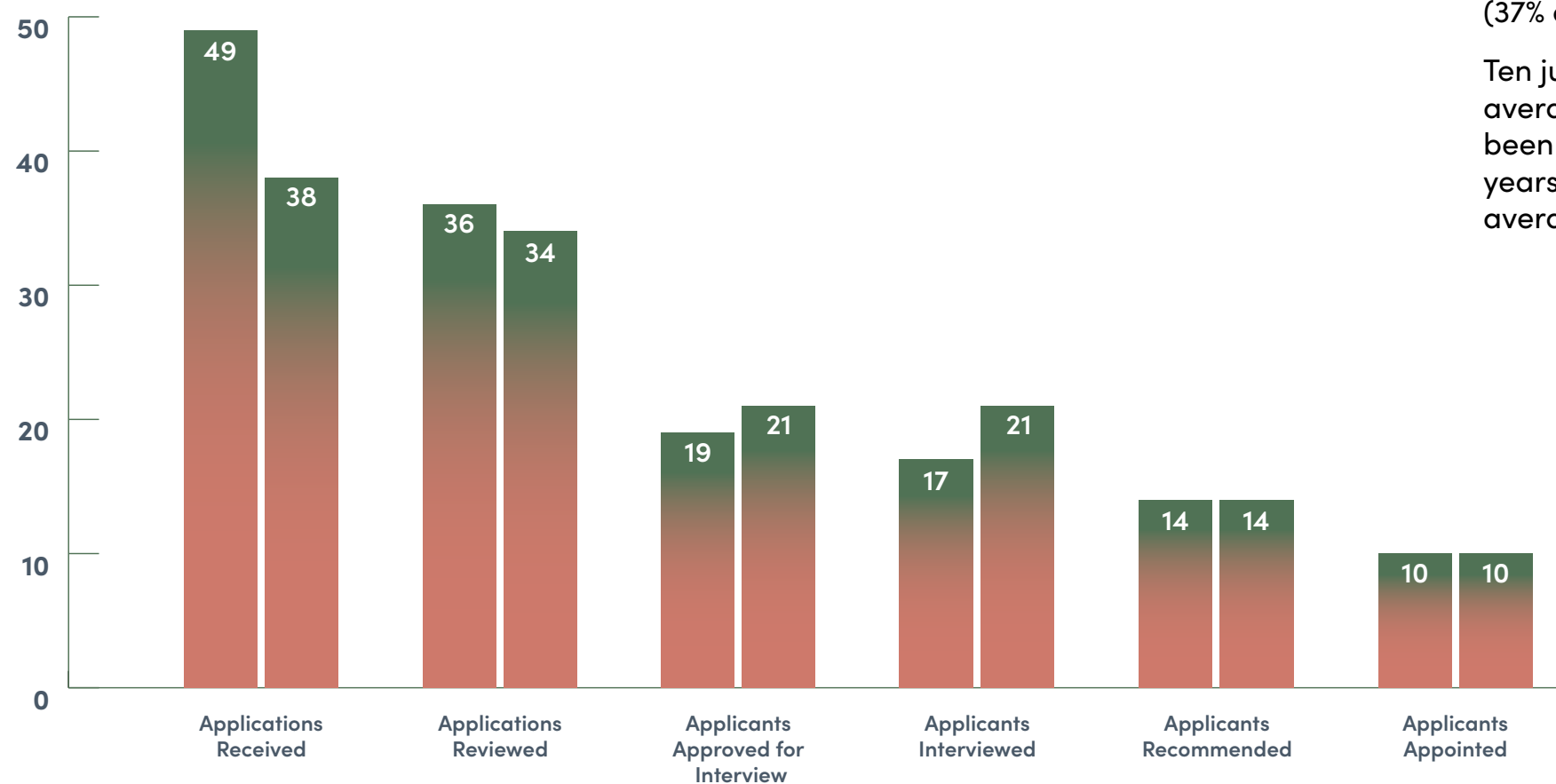
The figures that follow reflect the Council's activities in the 2025 year, but may include reviews, interviews, or appointments of candidates who applied in previous years. Details are included in this report's following sections and further analyzed in [Appendix A](#).

