
Tribunals Ontario

**Annual Report
2018-19**

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Tribunals Ontario is responsible for
19 tribunals across three divisions:

Environment and Land
Safety, Licensing Appeals and Standards
Social Justice

Tribunals Ontario

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Tribunaux décisionnels Ontario

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June 28, 2019

The Honourable Doug Downey
Attorney General of Ontario
Ministry of the Attorney General
11th Floor, 720 Bay Street
Toronto, Ontario
M7A 2S9

Dear Attorney General Downey:

Re: Tribunals Ontario 2018-19 Annual Report

On behalf of Tribunals Ontario, it is our pleasure to submit to you the 2018-19 Annual Report. This report reflects the activities of the constituent tribunals for the fiscal year ending March 31, 2019.

The attached report is a point in time overview of three former clusters which were comprised of 19 tribunals. Before the creation of Tribunals Ontario, each cluster had its own unique approaches, measures and standards.

In the coming year, Tribunals Ontario will work to establish and implement a common performance measurement program focused on results and accountability. Tribunals Ontario will align our priorities and activities with the overall goals of the organization and develop a blueprint for success.

We look forward to working with your ministry in the upcoming year.

Yours sincerely,

Linda P. Lamoureux
Executive Chair
Tribunals Ontario

Holly Moran
Executive Director
Tribunals Ontario

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Executive Chair's Message

At the start of 2019, we embarked on a historic transformation that began with the creation of a new organization, Tribunals Ontario. The foundation of the organization is the three justice clusters:

- Environment and Lands Tribunals Ontario (ELTO)
- Social Justice Tribunals Ontario (SJTO) and
- Safety Licensing Appeals and Standards Tribunals Ontario (SLASTO)

The Ontario Government announced that effective January 1, 2019, ELTO, SJTO, and SLASTO would be merged into one cluster, bringing 19 tribunals together. Merging these tribunals presented challenges, but even more importantly, it has resulted in new opportunities for the organization. The amalgamation created the opportunity to improve front-line service delivery to the thousands of people across the province who access the tribunals each year.

It is remarkable how each of the clusters have come together to work towards the common goal of early resolution. To achieve that, we have focused on leveraging digital and shared service models by using education and technology tools. For example, through case conferences and e-filing methods, we were able to efficiently and effectively drive early resolution and address existing caseloads.

I am proud that our adjudicators and staff continue to reflect the diversity of Ontario, and demonstrate that the organization has the knowledge, expertise and experience to fulfill its mandates. Our staff and adjudicators consistently demonstrate their commitment to ensure fairness and excellent service delivery to meet the needs of the public we serve.

I would like to take this opportunity to thank adjudicators and staff who continue to serve Ontario with professionalism and dedication. I look forward to furthering our progress in 2019-20.

Sincerely,

A handwritten signature in cursive script that reads "Linda P. Lamoureux".

Linda P. Lamoureux
Executive Chair
Tribunals Ontario

“Our staff and adjudicators consistently demonstrate their commitment to ensure fairness and excellent service delivery to meet the needs of the public we serve.”



Executive Director's Message

I am thrilled to share the successes of staff and members within the Tribunals Ontario 2018-19 Annual Report.

On April 1, 2019, I became the Executive Director of Tribunals Ontario and while I'm excited about the road ahead, I would like to acknowledge the leadership provided by my predecessor, Ellen Wexler. Over the past seven years, her guidance, expertise and commitment contributed to positive changes in how we provide administrative justice in the province.

Last year was marked by some very significant changes. On January 1, 2019, the three tribunal clusters were combined into one organization, Tribunals Ontario. This consolidation is an opportunity to think collaboratively about how we can improve access to our justice system and allows us to identify ways we can provide more efficient service to the people of Ontario.

With change also comes challenge. A special thank you to staff and members for their hard work during this transition and continuing to help people understand and navigate often complex processes and unfamiliar systems.

“In a time of significant change, Tribunals Ontario staff and members provided excellent service to the people all across Ontario and we will continue to look for ways to make it easier for them to access justice.”

Serving the public is at the heart of the work we do. Each time staff or a member interacts with someone, we learn how we may better address their concerns and meet their needs. This year, the Animal Care Review Board began accepting verbal instructions and using plain language through the appeal process since the majority of individuals are self-represented. The Local Planning Appeal Tribunal also created appeal guides to help the public understand the process and better prepare them to appear before the tribunal.

We continue to look for opportunities to offer digital resources that support the diverse needs of the people who access our services. For example, we are harnessing technology to offer an online tax calculator to help people decide whether they should submit an appeal to the Assessment Review Board. We also created a step-by-step accessible video so applicants of the Social Benefits Tribunal understand the early resolution process.

These are just a few ways we are making it easier for the people of Ontario to access justice. I look forward to working with staff, members, Associate Chairs and the Executive Chair in the coming year to build on past successes and explore new ways to deliver better service to people all across Ontario.

Sincerely,

Holly Moran
Executive Director
Tribunals Ontario



About Tribunals Ontario

Organizational Structure

Tribunals Ontario is led by an Executive Chair, who also assumes the powers, duties and functions legislatively assigned to the chair of each constituent tribunal. The Executive Chair is accountable to the Minister (Attorney General) for the performance of Tribunals Ontario in fulfilling its mandate. While under the leadership of the Executive Chair, each tribunal maintains its legislative mandate and remains independent in its decision-making. However, all tribunals benefit from the coordination and sharing of resources, expertise, best practices, processes, and administrative and professional development support.

The organization is also led by an Executive Director, who is responsible for supporting the Executive Chair in the implementation of Tribunal Ontario's policies and operational decisions. The Executive Director is accountable to the Deputy Attorney General for the management of Tribunals Ontario's operations.

Tribunals Ontario has a total of 630 allocated staff positions as outlined below.

Area within Tribunals Ontario	Number of Staff
Executive Office	24
Strategic Business Services	60
Legal Services	33
Strategy and Transformation	4
Environment and Land Division Operations	97
Social Justice Division Operations	318
Safety, Licensing Appeals and Standards Division Operations	94
Total	630

Tribunals Ontario has a total of 188 full-time members and 135 part-time members. Some members are appointed to more than one tribunal (see Appendix A for a full list of members).



Strategic Framework

Previously, the three former clusters were guided by independent sets of strategic directions that underpinned operational plans, key focus areas and initiatives.

While key initiatives pertaining to specific tribunals have continued during the transitional period of Tribunals Ontario, the new organization will be undertaking a review to establish a new streamlined set of strategic directions.

The new strategic directions will focus on the following outcomes:

- Maximized value for money for taxpayers and tribunal users
- Responsive and accountable to the people we serve
- One-window access
- Quicker resolution of disputes
- Increased user satisfaction
- Integrated services
- Consistent and comparable data



Maximized Value



Responsive and
Accountable



One-Window Access



Quicker Resolution



Increased Satisfaction



Integrated Services



Consistent and Comparable



Diversity, Inclusion and Accessibility

Tribunals Ontario is committed to building a diverse, inclusive and accessible environment to reflect the public we serve and respond to the needs of diverse stakeholder groups. Diversity objectives and outcomes in policies, processes and services ensure the public, staff and Order-in-Council (OIC) members have access to a space that is free from harassment and discrimination.

To be more responsive to the needs of Indigenous peoples who appear before the tribunals, staff and management across the organization participated in the San'yas Indigenous Cultural Safety Training Program. This online learning program increased understanding of Indigenous peoples, promoted self-awareness of personal bias and how, as public servants, we can better support Indigenous peoples.

There was a continued focus across Tribunals Ontario on improving the accessibility of websites, digital content and e-Filing in accordance with the Integrated Accessibility Standards Regulation to ensure compliance with the *Accessibility for Ontarians with Disabilities Act, 2005* and WCAG 2.0 Level AA. Tribunals Ontario also participates in the Active Offer program, which provides materials in alternative formats upon request.

In February 2019, Tribunals Ontario began work on developing an organization-wide French Language Service Policy that is expected to be implemented in the coming year. Training will be standardized to ensure that all tribunals in the organization are applying a consistent approach to the provision of French language services and that all staff and adjudicators (both French and English speaking) are adequately trained on their responsibilities under the *French Language Services Act*.

Professional Development and Training

Tribunals Ontario delivered and supported several learning opportunities for staff and members to ensure they can support the delivery of equitable services including:

- A Diversity: The Power of Difference workshop for managers;
- Respectful Workplace/WDHP, and Diversity and Inclusion workshop;
- Healthy Workplace, Healthy Mind webcast screenings;
- Equity, Diversity and Inclusion keynote panel during the annual Society of Ontario Adjudicators and Regulators conference attended by Tribunals Ontario staff and OIC members; and
- Accessibility for Ontarians with Disabilities Act, Integrated Accessibility Standards Regulation and Human Rights Code obligations training for staff and managers.



Diversity, Inclusion and Accessibility

Digital and Website

Tribunals Ontario continued to improve its digital presence and web content by:

- Creating an onboarding digital kit that includes information on the Employee Family Assistance Program, Centre for Employee Health, Safety and Wellness; and
- Updating the intranet with current information on health and wellness.
- Making over 1,500 decision documents accessible as part of the transition of Mining and Lands Tribunal to the Environment and Land Division;
- Updating accessibility resources and tools on the intranet for members and staff;
- Maintaining and updating information on the availability of accessibility features and assistive devices at each of its hearing locations.

Policy and Process

To ensure protocols are in place to allow for barrier-free public participation in the administrative and adjudicative process, Tribunals Ontario:

- Revised the Accessibility Policy and Multi-Year Accessibility Plan to ensure compliance with the Accessibility for Ontarians with Disabilities Act; and
- Improved how circle hearings - an alternative method to mainstream parole hearings that facilitates a culturally appropriate hearing process for Indigenous applicants - are conducted by the Ontario Parole Board.

Accommodation Requests

An improved process was implemented to provide the highest quality service delivery when further accessibility accommodations were requested. This process includes:

- Acknowledging receipt of a request within two business days;
- Notifying case management and hearing venues of the request;
- Arrangement of accessible services, such as American Sign Language and closed captioning, if necessary; and
- Notifying adjudicator(s) of any accessibility requests.



Professional Development

Professional development is an essential part of providing high-quality dispute resolution services at Tribunals Ontario. Supporting Order-in-Council (OIC) members and staff with ongoing training ensures they have the skills and knowledge to provide valuable services while delivering administrative justice in a fair, independent and timely manner.

The three divisions of Tribunals Ontario provided professional development opportunities through internal presentations and participation in external conferences, modules and initiatives. Areas of development included alternative dispute resolution, mediation, , decision writing, development of cultural competencies and career management.

Environment and Land Division (ELD)

In 2018-19, ELD welcomed members of the judiciary, the bar and the Ontario Public Service who spoke to staff and members about:

- Effective decision making to enhance the decision making and writing skills of board and tribunal members;
- Inclusive and accessible adjudication to heighten member awareness of Ontario's cultural diversity and to provide them with tools to ensure cultural equity in the hearing room;
- Conversion to electronic files to help achieve OPS Green Initiative goals; and
- Questioning of Expert Witnesses, which is a requirement created by the Local Planning Appeal Tribunal's new enabling legislation.

To support staff development, ELD held a workshop on digital innovation with a presenter from the Ministry of the Attorney General.

To learn more about the First Peoples of Canada and the treaties that were signed, a Lunch and Learn session was organized by the Communications team and attended by staff and members alike.

Similarly, staff also participated in the online San'yas Indigenous Cultural Safety Program, to increase understanding of personal bias towards Indigenous peoples and how as public servants we can shape programs and services in concert with Indigenous peoples.

Safety, Licensing Appeals and Standards Division (SLASD)

In 2018, SLASD successfully implemented a robust training framework to enhance staff and OIC members' expertise, capacity, knowledge and service to the public. The high-level strategy consists of an integrated professional development and onboarding program and provides foundational training and resources for staff and OIC members to perform their duties.



Professional Development

Over the past year, SLASD held several sessions for both staff and members focusing on:

- Administrative Law & Practice on plenaries including Administrative Law basics, Emerging Legislation and Alternative Dispute Resolution;
- Decision Writing to educate members on structuring decisions, making strategic organizational choices, and improving clarity;
- Privacy and Access to Information to update all staff and members on Tribunal Ontario's new policy on access to information including FIPPA, open court principle, restrictions on access, confidentiality orders and legal framework;
- Client Service Excellence so staff and members are prepared to support clients living with mental health issues or dementia which aligns with the OPS common service standards.

Social Justice Division (SJD)

The new members training program was delivered to 23 new or cross-appointed members in 2018-19. The three-module process included executive office orientation, tribunal specific training, job shadowing, adjudicative skills and social and cultural context to learn about the challenges facing clients.

Additional professional development initiatives included:

- Training on the new *Child, Youth and Family Services Act*;
- Staff training on Above Guideline Increases, rules regarding co-op applications and hearings and the *Residential Tenancies Act* and landlord and tenant rights and obligations;
- Watching a webcast of the Ontario Bar Association's Annual Human Rights Update;
- Attending a symposium on fairness, mental health and the administrative process held by Osgoode Hall Law School and the Centre for Addiction and Mental Health; and
- Holding "Demystifying the Recruitment Process" panels which included a Director of Operations, a Manager and representatives from the Talent Acquisition Board.

In a continuing effort to be more responsive to the needs of Indigenous peoples who appear before the tribunals, staff attended an Indigenous Cultural Competency workshop hosted by the Ministry of Children and Youth Services and the Ministry of Community and Social Services. There was division-wide participation in the San'yas Indigenous Cultural Safety Program, a web-based learning program designed to increase understanding of Indigenous peoples, increase self-awareness and strengthen skills for any person working directly or indirectly with Indigenous peoples.

Other topics covered included: French language services - Active offer, Gender Equality, Access to Justice, Indigenous Services Circle Hearings and Gladue considerations.

In May of 2019, the training units across all three divisions were merged together to provide integrated professional development and training for members and staff of Tribunals Ontario, the results of which will be reported in the next Annual Report.