Robson Square | Credit: Rebecca Jensen



Figure 1 shows a comparison between 2025 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 (2025 and 10-Year Average)<sup>1</sup>**



Over the 10-year period from 2016 to 2025, the Council received an average of 38 applications a year for appointment as a judge. The Council reviewed an average of 34, approved an average of 21 for interview, interviewed an average of 21 (55% of applicants) and of those, recommended an average of 14 applicants (37% of total applicants).

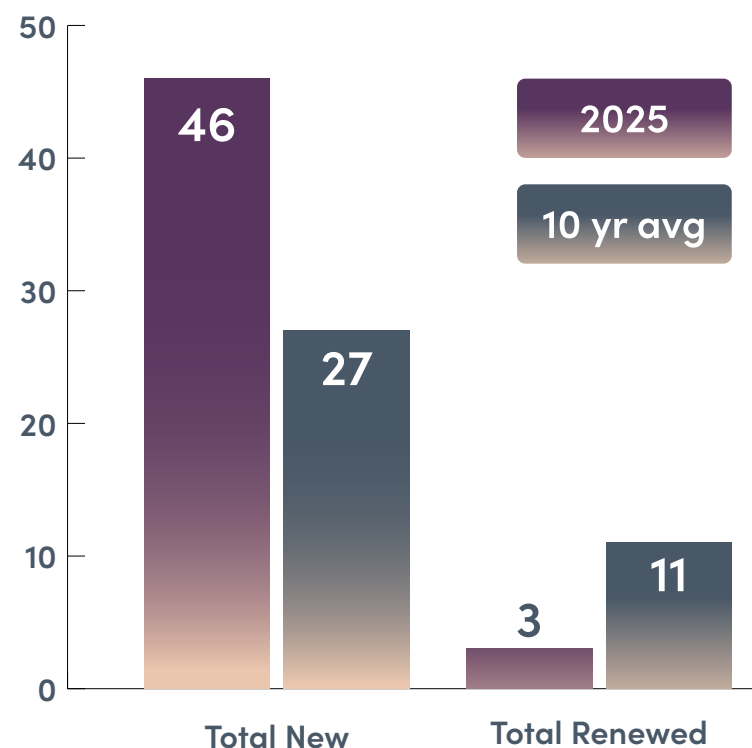
Ten judges were appointed in 2025 and an average of ten Provincial Court judges have been appointed each year over the past ten years, constituting approximately 26% of the average number of total applicants.

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 27 new applications and an average of 11 renewed applications. On average over this 10-year period, the Council recommended 35% of new applications compared to 26% of renewed applications.

**Figure 2: New and Renewed Applications (2025 and 10-Year Average)**



The number of renewed applications from previously unsuccessful applicants in 2025 (three) is much lower than the number of renewed applications in 2024 (ten), and lower than 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 2025, there was an average of 22 candidates each month on the list of applicants recommended for appointment. As of December 31, 2025, there were 22 candidates on the list: ten men and 12 women.

## Gender

The number of female applicants in 2025 (23) was greater than the previous year and the 10-year average of 17. The number of male applicants in 2025 (26) was greater than the previous year and the 10-year average of 20.

In 2025, five women and five men were appointed to the bench.

Figure 3 shows applicants by gender in 2025. Note that applications may have been submitted by applicants in the preceding year.