Environment and Land Division

Assessment Review Board

The Assessment Review Board’s (ARB) primary role is to adjudicate applications and appeals on property assessments, classifications and some tax matters.

The ARB’s jurisdiction and its authority are derived by the *Assessment Review Board Act*, the *Assessment Act*, the *Municipal Act*, the *City of Toronto Act*, the *Provincial Land Tax Act*, the *Education Act* and the *Statutory Powers Procedure Act*.

Operational Highlights

In line with the government’s digital-first approach to delivering services, the ARB continued to focus on the use of electronic and written hearings. It also launched a new digital tax calculator that estimates the potential savings from a change in property assessment.

With the introduction of the Strategic Plan to Resolve Appeals for the 2017–20 assessment cycle, the ARB successfully resolved 92 per cent of summary appeals within 40 weeks of their commencement date.

The ARB also introduced the “Expedited Process for Motions,” which streamlined the process so that a decision on a motion could be made the same day it was received. This process resulted in increased efficiencies and improved service to clients.

Statistics

ARB Assessment Appeals Caseload

Caseload	2018-19	2017-18	2016-17
Opening Caseload Balance	47,990	55,769	61,000
Caseload Received	34,547	17,309	20,622
Total Caseload for Year	82,537	73,078	81,622
Resolved Caseload	19,895	25,088	25,853
Balance at end of Fiscal	62,642	47,990	55,769



Environment and Land Division

ARB Caseload Breakdown

Caseload	2018-19	
	Original Appeals	Deemed Appeals
Opening Caseload Balance	33,294	14,696
Caseload Received	4,339	30,208
Total Caseload for Year	37,633	44,904
Resolved Caseload	8,697	11,198
Balance at end of Fiscal	28,936	33,706

Note: The above figures include assessment appeals to annual assessments, omitted assessments, supplementary assessments and correction of errors in the assessment roll. The current four-year assessment cycle is 2017-2020.

***Deeming:** When the ARB has not resolved an assessment appeal by March 31st of the year following the year under appeal, a new appeal will be created for the next tax year. For example, if a decision on a 2017 appeal is not issued by March 31, 2018, a new appeal would be created for the 2018 tax year without the appellant submitting another appeal and paying additional fees. The 2018 appeal would be considered the “deemed” appeal.

ARB File Types

Caseload	2018-19		2017-18		2016-17	
	# of Prop	# of Appeals	# of Prop	# of Appeals	# of Prop	# of Appeals
Summary	448	626	1,335	2,564	2,492	6,231
General	22,466	62,016	1,335	2,564	19,815	49,538
Total	22,914	62,642	26,695	47,990	22,307	55,769



Environment and Land Division

ARB Tax Appeals Caseload

Caseload	2018-19
	Original Appeals
Opening Caseload Balance	841
Caseload Received	433
Total Caseload for Year	1,274
Resolved Caseload	473
Balance at end of Fiscal	801

ARB Performance Results (Service Standards)

Performance Measures	Target	2018-19 Actual	2017-18 Actual	2016-17 Actual
Cases in which the ARB issued a decision within 60 days of the hearing	85%	98%	97%	97%
Summary appeals resolved within 40 weeks of commencement date	85%	92%	99%	100%
General appeals resolved within 135 weeks of commencement date	85%	100%	N/A	N/A



Environment and Land Division

Board of Negotiation

The Board of Negotiation (BON) conducts mediations of disputes over the value of land expropriated by a public authority and negotiates compensation.

The BON was created under the former 1964 Expropriations Procedures Act. The current law for expropriations, the *Expropriations Act*, came into effect on January 1, 1970.

Operational Highlights

In 2018-19, the BON introduced a proactive measure to close cases that were inactive for more than six months to more accurately represent the number of cases ready for mediation.

To reduce the amount of cancelled mediations, the BON requires parties submit materials before mediation is scheduled.

Consistent with the government’s digital-first approach to delivering services, the BON established a new “best practice” for materials to be submitted electronically.

Statistics

BON Caseload

Opening Caseload Balance	2018-19	2017-18	2016-17
Caseload Received	67	83	64
Total Caseload for Year	89	69	87
Resolved Caseload	156	152	151
Balance at end of Fiscal	93	85	68
Balance at end of Fiscal	63	67	83



Environment and Land Division

BON Caseload Resolution Results

	2018-19	2017-18	2016-17
Tribunal Resolved	34	39	31
Parties Resolved	4	23	24
Filed with LPAT	5	7	10
Administratively Closed	50	16	3
Total	93	85	68

BON Performance Results (Service Standards)

Performance Measures	Target	2018-19 Actual	2017-18 Actual	2016-17 Actual
Cases in which the BON scheduled a negotiation meeting within 180 days	85%	87%	77%	81%



Environment and Land Division

Conservation Review Board

The Conservation Review Board (CRB) adjudicates disputes over properties that may demonstrate cultural heritage value or interest and disputes that involve archaeological licensing.

The CRB's jurisdiction and authority are derived from the *Ontario Heritage Act* and the *Statutory Powers Procedure Act*.

Operational Highlights

To improve accessibility and electronic document collection, the CRB updated its document referral checklist. This improved checklist, used by municipalities to compile the necessary documents to begin a CRB proceeding, greatly enhanced the efficiency of the appeal process.

The CRB also processed almost double the number of cases from the last fiscal year while continuing to meet its service standard of issuing its reports and orders within 30 days of the hearing event.

Statistics

CRB Caseload

Caseload	2018-19	2017-18	2016-17
Opening Caseload Balance	35	24	19
Caseload Received	42	27	21
Total Caseload for Year	77	51	40
Resolved Caseload	20	16	16
Balance at end of Fiscal	57	35	24

CRB Performance Results (Service Standards)

Performance Measures	Target	2018-19 Actual	2017-18 Actual	2016-17 Actual
Cases in which the CRB issued a report or order within 30 days of the hearing event	85%	100%	86%	100%



Environment and Land Division

CRB File Types

Caseload	2018-19		2017-18		2016-17	
	# of Cases	# of Appeals	# of Cases	# of Appeals	# of Cases	# of Appeals
Intention to designate property by municipality	42	160	24	71	18	18
Designation by-law amendment	0	0	1	1	2	2
Designation by-law-request for repeal by owner	0	0	0	0	0	0
Designation by-law-objection to repeal	0	0	1	4	1	1
Alternation of heritage designation property	0	0	1	1	0	0
Archaeological licensing	0	0	0	0	0	0
Total	42	160	27	77	21	21

CRB Case Results

	2018-19	2017-18	2016-17
Reports Issued	2	3	5
Orders Issued	5	15	7
Withdrawals*	18	13	11

* Note: Withdrawals are often the result of a settlement of the issues among the parties.



Environment and Land Division

Environmental Review Tribunal

The Environmental Review Tribunal (ERT) hears applications and appeals under 15 different environmental and land-use planning statutes in Ontario. The ERT also functions as the Niagara Escarpment Hearing Office to hear development permit appeals and Plan amendment applications in the Niagara Escarpment area. It also serves as the Office of Consolidated Hearings to hear applications for a Joint Board hearing under the *Consolidated Hearings Act*.

The ERT's jurisdiction and authority are derived from the following statutes:

- *Clean Water Act*
- *Consolidated Hearings Act*
- *Environmental Assessment Act*
- *Environmental Bill of Rights, 1993*
- *Environmental Protection Act*
- *Environmental Review Tribunal Act, 2000*
- *Greenbelt Act, 2005*
- *Niagara Escarpment Planning and Development Act*
- *Nutrient Management Act, 2002*
- *Oak Ridges Moraine Conservation Act*
- *Ontario Water Resources Act*
- *Pesticides Act*
- *Resource Recovery and Circular Economy Act, 2016*
- *Safe Drinking Water Act, 2002*
- *Statutory Powers Procedure Act*
- *Toxics Reduction Act, 2009*
- *Waste Diversion Transition Act, 2016*

Operational Highlights

As a result of changes in government policy in 2018-19, the ERT received and heard the last case of a total of 60 renewable energy approval cases received over the past eight years under the *Environmental Protection Act*. Over that period, the ERT successfully processed all these appeals and met the strict statutory timeline for disposing of these matters in every case.

As well, the second phase of the ERT's appeal guides update project was completed. The updated guides have enhanced accessibility features and provide better support for the public in understanding the ERT's processes.

For the third consecutive year, the ERT met its service standard of issuing its orders and decisions within 60 days of the hearing event. This past fiscal year, the ERT exceeded its performance by meeting the target 97 per cent of the time.



Environment and Land Division

ERT Caseload

Caseload	2018-19	2017-18	2016-17
Opening Caseload Balance	46	50	54
Caseload Received	40	41	46
Total Caseload for Year	86	91	100
Resolved Caseload	40	45	50
Balance at end of Fiscal	46	46	50

ERT Performance Results

Performance Measures	Target	2018-19 Actual	2017-18 Actual	2016-17 Actual
Cases in which the ERT issued a decision within 60 days of the hearing	85%	97%	87%	85%



Environment and Land Division

ERT File Types

Caseload	2018-19		2017-18		2016-17	
	# of Cases	# of Appeals	# of Cases	# of Appeals	# of Cases	# of Appeals
Environmental Bill of Rights, 1993	3	3	2	2	6	20
Environmental Protection Act	18	31	16	34	18	27
Environmental Protection Act – Renewable Energy Approval Appeals	1	1	1	1	1	1
Nutrient Management Act, 2002	0	0	0	0	0	0
Ontario Water Resources Act	2	3	1	1	2	4
Pesticides Act	0	0	0	0	0	0
Safe Drinking Water Act, 2002	0	0	1	2	0	0
Niagara Escarpment Planning and Development Act	16	33	19	36	19	36
Consolidated Hearings Act	0	0	1	1	0	0
Total	40	71	41	76	46	88



Environment and Land Division

Local Planning Appeal Tribunal

The Local Planning Appeal Tribunal (LPAT) hears cases related to a range of municipal planning, financial and land matters, including official plans, zoning by-laws, and other issues assigned to the Tribunal by numerous Ontario statutes.

LPAT's jurisdiction and authority are derived from many different public and private statutes for individual municipalities, which give specific jurisdiction and authority to LPAT including:

- *The Local Planning Appeal Tribunal Act*
- *The Planning Act*
- *The Municipal Act*
- *The Aggregate Resources Act*
- *The Development Charges Act*
- *The Expropriations Act*
- *The Education Act*
- *The Greenbelt Act*
- *The Places to Grow Act*
- *The Lake Simcoe Protection Act*
- *The Oak Ridges Moraine Conservation Act*
- *The Statutory Powers Procedure Act*
- *The Ontario Heritage Act*
- *The Consolidated Hearings Act*
- *The Environmental Assessment Act*

Operational Highlights

The proclamation of Bill 139 on April 3, 2018, created a new appeal system for major Planning Act appeals which resulted in a fundamental change to adjudicative and administrative practices and procedures.

To implement the new legislation, administrative screening was undertaken for all major Planning Act appeals, to assess whether the appeal satisfied the statutory test of consistency or conformity with Provincial Policy. New operational processes were also introduced in the Rules of Practice and Procedure to enable the Tribunal to assess the merits of the appeal. These measures ensured operational efficiencies in support of the introduction of mandatory case management conferences. To ensure the new legislated timelines were met, LPAT also implemented tools to track cases.

Extensive work was done to develop a strategy and tactics to address the legacy appeals filed before **Bill 139**, including the use of hearing plans and initiating a process to improve scheduling so appeals can be dealt with more efficiently.

Digital resources including appeal guides were created and posted to the website to support self-service options to help the public understand the new process. The appeal forms were also updated to improve accessibility and efficiency.



Environment and Land Division

LPAT Caseload

Caseload	2018-19	2017-18	2016-17
Opening Caseload Balance	1,874	1,626	1,464
Caseload Received	640	1,095	1,038
Total Caseload for Year	2,514	2,721	2,502
Resolved Caseload	798	847	876
Balance at end of Fiscal	1,716	1,874	1,626

LPAT Performance Results

Performance Measures	Target	2018-19 Actual*	2017-18 Actual	2016-17 Actual
% of LPAT decisions issued within 60 days of the end of a hearing	85%	72%	76%	80%

*An increase in the number of complex and lengthy proceedings, combined with a low number of adjudicators, contributed to LPAT not meeting its performance target. The recruitment of more adjudicators is planned for the next fiscal year.



Environment and Land Division

LPAT File Types

Caseload	2018-19		2017-18		2016-17	
File Types Received (Appeals and Applications)	# of Files	# of Appeals	# of Files	# of Appeals	# of Files	# of Appeals
Minor Variances	204	217	329	340	632	650
Consents	123	138	160	166	159	163
Zoning By-laws	136	189	140	319	140	655
Official Plans and Official Plan Amendments	0	0	0	0	0	0
Zoning Refusal or Inaction	118	171	251	434	139	514
Plans of Subdivision	120	120	377	380	166	166
Condominium	0	0	1	2	0	0
Municipal and Miscellaneous (incl. site plans)	60	62	130	135	55	58
Development Charges	0	0	1	1	0	0
Land Compensation	65	66	171	256	111	146
Municipal Finance	19	26	16	24	19	22
Total	27	28	33	33	42	42
	0	0	2	2	4	4
	872	1,017	1,613	2,099	1,467	2,420



Environment and Land Division

Mining and Lands Tribunal

The Mining and Lands Tribunal (MLT) hears and decides matters under legislation administered by the Ministry of Energy, Northern Development and Mines and the Ministry of Natural Resources and Forestry. On April 1, 2018, the Office of the Mining and Lands Commissioner (OMLC) was renamed the Mining and Lands Tribunal (MLT) and joined the Environment and Land Division (ELD) becoming their sixth tribunal.

The Mining and Lands Tribunal has exclusive jurisdiction over most matters arising under the *Mining Act*, and proceedings involving private civil and property rights, relating to or arising out of matters governed by the *Mining Act*.

Over time, additional powers and duties were assigned to make decisions on matters under the *Conservation Authorities Act*, the *Oil, Gas and Salt Resources Act*, the *Aggregate Resources Act*, the *Lakes and Rivers Improvement Act*, and the *Assessment Act*.

Operational Highlights

To help the public better understand the role of MLT and its transition to ELTO, a new website with updated content and information was created. As well, more than 1,500 decisions were migrated to the new website and converted into accessible formats for stakeholders and the public.

MLT Caseload

Caseload	2018-19	2017-18	2016-17
Opening Caseload Balance	16	15	12
Caseload Received	33	31	27
Total Caseload for Year	49	46	39
Resolved Caseload	27	30	24
Balance at end of Fiscal	22	16	15

MLT Performance Results

Performance Measures	Target	2018-19 Actual	2017-18 Actual	2016-17 Actual
% of MLT decisions issued within 60 days of the end of a hearing	85%	97%	N/A	N/A



Environment and Land Division

MLT File Types

Caseload	2018-19		2017-18		2016-17	
File Types Received	# of Files	# of Appeals	# of Files	# of Appeals	# of Files	# of Appeals
Mining Act	21	N/A	19	N/A	15	N/A
Conservation Authorities Act	10	N/A	6	N/A	5	N/A
Lakes and Rivers Improvement Act	0	N/A	1	N/A	0	N/A
Oil, Gas and Salt Resources Act	0	N/A	1	N/A	0	N/A
Assessment Act	2	N/A	4	N/A	7	N/A
Aggregate Resources Act	0	N/A	0	N/A	0	N/A
Total	33	N/A	31	N/A	27	N/A



Safety, Licensing Appeals and Standards Division

Animal Care Review Board

The Animal Care Review Board (ACRB) resolves disputes and conducts hearings regarding animal welfare, including orders made by inspectors of the Ontario Society for the Prevention of Cruelty to Animals (OSPCA). When reviewing appeals and applications, the welfare of any animal involved is the ACRB’s main priority.

The ACRB’s jurisdiction and authority are derived from the *Ontario Society for the Prevention of Cruelty to Animals Act (OSPCA Act)*.

Operational Highlights

As a result of a significant increase in caseload, the ACRB updated electronic filing methods to ensure staff and members were able to find key documents without delaying the process or proceedings.

The ACRB also adopted a streamlined approach to manage active appeals and utilized case conferences to explain legislative requirements, clarify parties’ positions, narrow the parties’ issues, and engage in discussions that focused on resolving the matter without resorting to hearing. The ACRB saw a 100 per cent early resolution rate, with all matters resolved prior to the hearing.

ACRB Performance Measures

Performance Measures	Target	2018-19 Actual	2017-18 Actual	2016-17 Actual
Hearing date will be scheduled within 5 business days of receipt of a completed appeal (statutory obligation)	100%	100%	100%	100%
First hearing event will take place no later than 10 business days after receipt of a completed appeal (statutory obligation).	100%	100%	100%	100%
Decisions of the Board will be released within 30 days of the hearing.	80%	N/A*	N/A	75%

* N/A – Not applicable as no decisions were released during this period.



Safety, Licensing Appeals and Standards Division

ACRB Caseload Overview

Caseload	2018-19	2017-18	2016-17
Appeals opened	39	13	11
Appeals closed	40	10	16
Active appeals at fiscal year end	2	3	0
Hearings held	4	0	2
Decisions rendered	0	0	4



Safety, Licensing Appeals and Standards Division

Fire Safety Commission

The Fire Safety Commission (FSC) resolves disputes and conducts hearings regarding fire safety matters, including orders made by inspectors or the Fire Marshal for repairs, alterations or installations to a building, structure or premises.

The FSC’s jurisdiction and authority are derived from the *Fire Protection and Prevention Act (FPPA)*.

Operational Highlights

The FSC worked closely with stakeholders to determine ways to communicate more efficiently and effectively about active cases. These consultations resulted in the FSC updating electronic filing methods.

Active appeals were managed using a streamlined approach where case conferences were used to clarify parties’ positions and issues and discuss whether the matter could be resolved without a hearing. The FSC saw an 86 per cent early resolution rate, with most matters resolved prior to a hearing.

FSC Performance Measures

Performance Measures	Target	2018-19 Actual	2017-18 Actual	2016-17 Actual
A hearing will be scheduled to take place within 45 days of receipt of a completed appeal	80%	100%	96%	97%
Decisions will be released within 60 days of the final hearing event	80%	60%**	22%*	50%

* A number of factors contributed to delays in issuing decisions in some cases, including: complexity of cases that involve technical interpretation and application of the Fire Code; a statutory requirement for a three-member panel lengthens the peer and legal review process; an inability to allocate full-time adjudicative resources to the operations with a part-time OIC membership. The FSC has taken steps to track and expedite the decision-writing and approval process.

**The FSC have demonstrated significant improvement in decision writing timelines. In 2018-19, nearly half of its decisions were released within seven days and 100% of decisions were released within 90 days.



Safety, Licensing Appeals and Standards Division

FSC Caseload Overview

Caseload	2018-19	2017-18	2016-17
Appeals opened	34	30	37
Appeals closed	36	26	28
Active appeals at fiscal year end	24	26	22
Hearings held	7	4	10
Decisions rendered	5	9	6



Safety, Licensing Appeals and Standards Division

Licence Appeal Tribunal

The Licence Appeal Tribunal (LAT) adjudicates applications and resolves disputes concerning compensation claims and licensing activities regulated by the provincial government, including those activities of delegated administrative authorities. The LAT is currently comprised of two main divisions: the General Service (LAT-GS) and the Automobile Accident Benefits Service (LAT-AABS).

LAT's jurisdiction and authority are derived from:

- *Accessibility for Ontarians with Disabilities Act*
- *Alcohol, Cannabis and Gaming Regulation and Public Protection Act*
- *Bailiffs Act*
- *Building Code Act*
- *Cannabis Licence Act*
- *Child Care and Early Years Act*
- *Child, Youth and Family Services Act*
- *Collection and Debt Settlement Services Act*
- *Condominium Act*
- *Condominium Management Services Act*
- *Consumer Protection Act*
- *Consumer Reporting Act*
- *Discriminatory Business Practices Act*
- *Film Classification Act*
- *Funeral, Burial and Cremation Services Act*
- *Gaming Control Act*
- *Horse Racing Licence Act*
- *Highway Traffic Act*
- *Insurance Act*
- *Intercountry Adoption Act*
- *Liquor Control Act*
- *Liquor Licence Act*
- *Motor Vehicle Dealers Act*
- *Ontario New Home Warranties Plan Act*
- *Paperback and Periodical Distributors Act*
- *Payday Loans Act*
- *Post-secondary Education Choice and Excellence Act*
- *Private Career Colleges Act*
- *Private Security and Investigative Services Act*
- *Real Estate and Business Brokers Act*
- *Retirement Homes Act*
- *Ticket Sales Act*
- *Travel Industry Act*
- *Vintners Quality Alliance Act*

Operational Highlights

Because of a review of adjudicative tribunal best practices, the LAT amended Rule 18, Reconsideration of a Tribunal Decision, in the Common Rules of Practice, to ensure matters properly requiring review are addressed through a more focused and efficient process. The LAT will continue to engage in consultations to address issues and maintain an open dialogue to meet the needs of all stakeholders.

The number of appeals filed to LAT-GS increased approximately 20 per cent over the previous fiscal period, and approximately 30 per cent to LAT-AABS. Overall, LAT consistently maintained a 90 per cent early resolution rate within nine months of filing, which can be attributed to the tribunal employing a significant strategy in service delivery to facilitate early resolution between the parties.



Safety, Licensing Appeals and Standards Division

LAT-GS Performance Measures

Performance Measures	Target	2018-19 Actual	2017-18 Actual	2016-17 Actual
A hearing will take place within 30 days of receipt of a completed appeal in medical appeals under the Highway Traffic Act (HTA), motor vehicle impoundments under the HTA, and in appeals of immediate suspension orders regarding businesses or business privileges	80%	88%	74%	100%
If a statutory period regarding an order of immediate suspension will expire in less than 30 days, a hearing will be scheduled to commence within the statutory period	100%	83%	100%	100%
In all other appeal types, the first hearing event will be scheduled to take place within 60 days of receipt of a completed appeal	80%	64%	68%	96%
A final decision will be issued within 30 days of the final hearing event	80%	52%*	63%	90%

* A significant number of appeals heard were lengthy or about complex matters, contributing to decisions being released later than 30 days after hearing.



Safety, Licensing Appeals and Standards Division

LAT-GS Caseload Overview

Caseload	2018-19	2017-18	2016-17
Appeals opened	614	501	540
Appeals closed	620	464	564
Active appeals at fiscal year end	186	189	152
Hearings held	350	204	238
Decisions rendered	229	155	197
Case conferences	768	373	372

LAT-AABS Performance Measures

Over the past year, LAT-AABS has utilized the following performance measures to help monitor the efficiency and effectiveness of service delivery.

Performance Measures	2018-19 Actual*	2017-18 Actual	2016-17 Actual
A case conference will take place within three months of receipt of an appeal/application	6%	N/A	N/A
A hearing will take place within three months of a case conference	30%	N/A	N/A
A decision will be issued within three months of the conclusion of a hearing	39%	N/A	N/A
An appeal/application received by a tribunal will be resolved within nine months	90%	N/A	N/A

*Tribunal data indicates the vast majority of case conferences are scheduled between 16 and 18 weeks from time of receipt. Scheduling case conferences prior to that timeframe results in a very significant number of reschedule requests from parties due to their availability and efforts to gather pertinent information. During this initial period, parties are also afforded time to resolve matters themselves. We will be examining whether this is the correct performance measure in light of stakeholder feedback and the high success with the early resolution rate.



Safety, Licensing Appeals and Standards Division

LAT-AABS Caseload Overview

Caseload	2018-19*	2017-18	2016-17
Applications received	13,565	10,125	6,594
Applications closed	10,390	7,967	4,511
Active appeals at fiscal year end	7,341	4,241	2,083
Case conferences	8,819	5,756	3,583
Hearings held	369	490	173
Decisions rendered	369	331	89
Applications settled/withdrawn	10,021**	7,636	4,422

Figures may have changed moderately from previous publications due to changes and updates to the case management system.

* Figures updated April 30, 2019.

** Figure reflects the number of cases that were closed administratively, dismissed, withdrawn or settled prior to the conclusion of a hearing.



Safety, Licensing Appeals and Standards Division

Ontario Civilian Police Commission

The OCPC adjudicates applications, conducts investigations and resolves disputes regarding the oversight and provision of policing services. This includes hearing appeals of police disciplinary decisions, conducting investigations and inquiries into the conduct of chiefs of police, police officers and members of police services boards.

The **OCPC includes two divisions**: adjudicative and investigative. The divisions operate independently under one Registrar.

In March 2019, the Ontario government passed the *Comprehensive Ontario Police Services Act*, which introduced many changes to the oversight of policing in the province. The OCPC was not part of the new framework of oversight and will be dissolved after an appropriate transition period.

The OCPC's jurisdiction and authority are derived from the *Police Services Act (PSA)*.

Operational Highlights

The OCPC received a higher number of requests for investigations. Many of these requests were complex and related to high-profile public concerns, including an investigation involving the Thunder Bay Police Services Board. Due to the significant public interest in this matter, a comprehensive investigative report was released in December 2018 to demonstrate transparency with OCPC's findings.

The OCPC introduced the ability to submit large electronic materials up to 300 MB in size using the Enterprise Attachment Transfer Service (EATS). This modernized how the Commission conducts business, decreased the amount of paper used and is a more efficient and accessible approach to delivering services.



Safety, Licensing Appeals and Standards Division

OCPC Performance Measures

Performance Measures	Target	2018-19 Actual	2017-18 Actual	2016-17 Actual
Disciplinary appeals – a case conference will be scheduled within 60 days after all documents are filed in accordance with the Rules; following the final case conference, a hearing will be held within 90 days	80%	43%**	29%	80%
First Instance Proceedings – a hearing will be held within 90 days after all documents are filed in accordance with the Rules	80%	N/A*	100%	100%
Section 54(1) Approval Requests – will be processed within 5 business days of receipt of the request	80%	100%	100%	100%
All decision types will be released within 90 days after the final event	80%	38%	24%	11%

*N/A – not applicable as the OCPC did not have any first instance hearings during this period.

** The OCPC maintains the ability to schedule case conferences within one week of the parties being ready; however, due to the schedules of counsel involved meeting the above targets is difficult. Also when a party brings forward a motion at the case conference, the OCPC is required to deal with the motion prior to the hearing, which could cause further delays.



Safety, Licensing Appeals and Standards Division

OCPC Caseload Overview

Caseload	2018-19*	2017-18	2016-17
Appeals opened	14	13	18
Appeals closed	15**	28	11*
Active appeals at fiscal year end	10	12**	27
Hearings held	8	19	16
Decisions rendered	13	29	9
Investigation requests received	30	20	20
Investigation cases closed	17	23	16
Investigation cases pending	18	5	8

*Adjustment to tracking and case management systems resulted in an updated figure for 2016-2017 appeals closed.

**In 2017-18, one appellant had two active files that were later merged into one file and closed in 2018-19.



Safety, Licensing Appeals and Standards Division

Ontario Parole Board

The Ontario Parole Board (OPB) makes parole decisions for applicants serving a sentence of less than two years in a provincial correctional institution. The OPB also decides applications for temporary absences from a correctional institution for greater than 72 hours. When considering parole and temporary absence applications, public safety is the OPB's main priority.

The OPB's jurisdiction and authority are derived from the *Ministry of Correctional Services Act*.

Operational Highlights

To continue to support the transition towards independence, the OPB began collecting its own data effective April 2018. This allows the OPB to maintain consistency in statistical data collection and analysis, and allows for greater transparency to the public through the posting of information in open data.