Figure 3: Male and Female Applicants in 2025

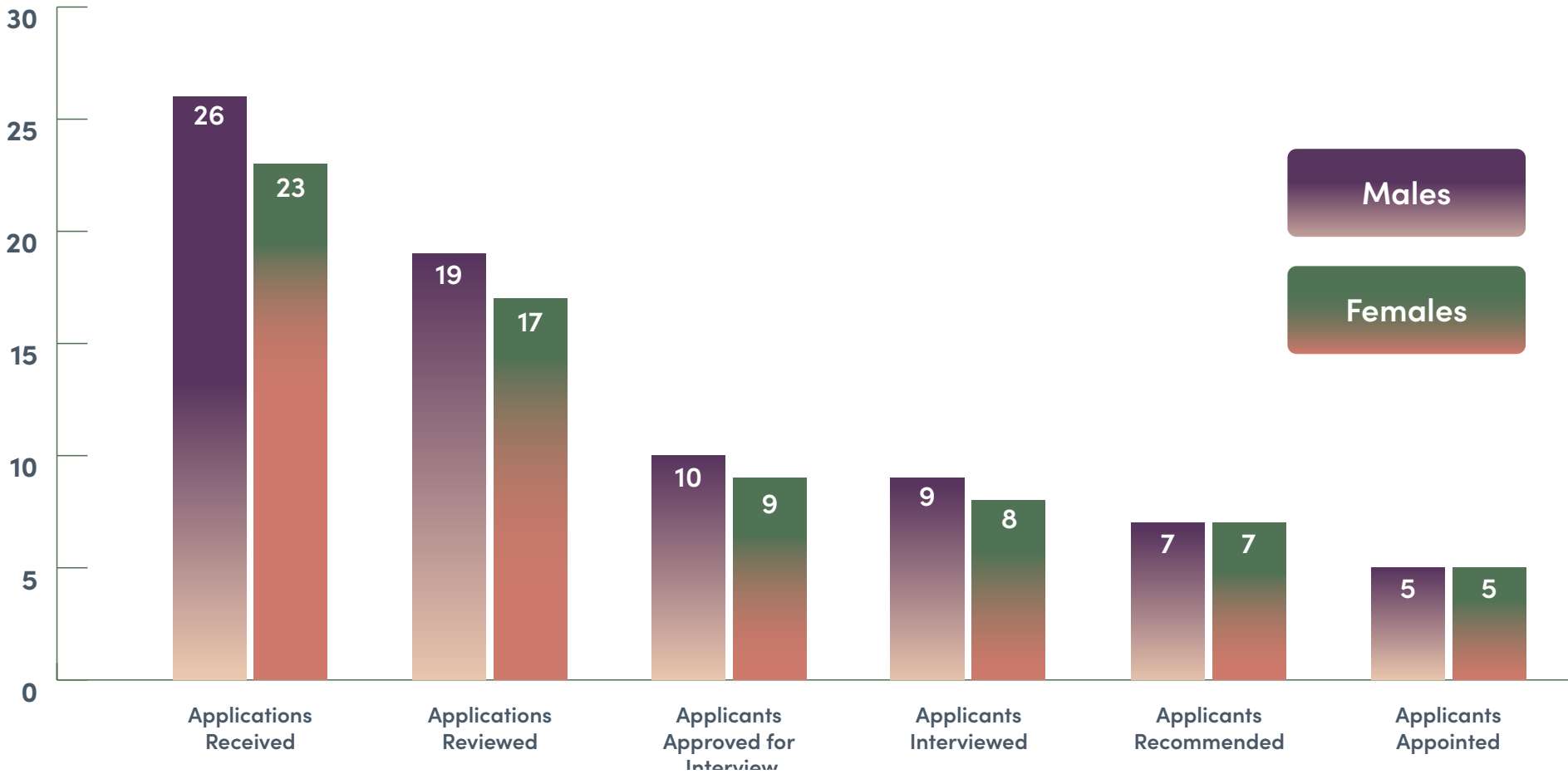
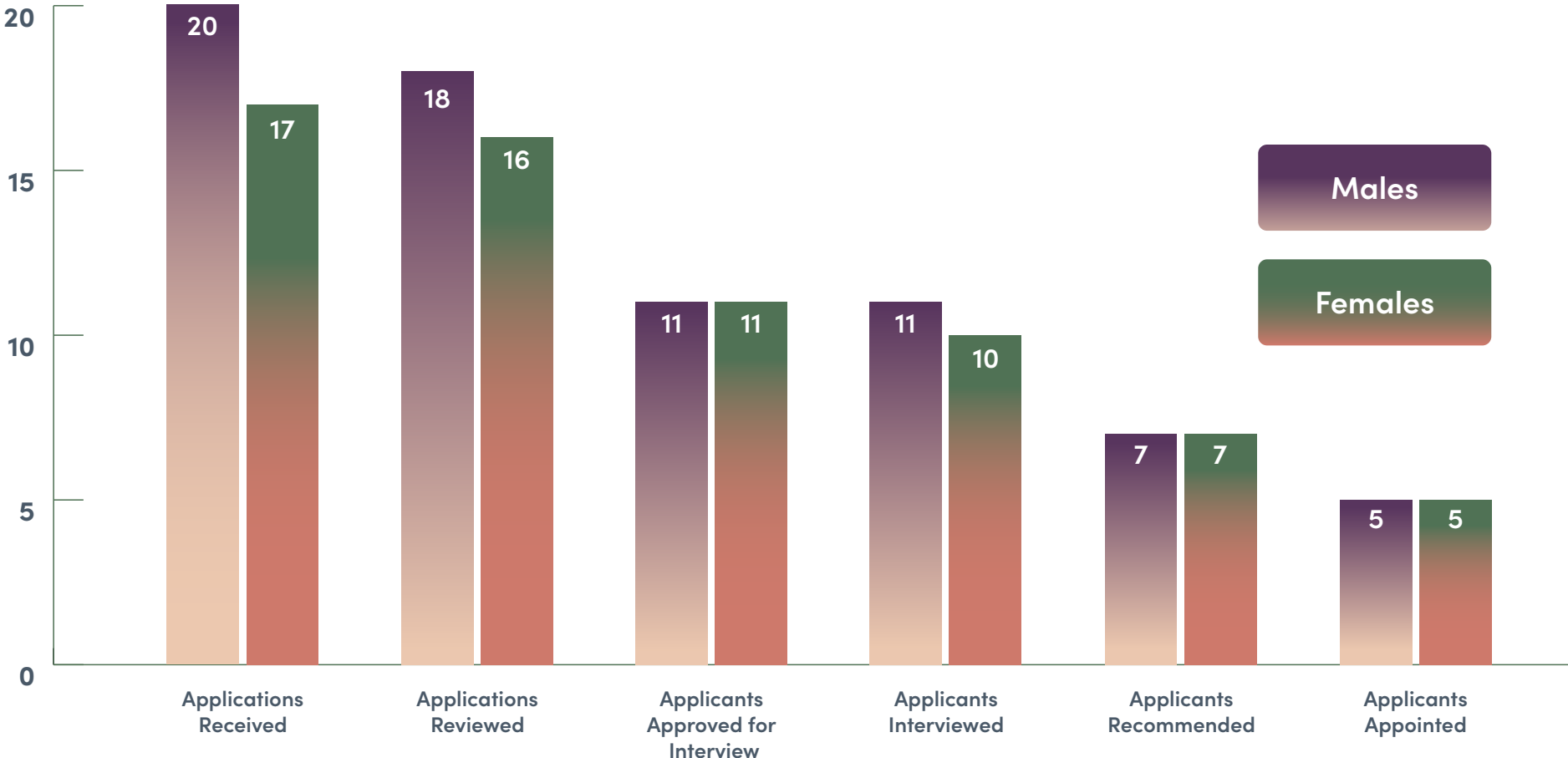