To improve access to file information and reduce reliance on paper, OPB files are now provided to members electronically, in advance of hearings. This business improvement optimizes the use of technology and strengthens the process and substance of decision-making.

To improve accuracy of statistical analysis and improve operational planning and reporting, the OPB updated process maps to capture and outline operational and adjudicative actions taken throughout various proceedings, e.g. parole hearings, applications for assistance and member assignments.

To move towards an applicant-focused approach with a comprehensive decision-making model, a Memorandum of Understanding (MOU) was signed with Aboriginal Legal Services (ALS) to allow, on consent, ALS to provide Gladue-relevant information and release plan information for use in an Indigenous applicant's conditional release hearing.



Safety, Licensing Appeals and Standards Division

OPB Performance Measure

Performance Measure	Target	2018-19 Actual	2017-18 Actual	2016-17 Actual
Decisions will be rendered within 24 hours of the hearing event*	80%	100%	100%	100%

Note: In some cases, further time may be needed due to technical or operational issues within the institution or if further time is required to prepare the written decision.

OPB Caseload Overview

Caseload	2018-19*	2017-18	2016-17
Appeals received	3,531	5,409	4,377
Decisions rendered	3,531	4,015	3,038

Note: Effective December 2017, the Ontario Parole Board considers all applicants serving a sentence of six months or more for parole before their parole eligibility date as required by the Ministry of Correctional Services Act.

*Differences in how the OPB accounts for applications received and decisions rendered has resulted in reported figures differing substantially from previous years where the OPB relied upon statistical information from Ministry of the Solicitor General - the numbers for previous years are not directly comparable.



Social Justice Division

Child and Family Services Review Board

The Child and Family Services Review Board (CFSRB) conducts reviews, hearings and appeals for matters affecting children, youth and families in Ontario, including: Children’s Aid Society services complaints; emergency secure treatment admissions; adoption refusals; and appeals of school board expulsions.

The CFSRB’s jurisdiction and authority are derived from the *Child, Youth and Family Services Act, 2017*, the *Education Act* and the *Intercountry Adoption Act*.

Operational Highlights

Following a successful pilot in 2017-18, a panel of mediators and adjudicators, with expertise in children and youth matters, heard over 185 child and youth cases from the Human Rights Tribunal of Ontario in addition to applications from the Child and Family Services Review Board, the Custody Review Board, and the Ontario Special Education Tribunals.

On April 30, 2018, the new *Child, Youth and Family Services Act (CYFSA), 2017* replaced the *Child and Family Services Act*. The CFSRB also amended its **forms** and **Rules of Procedure** to reflect the changes in legislation and as part of our ongoing commitment to improving access to the Board.

CFSRB Applications

Application status	2018-19	2017-18	2016-17
Applications received	338	380	356
Applications completed	371	344	363
Active cases at year-end	111	145	109



Social Justice Division

CFSRB Service Standards (Hearings)

Hearings Standard	2018-19		2017-18		2016-17	
	Avg no. of days*	% of time standard is met	Avg no. of days*	% of time standard is met	Avg no. of days*	% of time standard is met
CYFSA s 171 hearings will be scheduled within 4 days of receipt of the application	3	100%	4	100%	3	100%
CYFSA s 119/120 pre-hearing conferences will be scheduled within 40 days of when application is deemed eligible	55	52%	43	57%	46	74%
CYFSA s 119/120 hearings will be scheduled within 60 days of when application is deemed eligible	142	0%	51	75%	84	17%
CYFSA s 66 hearings will be scheduled within 20 days of application receipt	10	100%	15	100%	9	100%
CYFSA s 109/192 hearings will be scheduled within 20 days of when the application is deemed eligible	6	100%	13	100%	11	100%
Appeals of school board expulsion hearings will be scheduled within 30 days of appeal receipt	10	100%	9	100%	6	100%

*Whether standard has been met or not.



Social Justice Division

CFSRB Service Standards (Decisions)

Decisions Standard	2018-19		2017-18		2016-17	
	Avg no. of days*	% of time standard is met	Avg no of days*	% of time service standard is met	Avg. no. of days*	% of time standard is met
Appeals of school board expulsion orders will be issued within 10 days of the hearing	8	100%	5	100%	8	100%
Appeals of school board expulsion decisions will be issued within 30 days of the hearing	26	100%	3	100%	10	100%
CYFSA Section 119/120: Decisions or orders will be issued within 30 days of the hearing	36	67%	24	84%	26	75%
All other CYFSA applications: Orders will be issued within 10 days of the hearing	5	100%	4	100%	7	100%

*Whether standard has been met or not.



Social Justice Division

Criminal Injuries Compensation Board

The Criminal Injuries Compensation Board (CICB) assesses and awards financial compensation to victims of violent crime committed in Ontario and to the family members of deceased victims. The CICB can compensate victims for pain and suffering, loss of income, treatment expenses, funeral expenses and other costs that result from being a victim of the crime.

The CICB's jurisdiction and authority are derived from the *Compensation for Victims of Crime Act*.

Operational Highlights

As of January 22, 2019, the CICB began publishing its decisions (2017-present) on the **Canadian Legal Information Institute (CanLII)** website to deliver on its commitment to access, transparency and the open court principle. The decisions do not include any personal information and are only published after they have been sent to the parties. Decisions subject to a publication ban are not published.

The CICB continued to process cases more quickly because of new procedures implemented in late 2017-18, which include:

- Streamlining case processing for applications related to sexual and domestic violence and child abuse;
- Allowing police witnesses to make submissions in writing or attend the hearing by phone instead of requiring them to appear in person;
- A shorter, anonymized decision format;
- Updating criteria for determining hearing formats which has resulted in more cases being scheduled for a written, telephone and video hearings.

As a result of these changes, the CICB held 26 per cent more hearings in 2018-19, reduced case processing timelines by six per cent, and reduced member travel, resulting in travel costs savings of 27 per cent.

In 2018, the CICB adopted four new practice directions to help parties better understand the rules and process.



Social Justice Division

CICB Applications

	2018-19	2017-18	2016-17
Applications received	4,863	4,264	3,884
Cases closed	5,842	3,856	3,433
Active cases at year-end*	4,894	5,169	4,784
Case processing time (days)	376	374	383

* CICB may at any time re-open a case to vary an order for payment of compensation (Sec. 25. of CVCA).

Compensation by Benefit Type

Type of Benefit Award (\$000s)	2018-19	2017-18	2016-17
Pain and suffering	\$45,923.90	\$32,809.96	\$24,737.60
Loss of wages	\$904.63	\$653.59	\$389.10
Medical expenses	\$1,070.31	\$565.93	\$449.20
Funeral expenses	\$331.46	\$237.37	\$227.40
Legal expenses associated with application	\$170.28	\$95.99	\$75.30
Other pecuniary loss	\$152.44	\$138.58	\$118.20
Total	\$48,553.02	\$34,501.42	\$25,996.80

Note: The increase in awards in 2018-19 is directly related to the increase in the number of hearings held.



Social Justice Division

CICB Service Standards

Standard	2018-19**		2017-18		2016-17	
	Avg. no. of days**	% of time standard is met	Avg. no. of days**	% of time standard is met	Avg. no. of days**	% of time standard is met
Applications will be scheduled for a hearing within 11 months (330 days)	328	73%	322	62%	350	61%
Orders will be issued within 45 days of the hearing with payment to follow within 30 days**	48	69%	N/A	N/A	N/A	N/A
Written decisions will be released within 60 days of the hearing. When an award is granted, the payment will be included with the decision**	N/A	N/A	43	82%	48	84%
Oral decisions will be issued at the end of the hearing. When an award is granted, payment will be released within 30 days**	N/A	N/A	30	84%	32	85%

*Due to procedural changes in 2018-19, the service standards for oral and written decisions were combined.

**Whether or not standard is met.



Social Justice Division

Custody Review Board

The Custody Review Board (CRB) reviews placement decisions regarding young persons being held in detention or custody and makes recommendations to the Provincial Director regarding the placement of youth.

The CRB's authority and jurisdiction are derived from the *Child, Youth and Family Services Act, 2017* and the *Youth Criminal Justice Act*.

Operational Highlights

To ensure immediate response to youth contacting the CRB, a single dedicated phone line provides direct access to four case processing officers from 8:30 a.m. to 5 p.m., Monday to Friday. This high level of responsiveness is critical, as youth in facilities have limited telephone access.

Statistics

CRB Applications

	2018-19	2017-18	2016-17
Applications received	197	141	98
Applications completed	195	145	92
Active cases at year-end	7	5	9
Case processing time (days)	18	16	19



Social Justice Division

CRB Service Standards

Standard	2018-19		2017-18		2016-17	
	Avg. no. of days*	% of time service is met	Avg. no. of days*	% of time standard is met	Avg. no. of days*	% of time standard is met
Review will begin by a telephone call within 24 hours of the receipt of the application	1	100%	1	100%	1	100%
If the board intends to hold a hearing it will advise the young person within 10 days of the receipt of the application	No hearings held	No hearings held	No hearings held	No hearings held	No hearings held	No hearings held
Recommendations will be issued within 30 days of receipt of the application	22	81%	21	90%	20	88%

*Whether standard has been met or not.



Social Justice Division

Human Rights Tribunal of Ontario

The Human Rights Tribunal of Ontario (HRTTO) resolves claims of discrimination and harassment brought under the *Human Rights Code*. The HRTTO offers parties the opportunity to settle the dispute through mediation first. If the parties do not agree to mediation or mediation does not resolve the application, the HRTTO holds a hearing.

The HRTTO’s jurisdiction and authority are derived from the *Human Rights Code*.

Operational Highlights

In 2018, the HRTTO introduced a new case processing system where a vice-chair is assigned to each application. That member will manage all adjudicative matters from the time an application is received until the file is closed, which improves the efficiency of case processing and issuing of decisions.

The HRTTO launched new case tracking system to improve case management and file tracking. It also launched new practice directions to improve the management of case conference calls at the hearing stage.

A new procedures manual was also developed to support a new team case processing model as well as updates to procedures manuals for operational departments including intake, scheduling and adjudicative support.

Strategic and operational plans were developed to support improvements to accessibility and to streamline processes at the HRTTO. Staff worked on updating online forms and prepared to roll out a mediation blitz which would process over 800 mediations over a three-month period.

HRTTO Applications

	2018-19	2017-18	2016-17
Applications received	4,541	4,425	3,585
Cases reactivated	57	27	22
Cases closed	4,460	3,137	2,880
Case processing time (days)	391	352	333



Social Justice Division

Types of HRTO Decisions

Type of Decision	2018-19	2017-18	2016-17
Final decision on the merits	65	97	87
– Discrimination found	19	40	30
– Discrimination not found	46	57	57
Interim decisions (address procedural issues)	826	752	771
Reconsideration	147	136	163
Breach of settlement	22	24	26

* In 2018-19, the HRTO issued 1,838 Case Assessment Directions, which helped the parties prepare for the hearing.

Applications by Social Area

Social Area*	2018-19	2017-18	2016-17
Employment	69%	70%	69%
Goods, services and facilities	26%	26%	27%
Housing	8%	8%	8%
Contracts	2%	2%	2%
Membership in a vocational association	1%	1%	1%
No social area	1%	1%	1%

* Some applications allege discrimination in more than one social area, so the totals exceed 100%.



Social Justice Division

Applications by Grounds

Ground*	2018-19	2017-18	2016-17
Disability	56%	56%	55%
Reprisal	25%	23%	23%
Race	22%	21%	21%
Colour	15%	14%	16%
Age	12%	13%	12%
Ethnic origin	14%	15%	15%
Place of origin	11%	12%	12%
Family status	10%	10%	10%
Ancestry	10%	10%	10%
Sex, pregnancy & sexual harassment	20%	18%	17%
Sexual solicitation or advances	6%	5%	4%
Sexual orientation	3%	4%	4%
Gender identity	4%	5%	5%
Gender expression	3%	3%	3%
Creed	6%	6%	6%
Marital status	5%	5%	5%
Association	5%	5%	4%
Citizenship	4%	5%	4%
Record of offences	2%	2%	2%
Receipt of public assistance	2%	2%	1%
No grounds	2%	2%	2%

* Some applications allege discrimination in more than one social area, so the totals exceed 100%.



Social Justice Division

HRTO Service Standards (Hearings and Mediations)

	2018-19		2017-18		2016-17	
Hearings and Mediations	Avg. no. of days*	% of time standard is met	Avg. no. of days*	% of time standard is met	Avg. no. of days*	% of time standard is met
First mediation date offered within 150 days of the date parties agree to mediation	156	62%	151	84%	109	92%
First hearing date offered within 180 days of the date the application is ready to proceed to hearing	172	35%	181	38%	175	34%

*Whether standard has been met or not.

HRTO Service Standards (Decisions)

	2018-19		2017-18		2016-17	
Decisions	Avg. no. of days*	% of time standard is met	Avg no. of days*	% of time standard is met	Avg. no. of days*	% of time standard is met
Decisions for hearings which take 3 days or less will be issued within 90 days	70	76%	63	81%	81	68%
Decisions for hearings which take longer than 3 days, will be issued within 180 days	275	29%	235	33%	312	17%

*Whether standard has been met or not.



Social Justice Division

Landlord and Tenant Board

The Landlord and Tenant Board (LTB) resolves applications related to residential tenancy disputes between landlords and tenants and eviction disputes in non-profit housing co-operatives. The LTB is also mandated to provide information to landlords and tenants about their rights and responsibilities under the *Residential Tenancies Act (RTA)*.

The LTB’s authority and jurisdiction are derived from the *Residential Tenancies Act*.

Operational Highlights

To ensure fairness and equity, in September 2018, the LTB began processing applications according to the date received, regardless of whether the application was dropped off in-person at an LTB office or received by mail or by fax.

In October 2018, a new instructional video, **E-File with the Landlord and Tenant Board: A Video** was posted to the LTB website. The step-by-step, animated video clarifies the electronic filing process, especially for first-time users.

The **LTB Rules of Procedure** were extensively reformatted with changes that included: allowing the use of a declaration instead of an affidavit, allowing parties to give each other certain documents by email where they both agree and removing the requirement that co-operatives serve applications.

In fall 2018, the LTB created a small team of staff dedicated to managing phone inquiries which resulted in greater efficiency. To provide better service to the public, information about the “best times to call” were also posted on the **website**.

Landlord and Tenant Board Applications

	2018-19	2017-18	2016-17
Applications received*	82,095	80,791	81,432
Applications resolved**	79,476	78,744	78,783
Open at year-end***	14,726	12,944	13,899

* The totals include non-profit co-operative housing eviction applications.

** The majority of applications - 61% - are resolved at hearing (ordered by hearing contested or uncontested, or ordered by review), through mediation - 13.5% (mediated or ordered by hearing mediated) and through withdrawals - 12%.

*** In a small number of cases, “resolved” applications are re-opened in the case management system (e.g. when the LTB grants a request for review of an order). As a result, a single application can result in more than one resolution. Therefore, the number of applications open at the end of the fiscal year does not necessarily equal the number from the previous year plus “applications received”, less the “applications resolved”.



Social Justice Division

Landlord Applications Received by Type

Case Type	Application Description	2018-19	2017-18	2016-17
A1	Determine whether the act applies	126 (0.2%)	96 (0.1%)	104 (0.1%)
A2	Sublet or assignment	378 (0.5%)	332 (0.5%)	264 (0.3%)
A3	Combined application (usually includes an L1)	3,632 (4.9%)	3878 (5.3%)	4,067 (5.6%)
A4	Vary rent reduction amount	173 (0.2%)	220 (0.3%)	134 (0.2%)
L1	Terminate & evict for non-payment of rent	46,043 (62.4%)	47,595 (65.6%)	49,489 (67.6%)
L2	Terminate for other reasons and evict	13,945 (18.9%)	11,404 (15.7%)	9,987 (13.6%)
L3	Termination - tenant gave notice or agreed	1,711 (2.3%)	1,622 (2.2%)	1,439 (2.0%)
L4	Terminate the tenancy - failed settlement	5,571 (7.6%)	5,552 (7.7%)	5,478 (7.5%)
L5	Rent increase above the guideline	717 (1.0%)	559 (0.8%)	575 (0.8%)
L6	Review of provincial work order	4 (0.0%)	5 (0.0%)	3 (0.0%)
L7	Transfer tenant to care home	5 (0.0%)	1 (0.0%)	1 (0.0%)
L8	Tenant changed locks	39 (0.1%)	29 (0.0%)	37 (0.0%)
L9	Application to collect rent	1,394 (1.9%)	1,218 (1.7%)	1,628 (2.2%)
Total		73,738	72,511	73,206



Social Justice Division

Tenant Applications Received by Type

Case Type	Application Description	2018-19	2017-18	2016-17
A1	Determine whether the act applies	116 (1.4%)	91 (1.2%)	49 (0.6%)
A2	Sublet or assignment	66 (0.8%)	57 (0.7%)	55 (0.7%)
A3	Combined application	1,780 (21.3%)	1,798 (23.2%)	1,634 (19.8%)
A4	Vary rent reduction amount	1 (0.0%)	2 (0.0%)	0 (0.0%)
T1	Rent rebate (e.g. illegal rent)	863 (10.3%)	765 (9.9%)	732 (8.9%)
T2	Tenant rights	3,053 (36.5%)	2,832 (36.6%)	3,807 (46.1%)
T3	Rent reduction	148 (1.8%)	71 (0.9%)	68 (0.8%)
T4	Failed rent increase above guideline	1 (0.0%)	3 (0.0%)	6 (0.0%)
T5	Bad faith notice of termination	355 (4.2%)	295 (3.8%)	211 (2.6%)
T6	Maintenance	1,970 (23.6%)	1,818 (23.5%)	1,675 (20.3%)
T7	Suite meters	4 (0.1%)	6 (0.1%)	7 (0.0%)
Total		8,357	7,738	8,244



Social Justice Division

Co-op Applications Received by Type

Case Type	Application Description	2018-19	2017-18	2016-17
C1	Application to end the occupancy and evict the member based on non-payment of regular monthly housing charges and to collect the housing charges that the co-op member owes	251 (45%)	247 (46%)	274 (47%)
C1/2	Combined C1 and C2 applications	118 (21%)	114 (21%)	102 (17.5%)
C2	Application to end the occupancy of the member unit and evict the member	107 (19%)	86 (16%)	93 (16%)
C3	Application to end the occupancy and evict the member - based on the member's consent or notice	6 (1%)	6 (1%)	3 (0.01%)
C4	Application to end the occupancy of the member unit and evict the member because the member failed to meet conditions of a settlement/order	81 (14%)	89 (16%)	110 (18.9%)
Total		563	542	582

Call Centre

	2018-19	2017-18	2016-17
Calls handled	242,892	272,719	261,154
Average time per call	4:48	4:57	5:19
Average wait time in the queue	15:18	9:04	9:46



Social Justice Division

Service Standards

The LTB changed its service standards on December 31, 2017. Recognizing that the time to schedule, hear and issue an order is impacted by the complexity of the application, the LTB has shifted from a single service standard to two categories:

LTB Service Standards*

	2018-19	2017-18
L1 and L9 applications will be scheduled for a hearing within 25 business days	35% (31.8 days)	54% (26.1 days)
Decisions (Orders) for L1 and L9 applications will be issued within 4 business days at the conclusion of the final hearing	70% (4.6 days)	78% (4 days)
All other LTB applications (excluding L5 and A4) will be scheduled for a hearing within 30 business days	37% (36.7 days)	53% (31.2 days)
Decisions (Orders) for all other LTB applications (excluding L5 and A4) will be issued within 10 business days at the conclusion of the final hearing	79% (9.5 days)	82% (7.6 days)

Request for Reviews

A party can ask for a review of an LTB decision if they believe a “serious error” has been made in the LTB’s order.

	2018-2019
Total number of requests for review	3,595
Denied requests for review	844
Requests for review sent to hearing	2,751



Social Justice Division

Ontario Special Education Tribunals – English and French

The Ontario Special Education Tribunals (OSETs) hear appeals from parents who have been unable to resolve disputes with school boards with respect to the identification and placement of exceptional pupils.

The OSETs jurisdiction and authority are derived from the *Education Act*.

Operational Highlights

In 2018-19, the OSETs began processing appeals electronically to ensure efficiency of service and to reduce costs.

Statistics

In 2018-19, the Ontario Special Education Tribunal (English) received four appeals. One settled through mediation/adjudication, one was closed because it was incomplete, one was closed by decision for no jurisdiction, and one was withdrawn. The Ontario Special Education Tribunal (French) did not receive any appeals in 2018-19.

OSET Service Standards

Application status		2018-19
Standard	Average number of days (whether standard has been met or not)	% of time service standard is met
All appeals will be scheduled for mediation or a hearing within 120 calendar days of the response being filed	42	100
Decisions will be issued within 90 calendar days	83	100



Social Justice Division

Social Benefits Tribunal

The Social Benefits Tribunal (SBT) considers appeals by applicants who have been refused social assistance and recipients of social assistance who disagree with a decision that affects the amount of, or their eligibility for, social assistance.

The SBT’s jurisdiction and authority are derived from the *Ontario Works Act (OWA)* and the *Ontario Disability Support Program Act (ODSP)*.

Operational Highlights

To build on the practice of accepting electronic submissions from legal clinics and respondent offices, the SBT expanded this initiative in July 2018, by accepting electronic submissions from unrepresented appellants. To support this change, the SBT added a new **Practice Direction on Communicating with the Social Benefits Tribunal**, a new **Form 10: Consent to Communicate by Email**, and updated its **Rules of Procedure**.

To help explain SBT processes to the public, two new step-by-step accessible videos, **Early Resolution Opportunities: A Video Guide** and **Interim Assistance: A Video Guide**, were posted to the SBT’s website in October 2018.

The SBT continues to improve the Early Resolution Opportunity program (ERO) which aims to help parties resolve the appeal without a hearing. This program provides the opportunity to resolve appeals as early as one month after they are filed. In 2018-19, the SBT held 2,167 ERO sessions. The settlement rate was 43 per cent.

SBT Appeals

	2018-19	2017-18	2016-17
Appeals received	8,699	10,124	10,403
Completed	9,048	10,618	12,831



Social Justice Division

SBT Appeals by Program

	2018-19	2017-18	2016-17
ODSP	8,122 (93%)	9,437 (93%)	9,704 (93%)
OW	577 (7%)	687 (7%)	699 (7%)
Total	8,699	10,124	10,403

ODSP Appeals by Category

ODSP	2018-19	2017-18	2016-17
Refusal	7,178 (88%)	8,234 (87%)	8,392 (86%)
Cancellation & suspension	338 (4%)	580 (6%)	640 (7%)
Amount & reduction	546 (7%)	569 (6%)	566 (6%)
Other	60 (1%)	54 (1%)	106 (1%)
Total	8,122	9,437	9,704

OW Appeals by Category

OW	2018-19	2017-18	2016-17
Refusal	126 (22%)	146 (21%)	183 (26%)
Cancellation & suspension	176 (31%)	224 (33%)	218 (31%)
Amount & reduction	268 (46%)	310 (45%)	274 (39%)
Other	7 (1%)	7 (1%)	24 (4%)
Total	577	687	699



Social Justice Division

ODSP Decisions by Outcome

ODSP	2018-19	2017-18	2016-17
Granted	3,025 (58%)	3,481 (62%)	4,450 (61%)
Denied	1,293 (25%)	1,312 (23%)	1,721 (23%)
Denied in absentia*	630 (12%)	640 (11%)	865 (12%)
Other**	242 (5%)	195 (4%)	295 (4%)
Total	5,190	5,628	7,331

* Cases denied in absentia: Appellant was not present for the hearing.

** Other decisions include: consent order, no appeal before the tribunal, appeal out of time, no jurisdiction, matter resolved or withdrawn, or cases referred back to the Director or Administrator to reconsider its original decision in accordance with the directions given by the tribunal.

OW Decisions by Outcome

OW	2018-19	2017-18	2016-17
Granted	93 (32%)	114 (33%)	79 (26%)
Denied	69 (24%)	81 (24%)	90 (30%)
Denied in absentia*	86 (30%)	94 (27%)	99 (32%)
Other**	40 (14%)	52 (15%)	37 (12%)
Total	288	341	305

* Cases denied in absentia: Appellant was not present for the hearing.

** Other decisions include: consent order, no appeal before the tribunal, appeal out of time, no jurisdiction, matter resolved or withdrawn, or cases referred back to the Director or Administrator to reconsider its original decision in accordance with the directions given by the tribunal.



Social Justice Division

SBT Service Standards

Standard	2018-19		2017-18		2016-17	
	Avg. no. of days*	% of time standard is met	Avg. no. of days*	% of time standard is met	Avg. no. of days*	% of time standard is met
Appeals scheduled with notice of hearing sent out no later than 30 calendar days after receipt of the appeal	20 days	94%	14 days	87%	24 days	82%
The hearing date will be set no more than 180 calendar days after the date of the Notice of Hearing	174 days	94%	179 days	87%	172 days	82%
Decisions issued within 30 calendar days after the completion of the hearing	32 days	57%	34 days	67%	33 days	66%



Financial Summary

Tribunals Ontario was established on January 1, 2019, bringing together the three tribunal clusters – Environment and Land Tribunals Ontario, Safety, Licensing Appeals and Standards Tribunals Ontario and Social Justice Tribunals Ontario. As this consolidation occurred towards the end of the reporting period for the annual report, the expenditures and revenues are shown for each former cluster.

To support the government’s commitment to working more efficiently, Tribunals Ontario implemented the following initiatives during the last quarter of the 2018-19 fiscal year:

- Reducing the number of Executive Chairs to one
- Consolidating the three clusters’ Executive Office, Communications, Legal and Strategic Business Services groups
- Cross-appointing Order-In-Council Members and Associate Chairs
- Eliminating dual phone services
- Streamlining regional office operations

Tribunals Ontario will continue to review its business practices to ensure effective use of its resources and identify efficiencies. This includes modernizing and streamlining practices and improving processes to deliver better service for people across the province.

Environment and Land Division

Expenditures

Account Items	2018-19	2017-18	2016-17
Salary and Wages	\$12,509,704	\$12,307,413	\$12,185,937
Employee Benefits	\$1,671,126	\$1,594,910	\$1,611,094
Transportation and Communications	\$660,927	\$687,438	\$741,078
Services	\$2,479,276	\$2,263,868	\$2,258,743
Supplies and Equipment	\$111,942	\$131,734	\$251,574
Total	\$17,432,975	\$16,985,363	\$17,048,426



Financial Summary

Revenues

Fiscal Year	Fees Collected
2018-19	\$1,202,336
2017-18	\$2,231,525
2016-17	\$6,191,255*

***Note:** 2017 was the first year of a four-year reassessment cycle, which led to an increase in the number of new ARB appeals received, and an increase in overall revenue for that year. ARB filing fees also increased on January 1, 2017, while LPAT (formerly known as OMB) filing fees increased on July 1, 2016.

The chart above shows the combined revenues for ELD, including filing fees collected by the Assessment Review Board (ARB) and the Ontario Municipal Board (OMB). The fees collected are remitted to the Consolidated Revenue Fund.