Figure 4<sup>2</sup> shows 10-year averages for applicants and outcomes by gender. Over the past five years, 28 women and 24 men have been appointed to the Provincial Court bench.

**Figure 4: Male and Female Applicants and Outcomes – 10-Year Average<sup>3</sup>**



- 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.

Revelstoke Law Courts | Credit: Judicial Justice Burgess



## Age, Years, and Area of Practice

The average age of applicants to the Court in 2025 was 48 years for men and 50 years for women. Over the past decade, applicants had an average age of 52 years, with 51 years for women and 52 years for men.

Applicants in 2025 had an average of 18 years in the practice of law: 18 years for both females and males. From 2016 to 2025, they had an average of 22 years of practice: 21 years for females and 22 years for males.

Applicants to the Court have varied legal experience including private practice, Crown counsel, and other types of legal work. In 2025, applications from private practice accounted for 41% of the total number of applications, Crown counsel formed 37%, and applications from other areas formed 22%.

## 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 2025, ten applicants were appointed to the Court as Provincial Court judges: four to the Fraser region, two to Vancouver Island, one to the Vancouver region, one to the Northern region, and two to the Interior.

Figure 5: Applicants and Appointments by Region<sup>4</sup>

2016		2017		2018		2019		2020		2021		2022		2023		2024		2025																						
Appointments		Applicants		Appointments		Applicants		Appointments		Applicants		Appointments		Applicants		Appointments		Applicants																						
%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#		%	#																		
11%	1	22%	9	0%	0	33%	20	0%	0	26%	7	17%	1	30%	11	0%	0	33%	10	18%	2	29%	7	0%	0	43%	10	17%	1	35%	16	8%	1	32%	11	10%	1	39%	19	Vancouver
33%	3	22%	9	36%	5	20%	12	60%	9	37%	10	33%	2	27%	10	33%	2	17%	5	36%	4	17%	4	33%	4	13%	3	33%	2	13%	6	38%	5	12%	4	40%	4	16%	8	Fraser
11%	1	20%	8	14%	2	12%	7	27%	4	11%	3	17%	1	16%	6	50%	3	17%	5	27%	3	8%	2	25%	3	13%	3	0%	0	13%	6	15%	2	6%	2	10%	1	6%	3	Northern
33%	3	15%	6	7%	1	20%	12	0%	0	11%	3	0%	0	19%	7	17%	1	20%	6	9%	1	33%	8	17%	2	13%	3	33%	2	22%	10	15%	2	35%	12	20%	2	22%	11	Vancouver Island
11%	1	20%	8	36%	5	15%	9	13%	2	15%	4	33%	2	8%	3	0%	0	13%	4	9%	1	13%	3	17%	2	17%	4	0%	0	17%	8	15%	2	15%	5	20%	2	14%	7	Interior
0%	0	0%	0	7%	1	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	8%	1	0%	0	17%	1	0%	0	8%	1	0%	0	0%	0	0%	0	OCJ Region
0%	0	2%	1	0%	0	2%	1	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	2%	1	Outside BC		

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 2025, 20 of 49 applicants provided information on the groups they identify with. Three were of Indigenous heritage, eight indicated they were racialized individuals, ten were part of an ethnic/cultural group, one identified as being an individual with a disability, and two 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.

Figure 6 summarizes the responses received from 2016 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 (2016 – 2022)<sup>5</sup>**

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

Figure 7 reflects the changes the Provincial Court made in the diversity questions in 2023.

**Figure 7: Diversity Responses (2023 – 2025)**

Diversity	Indigenous	Racialized Individual	Ethnic/Cultural Group	Individual with a Disability	2SLGBTQIA+	
2025	<b>Total</b>	<b>3</b>	<b>8</b>	<b>10</b>	<b>1</b>	<b>2</b>
	M	1	4	6	1	1
	F	2	4	4	0	1
2024	<b>Total</b>	<b>6</b>	<b>9</b>	<b>9</b>	<b>0</b>	<b>3</b>
	M	2	3	3	0	0
	F	4	6	6	0	3
2023	<b>Total</b>	<b>3</b>	<b>5</b>	<b>9</b>	<b>1</b>	<b>1</b>
	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.