Safety, Licensing Appeals and Standards Division

Account Items	2018-19 Actuals Non-AABS	2018-19 Actuals AABS	2017-18 Actuals Non-AABS	2017-18 Actuals AABS
Salaries and Wages	\$3,888,816	\$11,272,384	\$3,836,159	\$10,132,482
Benefits	\$561,194	\$1,600,653	\$611,181	\$1,375,099
Transportation and Communications	\$665,129	\$480,347	\$605,746	\$286,511
Services	\$3,631,995	\$3,850,439	\$2,566,678	\$3,119,859
Supplies and Equipment	\$30,261	\$49,150	\$87,493	\$72,088
Sub-total	\$8,777,395	\$17,252,973	\$7,707,257	\$14,986,039
Recoveries	\$(395,500)	\$0	\$(313,951)	\$0
Facilities and Capital Costs	\$0	\$578,989	\$0	\$906,172
Total	\$8,381,895	\$17,831,961	\$7,393,306	\$15,892,211



Financial Summary

Revenue	2018-19 Actuals Non-AABS	2018-19 Actuals AABS	2017-18 Actuals Non-AABS	2017-18 Actuals AABS
Application Filing Fees and FOI Information Request	\$61,315	\$1,334,330	\$52,510	\$962,801
Reimbursement of Expenditures	\$0	\$16,498,761	\$0	\$14,928,906
Total Revenue	\$61,315	\$17,833,091	\$52,510	\$15,891,707

LAT collects revenue from application filing fees. There are no filing fees for the other tribunals in SLASD.

As of April 1, 2016, LAT began receiving applications under the Insurance Act, and the Statutory Accident Benefits Schedule for LAT-AABS. The cost of LAT-AABS is fully recovered from the insurance industry. Regulation 160/16 sets out a points scheme that determines each insurer's share of the assessment, which is based on their usage of the Service.

Revenue received by SLASD for application filing fees and LAT-AABS is transferred to the Consolidated Revenue Fund.

Social Justice Division

Expenditures

Account Items	2018-19	2017-18	2016-17
Salary and Wages	\$33,448,199	\$33,765,875	\$33,307,169
Employee Benefits	\$5,021,731	\$4,765,394	\$4,949,435
Transportation and Communications	\$2,283,340	\$2,482,286	\$2,484,008
Services	\$9,291,134	\$9,295,475	\$9,337,716
Supplies and Equipment	\$553,387	\$593,644	\$471,045
Total	\$50,597,791	\$50,902,674	\$50,549,373



Financial Summary

Comparison of CICB Awards Allocated for Victims of Violent Crimes

Awards for Victims of Violent Crime	2018-19*	2017-18	2016-17
Criminal Injuries Compensation Board Awards for Victims of Violent Crime	\$45,267,651	\$36,930,117	\$32,666,822

* The caseload for CICB increased by 14% in 2018-19 resulting in an increase in transfer payments.

In 2018-19, CICB deposited \$220,126 in the consolidated revenue fund for monies recovered by applicants through civil actions, pursuant to s.26(5.1) of the CVCA.

Comparison of SJD Revenue

Revenue	2018-19	2017-18	2016-17*
Landlord & Tenant Board application filing fees (Deposited in the Consolidated Revenue Fund)	\$13,203,645	\$12,973,046	\$12,345,606

* The LTB application fees increased on January 16, 2017.

The LTB collects revenue primarily from application filing fees. A small amount of revenue is generated through sales of photocopies, copies of hearing recordings, etc. There are no filing fees for the other tribunals in SJD. Revenue received by SJD is transferred to the Consolidated Revenue Fund.



Financial Summary

Remuneration of Appointees to Adjudicative Tribunals and Regulatory Agencies

Position	Full-Time Appointees (Annual Remuneration)			Part-Time Appointees (Per Diem Remuneration)	
	1 st Term (first 2 years)	2 nd Term (next 3 years)	3 rd Term (final 5 years)	1 st -3 rd Term	Prof & Labour*
Executive Chairs	\$200,780	\$212,564	\$224,349	\$858	N/A
Chairs	\$174,184	\$186,621	\$199,059	\$744	\$788
Associate-Chairs	\$174,184	\$186,621	\$199,059	\$744	\$788
Vice-Chairs	\$136,545	\$146,311	\$156,077	\$583	\$788
Members	\$110,482	\$118,378	\$126,273	\$472	\$788

* Persons appointed in their professional capacity as required by statute or on a labour-related Board.

Remuneration Paid to the Full and Part-time Members

Tribunals Ontario	2018-19 Full-time OIC Remuneration	2018-19 Part-time OIC Remuneration	Total
ELD	\$4,323,823	\$1,000,797	\$5,324,620
SJD	\$10,847,450	\$3,202,481	\$14,049,931
SLASD	\$5,573,033	\$4,070,655	\$9,643,688
Total	\$20,744,306	\$8,273,933	\$29,018,239



Appendix A: Tribunals Ontario Appointees

In 2018-19, Tribunals Ontario recruited for various positions on the boards and tribunals to meet our commitment to providing timely access to justice across the province.

The *Adjudicative Tribunals Accountability, Governance and Appointments Act, 2009* requires the selection process for the appointment of new board and tribunal members to be competitive and merit-based. It also requires that all new appointments have the support of the Executive Chair, who makes recommendations of new members to Ontario's Attorney General.

Tribunals Ontario's cross-appointment strategy builds on members' experience, skills and knowledge to ensure effective use of Tribunal Ontario's resources.

Tribunals Ontario's members have continued to contribute to the ongoing improvement of the organization, its tribunals and the administrative justice system in Ontario.

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**ELD
Appointees**



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**SLASD
Appointees**



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**SJD
Appointees**



ELD Appointees

Name	Tribunal	Position	Original Position Appointment Date	Appointment End Date
Awoleri, Subuola	ARB	Full-Time Member	16-Nov-16	20-Nov-19
Bellemare, Michel*	OMB /LPAT*	Full-Time Member	08-Aug-16	31-Dec-18
Bourassa, Marcelle*	ARB*	Full-Time Member	21-Feb-17	20-Feb-19
	BON*	Part-Time Member	06-May-15	05-May-20
Boutis, Paula	OMB/LPAT	Full-Time Member	26-Apr-17	25-Apr-19
Bruce, Laurie	ERT	Part-Time Member	22-Oct-14	21-Oct-19
	OMB/LPAT	Part-Time Member	22-Oct-14	21-Oct-19
Bryson, Chantelle	LPAT	Full-Time Member	18-Apr-18	17-Apr-20
Butcher, Alan	ARB	Part-Time Member	27-Mar-18	26-Mar-20
Carter-Whitney, Maureen*	ERT*	Full-Time Vice-Chair	11-Oct-16	10-Oct-18
Cashin, Marlene	ERT	Part-Time Member	22-Oct-14	21-Oct-19
	ARB	Part-Time Member	14-Jun-17	21-Oct-19
Conti, Chris	OMB/LPAT	Full-Time Vice-Chair	17-Aug-17	16-Aug-19
DeMarco, Jerry V.*	ELTO/ELD*	Full-Time Alternate Executive Chair	01-Sep-10	31-Aug-20
		Full-Time Executive Chair	03-Apr-18	31-Dec-18
	CRB	Part-Time Associate Chair	08-May-13	31-Aug-20
	ERT	Full-Time Associate Chair	01-Sep-10	31-Aug-20
Douglas, John	LPAT	Full-Time Member	18-Apr-18	17-Apr-20
Duncan, Justin	ERT	Full-Time Vice-Chair	28-Aug-17	27-Aug-19
	OMB/LPAT	Full-Time Member	23-Jul-14	22-Jul-19
Egan, Terrance	BON	Part-Time Member	17-Jun-09	16-Jun-19

ELD Appointees

Name	Tribunal	Position	Original Position Appointment Date	Appointment End Date
Flemming, Leslie	ARB	Full-Time Member	08-Jan-18	07-Jan-20
Griffith, Jennifer	ARB	Full-Time Member	08-Feb-18	07-Feb-20
Halpenny, Andrew	MLT	Part-Time Member	01-Apr-18	17-Jul-19
Hodgins, Thomas	OMB/LPAT	Full-Time Member	11-Oct-16	21-Oct-21
Hussey, Karlene	OMB/LPAT	Full-Time Vice-Chair	04-Jan-11	03-Jan-21
Jackson, Helen*	ERT	Full-Time Member	24-May-11	23-May-21
	OMB/LPAT	Full-Time Member	24-May-11	23-May-21
	MLT*	Part-Time Member	18-Apr-18	31-Dec-18
Jacobs, Sarah	OMB/LPAT	Full-Time Member	23-Jul-14	22-Jul-20
Jebreen, Joseph	ARB	Part-Time Member	31-May-17	30-May-19
Jones, Richard Coleman	OMB/LPAT	Part-Time Member	22-Oct-14	21-Oct-19
Jovanovic, Stephen+	BON	Part-Time Associate Chair	14-Feb-19	13-Feb-20
	MLT	Part-Time Associate Chair	14-Feb-19	13-Feb-20
King, Caroline	ARB	Full-Time Vice-Chair	31-Aug-17	30-Aug-19
Kraft Sloan, Karen	ERT	Part-Time Member	23-Jul-16	22-Jul-19
Krushelnicki, Bruce*	ELTO/ELD*	Full-Time Executive Chair	25-Nov-15	03-Apr-18
Krzeczunowicz, Stefan*	OMB/LPAT*	Full-Time Member	08-Aug-16	31-Dec-18
Lamoureux, Linda P.	ELD (Tribunals Ontario)	Full-Time Executive Chair	01-Jan-19	31-Dec-19
Lanthier, David	OMB/LPAT	Full-Time Member	04-May-16	31-Dec-19
LaRegina, Anthony	ARB	Full-Time Member	31-Jan-17	01-Feb-20
Lavigne, Pierre	ARB	Part-Time Member	27-Mar-18	26-Mar-20
Laws, Joanne	ARB	Full-Time Member	08-Feb-18	07-Feb-20
Levy, Alan*	BON*	Part-Time Member	31-May-17	30-May-19

ELD Appointees

Name	Tribunal	Position	Original Position Appointment Date	Appointment End Date
Light, Sonia*	ARB*	Part-Time Member	07-Aug-13	06-Aug-18
Makuch, Richard, G.M.*	ARB*	Part-Time Member	06-Nov-13	05-Nov-18
	OMB/LPAT	Full-Time Vice-Chair	13-Jun-12	31-Dec-19
Marques, Ana Cristina*	BON*	Part-Time Member	06-Nov-13	05-Nov-18
McAnsh, Scott,	ARB	Full-Time Vice-Chair	28-Jun-17	27-Jun-19
McKenzie, James	OMB/LPAT	Full-Time Associate Chair	02-Feb-17	01-Feb-20
Milchberg, Anne	OMB/LPAT	Part-Time Member	22-Oct-14	21-Oct-19
Morris, Warren	ARB	Part-Time Member	31-Oct-12	30-Oct-22
	ERT	Part-Time Member	10-May-17	09-May-19
	BON	Part-Time Member	18-May-17	17-May-19
Muldoon, Paul*	ELTO/ELD*	Full-Time Alternate Executive Chair	03-Apr-18	31-Dec-18
	ARB	Full-Time Associate Chair	01-Jun-14	31-Dec-19
Nelson, Daniel	CRB	Part-Time Member	22-Oct-14	21-Oct-19
Okhovati, Margarita	ARB	Part-Time Member	22-Oct-14	21-Oct-19
Pilon, Jean-Paul	ARB	Full-Time Member	27-Mar-18	26-Mar-20
Rempe, Graham	ERT	Part-Time Member	10-May-17	09-May-19
Rowe, Ian*	OMB/LPAT*	Part-Time Member	11-Oct-16	10-Oct-18
Schiller, Susan*	ARB*	Part-Time Vice-Chair	06-Nov-13	05-Nov-18
	ERT	Part-Time Vice-Chair	06-Nov-13	11-Dec-19
	OMB/LPAT	Full-Time Vice-Chair	04-Jan-11	03-Jan-21
Shaw, Sherene	ARB	Part-Time Member	27-Mar-18	26-Mar-20
Sills, Mary-Anne*	OMB/LPAT*	Full-Time Member	03-Jul-07	02-Jul-18
Skanes, Tyrone	ARB	Part-Time Member	26-Sep-10	28-Sep-20
Smith, Laurie	CRB	Part-Time Vice-Chair	14-Jun-17	13-Jun-19

ELD Appointees

Name	Tribunal	Position	Original Position Appointment Date	Appointment End Date
Spraggett, Mark	ARB	Part-Time Member	22-Oct-14	21-Oct-19
Stabile, Vincent	ARB	Part-Time Member	29-Sep-10	28-Sep-20
Steinberg, Robert	ARB	Part-Time Member	14-Nov-12	13-Nov-22
	BON	Part-Time Member	04-May-11	03-May-21
Stringer, Carly	ARB	Part-Time Member	27-Mar-18	26-Mar-20
Swinkin, Gerald	OMB/LPAT	Part-Time Member	24-Aug-16	11-Sep-21
Taylor, Blair S.	OMB/LPAT	Full-Time Member	17-Oct-12	16-Oct-22
Tousaw, Scott	OMB/LPAT	Full-Time Member	31-May-17	31-Dec-19
Valiante, Marcia	OMB/LPAT	Part-Time Member	23-Jul-16	22-Jul-19
	ERT	Full-Time Vice-Chair	09-May-07	30-May-19
	CRB	Part-Time Member	21-Mar-19	31-Dec-19
VanderBent, Dirk	ARB	Full-Time Vice-Chair	18-Sep-16	21-Oct-21
	BON	Part-Time Vice-Chair	12-Dec-18	11-Dec-19
Vincent, Sharyn	OMB/LPAT	Full-Time Member	27-Jun-16	31-Dec-19
Weagant, Dan	ARB	Full-Time Member	28-Nov-16	11-Dec-19
Wilkins, Hugh*	ERT	Full-Time Member	02-Apr-14	31-Dec-19
	OMB/LPAT	Part-Time Member	02-Mar-16	31-Dec-19
	CRB*	Part-Time Member	21-Mar-19	31-Dec-19
Wright, Robert*	ARB	Part-Time Member	27-Mar-18	26-Mar-20
	CRB*	Part-Time Vice-Chair	29-May-13	31-Dec-18
Yuen, Jane*	BON*	Part-Time Member	19-Dec-08	18-Dec-18
Zuidema, Jyoti*	OMB/ LPAT*	Full-Time Vice-Chair	20-Aug-07	19-Aug-18

*Indicates appointees who were no longer with ELTO / ELD as of March 31, 2019, or whose position at ELTO / ELD changed in the 2018-19 fiscal year.