At a time when the independence of the judiciary and the rule of law face significant pressures, the work of Judicial Council takes on heightened significance.



## Personal Profile

**Mx. Lee Nevens**

**President, Canadian Bar Association, BC Branch**

**Appointed to the Judicial Council November 13, 2024**

It has been an honour to be entrusted with the responsibility of serving on Judicial Council. Contributing to the Council's work alongside such dedicated and thoughtful members was both humbling and inspiring. The experience has deepened my appreciation and respect for the bench, and further reinforced my confidence in those who are ultimately appointed.

At a time when the independence of the judiciary and the rule of law face significant pressures, the work of Judicial Council takes on heightened significance. Its process helps safeguard the integrity of our legal system by ensuring that candidates for the bench have not only the legal abilities, but also the judgment, temperament, and commitment to the rule of law and public service necessary to fulfill their duties, while also collectively reflecting the diversity of British Columbia.

Finally, getting to know the people who contribute to Judicial Council was a highlight for me. I thank Chief Judge Gillespie and Associate Chief Judge Wishart for their guidance and leadership and my fellow Judicial Council members for their diligence, integrity, and commitment to a fair and just process – plus excellent lunchtime conversation. I would also like to extend my gratitude to the CBABC Advisory Committee, to the Judicial Council for their countless hours checking references, and to the administrative and IT staff who keep the Council afloat.

Robson Square | Credit: Rebecca Jensen



## 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](https://apply.provincialcourt.bc.ca).

In 2025, ten applications were received, six applicants were interviewed, and four were appointed.

Robson Square | Credit: Rebecca Jensen



Penticton Law Courts  
Original painting by Justice 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 2025, the Judicial Council reviewed 31 applications for appointment as a Court Services Branch justice of the peace and recommended 30 applicants for appointment.

Penticton Law Courts | Credit: Judge Jung



## 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](#).



A strong, independent judiciary is a constitutional and practical requirement for our democracy to function.



## Personal Profile

**Mr. Brook Greenberg, KC**

Appointed to the Judicial Council January 1, 2025

It has been a great pleasure to serve on the Judicial Council during my term as President of the Law Society of British Columbia for 2025.

A strong, independent judiciary is a constitutional and practical requirement for our democracy to function.

Unfortunately, the rule of law, the independence of the judiciary, and the independence of the legal profession are all under assault throughout the world, even in advanced democracies like the United States and even here in Canada.

Consequently, the work of the Judicial Council, and its admirable record of ensuring public confidence in the judiciary by selecting excellent candidates through a fair and transparent process, has never been more important.

I am proud of the work that the Judicial Council has done, and it was my honour to participate in those endeavours this year.

Joy of Freedom sculpture at Robson Square  
Credit: Rebecca Jensen



## Judicial Ethics

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

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

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

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

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



The Judicial Council's role in public complaints involving judicial officers also helps it fulfill its responsibility to improve the Court's judicial services.

## 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.

Prince George Law Courts | Credit: David Greenberg



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:  
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 2025, 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.

Robson Square | Credit: Rebecca Jensen



## 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 2025.

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 2025. The following table details the meeting honoraria paid to the members of the Judicial Council in 2025.