+Indicates appointees who are cross-appointed to more than one division of Tribunals Ontario.

SLASD Appointees

Name	Tribunal	Position	Original Position Appointment Date	Appointment End Date
Anwar, Khizer*	LAT*	Full-Time Member	18-Oct-16	17-Oct-18
	OPB	Part-Time Member	18-May-17	17-May-19
Awad, Katie	LAT	Part-Time Professional Member	08-Feb-18	07-Feb-20
Baker, Blaine*	LAT*	Part-Time Member	02-Feb-17	01-Feb-19
Bass, Julia*	LAT*	Part-Time Vice-Chair	22-Jun-16	21-Jun-18
Batty, Jonathan+	LAT	Full-Time Associate Chair	04-Oct-17	03-Oct-19
	ACRB	Part-Time Member	04-Oct-17	03-Oct-19
	FSC	Part-Time Member	04-Oct-17	03-Oct-19
	OCPC	Part-Time Member	04-Oct-17	03-Oct-19
	OPB	Part-Time Member	04-Oct-17	03-Oct-19
Bear, Daniel	OPB	Part-Time Member	29-Nov-17	28-Nov-19
Black, David*	LAT*	Part-Time Member	22-Jun-16	21-Jun-18
Borenstein, David	LAT	Part-Time Professional Member	03-Nov-10	02-Nov-20
Boyce, Jesse	LAT	Full-Time Member	21-Feb-18	20-Feb-20
	ACRB	Part-Time Member	21-Feb-18	20-Feb-20
	FSC	Part-Time Member	21-Feb-18	20-Feb-20
	OCPC	Part-Time Member	21-Feb-18	20-Feb-20
	OPB	Part-Time Member	21-Feb-18	20-Feb-20
Boyd, Jennifer*	LAT*	Part-Time Professional Member	11-Apr-18	10-Apr-20
Braun, Shannon+	LAT	Full-Time Member	28-Mar-19	31-Dec-19

SLASD Appointees

Name	Tribunal	Position	Original Position Appointment Date	Appointment End Date
Burgess, Helen-Nikoleta	ACRB	Part-Time Member	20-Sep-17	19-Sep-19
	FSC	Part-Time Member	20-Sep-17	19-Sep-19
Butler, Scott	OPB	Part-Time Member	26-Apr-17	25-Apr-19
Caryll, David*	LAT*	Part-Time Member	16-Apr-08	15-Apr-18
Castel, Jacqueline	LAT	Part-Time Member	01-Apr-11	02-Oct-22
	OCPC	Part-Time Member	03-Oct-12	02-Oct-22
Cavdar, Jessica	LAT	Full-Time Member	18-Jan-18	17-Jan-20
	OPB	Part-Time Member	18-Jan-18	17-Jan-20
Chakravarti, Monica	LAT	Full-Time Member	28-Mar-19	27-Mar-21
Clarke, Susan	FSC	Part-Time Vice-Chair	20-Sep-17	19-Sep-19
	ACRB	Part-Time Member	20-Sep-17	19-Sep-19
Conway, Patricia	OPB	Part-Time Member	11-Apr-18	10-Apr-20
	LAT	Part-Time Member	11-Apr-18	10-Apr-20
Corapi, Daniela	LAT	Full-Time Member	18-Apr-18	17-Apr-20
Crljenica, Theodore	OCPC	Part-Time Vice-Chair	23-Mar-16	31-Dec-19
	LAT	Part-Time Vice-Chair	23-Mar-16	31-Dec-19
Daoud, Meray	LAT	Full-Time Member	03-Jan-17	02-Jan-20
Della Fortuna, Sergio	OPB	Full-Time Member	24-Nov-10	23-Nov-20
Dhanani, Zahra	LAT	Part-Time Member	12-Apr-17	29-May-22
Diplas, George	LAT	Part-Time Member	08-Jan-18	07-Jan-20
Driesel, Sandra	LAT	Full-Time Member	24-Jan-18	23-Jan-20
Farlam, Avril	LAT	Part-Time Vice-Chair	30-Jun-16	31-Dec-19
Ferguson, Christopher	LAT	Part-Time Member	07-Dec-16	06-Dec-21

SLASD Appointees

Name	Tribunal	Position	Original Position Appointment Date	Appointment End Date
Ferguson, Nathan+	LAT	Full-Time Member	28-Feb-19	31-Dec-19
Flynn, Kevin*	LAT*	Part-Time Professional Member	28-May-03	27-May-18
Flude, D. Gregory	LAT	Full-Time Vice-Chair	08-Feb-16	07-Feb-20
Foot, Joanne	LAT	Part-Time Member	31-Aug-17	30-Aug-19
	FSC	Part-Time Member	31-Aug-17	30-Aug-19
	ACRB	Part-Time Member	31-Aug-17	30-Aug-19
Fricot, Amanda	LAT	Part-Time Member	29-Nov-17	28-Nov-19
Friedland, Jennifer	LAT	Part-Time Member	30-May-16	31-Dec-19
	OPB	Part-Time Member	30-May-16	31-Dec-19
	ACRB	Part-Time Member	30-May-16	31-Dec-19
	FSC	Part-Time Member	30-May-16	31-Dec-19
Gahir, Harinder*	LAT*	Part-Time Vice-Chair	15-Nov-06	14-Nov-18
Gauci, Maureen*	OPB*	Part-Time Member	04-Feb-09	03-Feb-19
Go, Avvy	LAT	Part-Time Member	24-Feb-16	23-Feb-21
Goela, Anita	LAT	Full-Time Member	13-Sep-17	12-Sep-19
	FSC	Part-Time Member	13-Sep-17	12-Sep-19
	ACRB	Part-Time Member	13-Sep-17	12-Sep-19
	OPB	Part-Time Member	13-Sep-17	12-Sep-19
Gosio, Paul	LAT	Full-Time Member	16-Nov-16	15-Nov-21
	OPB	Part-Time Member	18-May-17	17-May-19
Gottfried, Ruth	LAT	Full-Time Member	23-Mar-16	31-Dec-19
Grant, Derek	LAT	Full-Time Member	20-Jul-16	31-Dec-19
Grieves, Kathryn	LAT	Full-Time Member	24-Jan-18	23-Jan-20

SLASD Appointees

Name	Tribunal	Position	Original Position Appointment Date	Appointment End Date
Griffith, Lyndra	LAT	Full-Time Member	21-Feb-18	20-Feb-20
	OPB	Part-Time Member	21-Feb-18	20-Feb-20
	ACRB	Part-Time Member	21-Feb-18	20-Feb-20
	FSC	Part-Time Member	21-Feb-18	20-Feb-20
Hamud, Billeh*	LAT*	Part-Time Member	28-Nov-16	27-Nov-18
Hans, Rupinder	LAT	Part-Time Member	22-Jun-16	31-Dec-19
	OPB	Part-Time Member	11-Jul-17	10-Jul-19
Harmison, Gemma*	LAT*	Full-Time Member	06-Feb-17	05-Feb-19
Harper, Jacqueline	LAT	Part-Time Member	03-Feb-17	02-Feb-20
Helt, Maureen	LAT	Full-Time Vice-Chair	14-Dec-17	13-Dec-19
	OCPC	Part-Time Vice-Chair	14-Dec-17	13-Dec-19
	ACRB	Part-Time Member	14-Dec-17	13-Dec-19
	FSC	Part-Time Member	14-Dec-17	13-Dec-19
	OPB	Part-Time Member	14-Dec-17	13-Dec-19
Hicks, Barbara*	LAT*	Part-Time Member	02-Nov-16	01-Nov-18
	ACRB*	Part-Time Member	02-Nov-16	01-Nov-18
	FSC*	Part-Time Member	02-Nov-16	01-Nov-18
Hines, Rebecca	LAT	Full-Time Member	16-Nov-16	15-Nov-21
Hodgson, Laura	OCPC	Part-Time Vice-Chair	12-Mar-18	11-Mar-20
	OPB	Part-Time Member	12-Mar-18	11-Mar-20
	LAT	Part-Time Member	12-Mar-18	11-Mar-20
Hunter, Terry	LAT	Part-Time Vice-Chair	22-Jun-16	31-Dec-19

SLASD Appointees

Name	Tribunal	Position	Original Position Appointment Date	Appointment End Date
Johal, Sandeep	LAT	Full-Time Member	18-Oct-16	21-Oct-21
	OPB	Part-Time Member	18-May-17	17-May-19
John, Anita	LAT	Part-Time Member	30-Jun-16	31-Dec-19
Jovanovic, Stephen+	OCPC	Full-Time Associate Chair	11-Jan-17	10-Jan-22
	LAT	Part-Time Member	11-Jan-17	10-Jan-22
	ACRB	Part-Time Member	11-Jan-17	10-Jan-22
	FSC	Part-Time Member	11-Jan-17	10-Jan-22
	OPB	Part-Time Member	11-Jan-17	10-Jan-22
Kaur, Tavlin	LAT	Full-Time Member	28-Mar-19	27-Mar-21
Kepman, Stephanie	LAT	Full-Time Member	24-Jan-18	23-Jan-20
	ACRB	Part-Time Member	24-Jan-18	23-Jan-20
	FSC	Part-Time Member	24-Jan-18	23-Jan-20
	OCPC	Part-Time Member	24-Jan-18	23-Jan-20
	OPB	Part-Time Member	24-Jan-18	23-Jan-20
Kershaw, Dawn	LAT	Full-Time Vice-Chair	24-Jan-18	23-Jan-20
	OCPC	Part-Time Vice-Chair	24-Jan-18	23-Jan-20
	ACRB	Part-Time Member	24-Jan-18	23-Jan-20
	FSC	Part-Time Member	24-Jan-18	23-Jan-20
	OPB	Part-Time Member	24-Jan-18	23-Jan-20
Kowal, Karina	LAT	Full-Time Member	17-Oct-16	21-Oct-21

SLASD Appointees

Name	Tribunal	Position	Original Position Appointment Date	Appointment End Date
Kromkamp, John	OCP	Part-Time Member	15-Jan-16	14-Jan-21
	FSC	Part-Time Vice-Chair	21-Mar-18	20-Mar-20
	ACRB	Part-Time Member	15-Jan-16	14-Jan-21
	LAT	Part-Time Member	15-Jan-16	14-Jan-21
	OPB	Part-Time Member	15-Jan-16	14-Jan-21
Labelle, Michelle*	OPB*	Part-Time Member	09-Feb-11	22-Jan-19
Lake, Lindsay	LAT	Full-Time Member	18-Apr-18	17-Apr-20
	ACRB	Part-Time Member	18-Apr-18	17-Apr-20
	FSC	Part-Time Member	18-Apr-18	17-Apr-20
Lamoureux, Linda+	SLASD (Tribunals Ontario)	Full-Time Executive Chair	01-Jan-14	31-Dec-19
Lamoureux, Sylvie*	OPB*	Part-Time Member	31-Oct-12	30-Oct-18
Laroche, Marc*	LAT*	Part-Time Member	11-Apr-18	10-Apr-20
	OPB*	Part-Time Member	11-Apr-18	10-Apr-20
Leslie, Claudette	LAT	Part-Time Member	26-Apr-16	31-Dec-19
Lester, Chloe	LAT	Full-Time Vice-Chair	31-Aug-17	30-Aug-19
	OPB	Part-Time Member	28-Jun-17	27-Jun-19
Letourneau, Matthew	LAT	Full-Time Member	28-Feb-18	27-Feb-20
	OPB	Part-Time Member	28-Feb-18	27-Feb-20
	ACRB	Part-Time Member	28-Feb-18	27-Feb-20
	FSC	Part-Time Member	28-Feb-18	27-Feb-20
	OCP	Part-Time Member	28-Feb-18	27-Feb-20

SLASD Appointees

Name	Tribunal	Position	Original Position Appointment Date	Appointment End Date
Lewis, Harriet	LAT	Part-Time Member	05-Apr-17	31-Dec-19
	FSC	Part-Time Member	05-Apr-17	31-Dec-19
	ACRB	Part-Time Member	05-Apr-17	31-Dec-19
	OPB	Part-Time Member	05-Apr-17	04-Apr-19
Livingstone, Katherine	OPB	Part-Time Member	11-Jan-17	10-Jan-20
	LAT	Part-Time Member	11-Jan-17	10-Jan-20
Looknauth, Yugita	OPB	Full-Time Member	18-Jan-18	17-Jan-20
Louvish, Dimitri	LAT	Part-Time Professional Member	21-Feb-18	20-Feb-20
Louwers, Jeroen	FSC	Part-Time Member	08-Sep-14	07-Sep-19
Lui, Clarence	OCPC	Part-Time Member	11-Apr-18	10-Apr-20
	LAT	Part-Time Member	11-Apr-18	10-Apr-20
Macklin, Richard*	LAT*	Part-Time Vice-Chair	05-Oct-08	04-Oct-18
Maedel, Ian	LAT	Full-Time Member	02-Feb-17	01-Feb-20
	OPB	Part-Time Member	18-May-17	17-May-19
Makhamra, Samia	LAT	Full-Time Member	08-Feb-16	07-Feb-20
Maleki-Yazdi, Melody	LAT	Full-Time Member	18-Jan-18	17-Jan-20
	FSC	Part-Time Member	18-Jan-18	17-Jan-20
	ACRB	Part-Time Member	18-Jan-18	17-Jan-20
	OPB	Part-Time Member	18-Jan-18	17-Jan-20
Manigat, Poeme	LAT	Full-Time Member	28-Mar-19	27-Mar-21
	ACRB	Part-Time Member	28-Mar-19	27-Mar-21
	FSC	Part-Time Member	28-Mar-19	27-Mar-21
Marzinotto, Lori+	LAT	Full-Time Vice-Chair	29-Nov-17	28-Nov-19