**Figure 8: Remuneration for the Judicial Council Members (2025)**

	Allowable Honorarium Per Meeting	Meetings Attended	Total Remuneration
The Honourable Chief Judge M. Gillespie	\$0	10	\$0
The Honourable Associate Chief Judge S. Wishart	\$0	9	\$0
The Honourable Judge J. Lopes	\$0	10	\$0
Ms. P. Schwartz*	\$300/\$150	11	\$3,150
Mr. G. McRae*	\$300/\$150	10	\$2,850
Mr. P. Kelly*	\$300/\$150	12	\$3,450
Mr. D. Bautista*	\$300/\$150	10	\$2,850
Mr. B. Greenberg, KC*	\$300/\$150	8	\$2,400
Mx. L. Nevens*	\$300/\$150	11	\$3,150

\* Non-judicial members of the Judicial Council receive an allowable honorarium of \$300 for a full-day meeting and \$150 for a half-day meeting

## Financial Expenses

Robson Square | Credit: Rebecca Jensen



## 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

## Applications and Outcomes

Figure A.1<sup>6</sup> 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 2025 the number of applications received (49) was above the 10-year average of 38. The average annual number of applications reviewed over the last 10 years is 34. On average, 62% of the reviewed applications, or 21 applicants per year, were approved for an interview.

**Figure A.1: Applications for Appointment as a Provincial Court Judge (2016 – 2025)<sup>7</sup>**

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
2025	49	26	23	36	19	17	19	10	9	17	9	8	10	5	5
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
Average	38	20	17	34	18	16	21	11	11	21	11	10	10	5	5

# Appendix A: Analysis of Applications to the Judicial Council

- 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 [2024 Annual Report](#), the Law Society of British Columbia reported that females made up 30%, while lawyers who did not select a gender represented 49% of the total of new BC lawyers.

According to the [2024/2025 Annual Report](#) of the Provincial Court of BC, as of March 31, 2025, 51% of full-time Provincial Court judges were female.

In 2025, the Judicial Council recommended 14 applicants for full-time appointment, seven women and seven men. This matched the ten-year average of 14.

Of the candidates on the recommended list in 2025, ten were appointed by the Lieutenant Governor in Council: five women and five men.

## Age

The average age of judicial applicants in 2025 was 48 years for men and 50 years for women. From 2016 to 2025, applicants had an average age of 52 years, with 52 years for men and 51 years for women.

**Figure A.2: Applicants by Age and Gender (2016 – 2025)**

Year	Total	Male	%	Avg. Age	Female	%	Avg. Age
2025	49	26	53%	48	23	47%	50
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
<b>Average</b>	<b>38</b>	<b>20</b>	<b>54%</b>	<b>52</b>	<b>17</b>	<b>46%</b>	<b>51</b>

## Years of Practice

From 2016 to 2025, applicants have had an average of 22 years of legal practice. Male applicants had an average of 22 years of practice while female applicants had an average of 21 years. Of those who applied in 2025, female and male applicants had the same number of years of practice (18).

**Figure A.3: Applicants by Gender and Average Years of Experience (2016 – 2025)**

Year	2025		2024		2023		2022		2021		2020		2019		2018		2017		2016		Average
Gender	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	
Applicants	26	23	17	17	21	25	16	7	14	10	13	17	18	19	14	13	41	22	23	20	19
Years of Practice	18	18	20	23	22	20	22	23	25	21	20	19	26	22	21	23	21	23	24	20	22

## Area of Practice

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

In 2025, applicants from private practice formed 41%, Crown counsel formed 37%, and applications from other areas formed 22% of the total number.

**Figure A.4: Applicants by Gender and Area of Practice (2016 – 2025)**

Type of Practice	2025			2024			2023			2022			2021			2020			2019			2018			2017			2016			Average
	Total	M	F	Total	M	F	Total	M	F	Total	M	F	Total	M	F	Total	M	F	Total	M	F	Total	M	F	Total	M	F				
Private	20	12	8	10	5	5	16	11	5	10	9	1	12	8	4	15	7	8	18	13	5	14	6	8	31	20	11	26	13	13	11
Crown Counsel	18	9	9	12	7	5	18	6	12	9	6	3	9	5	4	12	5	7	14	3	11	10	7	3	20	11	9	12	6	6	9
Other Areas	11	5	6	12	5	7	12	4	8	4	1	3	3	1	2	3	1	2	5	2	3	3	1	2	9	7	2	4	3	1	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:

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