SLASD Appointees

Name	Tribunal	Position	Original Position Appointment Date	Appointment End Date
Mather, Susan	LAT	Part-Time Vice-Chair	05-Oct-16	30-Oct-21
Mazerolle, Craig	LAT	Full-Time Member	14-Dec-17	13-Dec-19
	OPB	Part-Time Member	14-Dec-17	13-Dec-19
McGee, Theresa	OPB	Full-Time Vice-Chair	28-Feb-18	27-Feb-20
	LAT	Part-Time Member	28-Feb-18	27-Feb-20
	ACRB	Part-Time Member	28-Feb-18	27-Feb-20
	FSC	Part-Time Member	28-Feb-18	27-Feb-20
McPherson, Isla	LAT	Part-Time Professional Member	11-Apr-18	10-Apr-20
McQuaid, Patricia	LAT	Part-Time Vice-Chair	23-Nov-16	22-Nov-21
	ACRB	Part-Time Vice-Chair	23-Nov-16	22-Nov-21
	FSC	Part-Time Vice-Chair	23-Nov-16	22-Nov-21
Moccio, Santina*	FSC	Part-Time Member	18-May-17	31-Dec-19
	ACRB	Part-Time Member	17-Feb-16	16-Feb-21
	OPB*	Part-Time Member	06-Jun-07	31-Dec-18
Montano, Nives*	LAT*	Part-Time Member	26-Mar-09	09-Feb-21
	ACRB*	Part-Time Member	10-Feb-16	09-Feb-21
	FSC*	Part-Time Member	10-Feb-16	09-Feb-21
Morton, Emily	OPB	Part-Time Member	08-Jan-18	07-Jan-20
	OCPC	Part-Time Member	08-Jan-18	07-Jan-20
Moten, Asad Ali	LAT	Part-Time Member	08-Jan-18	07-Jan-20
	ACRB	Part-Time Member	26-Apr-17	25-Apr-19
	FSC	Part-Time Member	26-Apr-17	25-Apr-19
	OPB	Part-Time Member	26-Apr-17	25-Apr-19

SLASD Appointees

Name	Tribunal	Position	Original Position Appointment Date	Appointment End Date
Msoa, Aggrey	LAT	Full-Time Member	08-Feb-16	07-Feb-21
Neilson, Deborah	LAT	Full-Time Member	18-Jul-16	31-Dec-19
Nikota, Gary	OPB	Part-Time Member	01-Mar-17	28-Feb-20
Norris, Brian	LAT	Full-Time Member	06-Sep-16	21-Oct-21
Nother, Ashleigh	OPB	Part-Time Member	08-Feb-18	07-Feb-20
Osborne, Katie+	ACRB	Part-Time Associate Chair	28-Sep-16	27-Sep-21
	FSC	Part-Time Associate Chair	18-Nov-15	27-Sep-21
	LAT	Part-Time Vice-Chair	08-Jan-18	07-Sep-20
	OCPC	Part-Time Vice-Chair	08-Jan-18	07-Sep-20
	OPB	Part-Time Vice-Chair	08-Jan-18	07-Sep-20
Paivalainen, Seppo	OPB	Part-Time Member	28-Sep-16	07-Sep-19
	OCPC	Part-Time Member	08-Sep-14	07-Sep-19
Paluch, Cezary	LAT	Full-Time Member	12-Dec-16	11-Dec-21
	OPB	Part-Time Member	18-May-17	17-May-19
Parent, Sylvie	OPB	Part-Time Member	31-Oct-12	30-Oct-22
Parish, Kimberly	LAT	Full-Time Member	21-Feb-18	20-Feb-20
Petrou, Constantine	LAT	Part-Time Professional Member	08-Feb-18	07-Feb-20
Pierre, Richard	OPB	Part-Time Member	08-Feb-18	07-Feb-20
Pinto, Sancia	LAT	Part-Time Member	11-Apr-18	10-Apr-20
Prior, Robert	OCPC	Part-Time Vice-Chair	12-Mar-18	11-Mar-20
	OPB	Part-Time Member	12-Mar-18	11-Mar-20
Punyarathi, Nidhi	LAT	Full-Time Member	07-Mar-18	06-Mar-20
	OPB	Part-Time Member	07-Mar-18	06-Mar-20

SLASD Appointees

Name	Tribunal	Position	Original Position Appointment Date	Appointment End Date
Purdy, Monica*	LAT*	Full-Time Member	16-Nov-16	15-Nov-18
Ramdayal, Raymond*	LAT	Part-Time Member	08-Sep-15	07-Sep-20
	ACRB	Part-Time Member	08-Sep-15	07-Sep-20
	OPB*	Part-Time Member	10-Dec-08	11-Feb-19
Reeve, Priscilla	FSC	Part-Time Member	20-Sep-17	19-Sep-19
	ACRB	Part-Time Member	20-Sep-17	19-Sep-19
Reilly, Thérèse	LAT	Full-Time Member	10-May-17	09-May-19
Restoule, Karen	OPB	Full-Time Associate Chair	05-Apr-17	31-Dec-19
	LAT	Part-Time Member	05-Apr-17	31-Dec-19
	OCPC	Part-Time Member	04-May-16	31-Dec-19
	ACRB	Part-Time Member	05-Apr-17	31-Dec-19
	FSC	Part-Time Member	05-Apr-17	31-Dec-19
Restoule-Mallozzi, Jenny	OCPC	Part-Time Member	05-Apr-17	31-Dec-19
	OPB	Part-Time Member	05-Apr-17	31-Dec-19
Reynolds, Douglas*	OPB*	Part-Time Member	11-Apr-07	10-Apr-18
Ritacca, Luisa	FSC	Part-Time Vice-Chair	21-Mar-18	20-Mar-20
	LAT	Part-Time Member	24-Feb-16	23-Feb-21
	ACRB	Part-Time Member	24-Feb-16	23-Feb-21
Roedding, Blair	OPB	Full-Time Member	08-Mar-17	31-Dec-19
Ross, Gail*	OPB	Part-Time Member	18-Apr-11	17-Apr-18
Sanford, Laurie*	ACRB	Part-Time Member	22-Jun-15	31-Dec-19
	LAT*	Part-Time Vice-Chair	22-Jun-05	21-Jun-18
Savage, Peter	LAT	Part-Time Professional Member	22-Mar-17	31-Dec-19

SLASD Appointees

Name	Tribunal	Position	Original Position Appointment Date	Appointment End Date
Scharbach, Stephen	LAT	Part-Time Member	12-Apr-17	29-May-22
Sewrattan, Chris*	LAT*	Part-Time Member	22-Jun-16	31-Dec-18
	OPB	Part-Time Member	14-Jun-17	13-Jun-19
Shapiro, Jeffrey	LAT	Full-Time Vice-Chair	29-Nov-17	28-Nov-19
Sharda, Rajneesh	LAT	Part-Time Member	28-Feb-18	27-Feb-20
Sharma, Rakesh	LAT	Full-Time Member	16-Jan-17	15-Jan-20
Smuczek, Joseph	LAT	Part-Time Professional Member	08-Feb-18	07-Feb-20
Spence, Evelyn	LAT	Part-Time Member	05-Oct-16	21-Oct-21
Spencer, Mary Ann*	LAT*	Part-Time Member	30-May-06	29-May-18
Theoharis, Jeanie+	LAT	Full-Time Vice-Chair	31-Aug-17	30-Aug-19
	ACRB	Part-Time Member	31-Aug-17	30-Aug-19
	FSC	Part-Time Member	31-Aug-17	30-Aug-19
	OCPC	Part-Time Vice-Chair	31-Aug-17	30-Aug-19
	OPB	Part-Time Member	31-Aug-17	30-Aug-19
Tinglin, Winston*	OCPC*	Part-Time Member	22-Oct-14	21-Oct-19
Trojek, Heather+	LAT	Full-Time Vice-Chair	08-Feb-16	07-Feb-20
Truong, Anna*	LAT*	Full-Time Member	08-Feb-16	07-Feb-19
Victor, Marisa	OCPC	Part-Time Vice-Chair	18-May-17	17-May-19
	FSC	Part-Time Vice-Chair	21-Mar-18	20-Mar-20
	ACRB	Part-Time Member	05-Oct-16	30-Oct-21
	LAT	Part-Time Member	05-Oct-16	21-Oct-21
Watt, Robert	LAT	Part-Time Member	11-Jan-17	10-Jan-20
Weinberg, Erica	LAT	Part-Time Professional Member	08-Feb-18	07-Feb-20

SLASD Appointees

Name	Tribunal	Position	Original Position Appointment Date	Appointment End Date
White, Eleanor	LAT	Full-Time Vice-Chair	08-Feb-16	07-Feb-20
Whitehead, Katherine*	LAT*	Part-Time Professional Member	12-Feb-14	11-Feb-19

*Indicates appointees who were no longer with SLASTO / SLASD as of March 31, 2019, or whose position at SLASTO / SLASD changed in the 2018-19 fiscal year.

+Indicates appointees who are cross-appointed to more than one division of Tribunals Ontario.

SJD Appointees

Name	Tribunal	Position	Original Position Appointment Date	Appointment End Date
Ahlfeld, Pamila	SBT	Full-Time Vice-Chair	25-Oct-15	25-Oct-20
Akhtar, Muhammad Saleem	CICB	Part-Time Member	08-Sep-09	07-Sep-19
Arnott, Pamela	CICB	Part-Time Member	22-Feb-17	31-Dec-19
Atkinson, Sarah	HRTO	Part-Time Member	05-Jan-15	04-Jan-20
Aulbrook, Randy	LTB	Full-Time Member	17-Jan-19	16-Jan-21
Barazzutti, Lisa	CICB	Part-Time Member	20-Oct-10	19-Oct-20
Batty, Jonathan+	HRTO	Part-Time Vice-Chair	28-Mar-19	31-Dec-19
Baxter, Evelyn*	CICB*	Part-Time Member	19-Jan-17	18-Jan-19
Bayesfsky, Eban	HRTO	Full-Time Vice-Chair	29-Mar-17	28-Mar-19
Bernhardt, Kim	HRTO	Part-Time Member	05-Jan-15	04-Jan-20
Best, Bruce	HRTO	Full-Time Vice-Chair	30-Sep-15	29-Sep-20
Bhattacharjee, Kenneth*	HRTO*	Full-Time Vice-Chair	03-Sep-08	01-May-18
Bickley, Catherine	CFSRB	Full-Time Vice-Chair	18-Jan-18	17-Jan-20
	CRB	Full-Time Vice-Chair	18-Jan-18	17-Jan-20
	HRTO	Part-Time Vice-Chair	18-Jan-18	17-Jan-20
Boivin, Nathaniel	SBT	Part-Time Member	15-Feb-17	31-Dec-19
Bouchard, Josée	HRTO	Full-Time Vice-Chair	07-Jan-16	06-Jan-21
Bouclin, Suzanne*	HRTO*	Part-Time Member	23-Mar-16	31-Dec-18
Bowlby, Brenda	CFSRB	Part-Time Member	08-Feb-18	07-Feb-20
	CRB	Part-Time Member	08-Feb-18	07-Feb-20
	HRTO	Part-Time Member	08-Feb-18	07-Feb-20
Braun, Shannon*+	SBT	Part-Time Member	21-Mar-19	31-Dec-19
	SBT*	Full-Time Member	18-Jul-16	31-Dec-19

SJD Appointees

Name	Tribunal	Position	Original Position Appointment Date	Appointment End Date
Brkic, Aleksandar	LTB	Part-Time Member	04-Mar-15	03-Mar-20
Brouillet, Terry	SBT	Part-Time Member	12-Jun-13	31-Dec-19
Buffa, Vincenzina*	SBT*	Full-Time Member	22-Jul-15	21-Jul-18
Bugby, Kim	LTB	Full-Time Associate Chair	23-Mar-16	30-Jun-19
Buie, Jean*	SBT	Full-Time Member	09-Oct-13	11-Dec-19
Burke, William	SBT	Full-Time Member	22-Jul-15	21-Jul-19
Campin, Elisabeth	HRTO	Part-Time Member	21-Mar-18	20-Mar-20
Caradonna, Ross*	OSETen*	Part-Time Member	14-May-08	13-May-18
Cardoso, Avril*	LTB*	Full-Time Member	11-May-16	31-Dec-18
Carey, Ruth	LTB	Full-Time Vice-Chair	12-Aug-15	11-Aug-20
Charette, Louise	CICB	Part-Time Member	11-Jan-17	27-Feb-20
Charron, Sylvie Rose Marie	LTB	Full-Time Vice-Chair	18-Oct-12	17-Oct-22
	SBT	Full-Time Vice-Chair	18-Oct-12	17-Oct-22
Cho, Harry	LTB	Full-Time Member	31-Oct-13	30-Oct-23
Cleghorn, Kevin	CICB	Part-Time Member	12-Apr-17	31-Dec-19
	HRTO	Part-Time Member	19-Jan-11	18-Jan-21
Codjoe, Esi	HRTO	Full-Time Vice-Chair	22-Mar-17	31-Dec-19
Cook, Brian*	HRTO*	Full-Time Vice-Chair	03-Sep-08	02-Sep-18
Crocco, Emily	LTB	Full-Time Member	05-Jan-15	04-Jan-20
De Leon-Culp, Cristina	LTB	Full-Time Member	30-Sep-15	29-Sep-20
Del Vecchio, Lisa	LTB	Full-Time Member	05-Jan-15	04-Jan-20
Diamond, Andrew*	HRTO*	Part-Time Member	21-Aug-08	20-Aug-18
DiCesare, Lisa	SBT	Part-Time Member	17-Jun-15	31-Dec-19

SJD Appointees

Name	Tribunal	Position	Original Position Appointment Date	Appointment End Date
Doran, Patrick R.	CFSRB	Part-Time Member	02-May-07	01-May-19
	CRB	Part-Time Member	02-May-07	01-May-19
Doyle, Maureen	HRTO	Full-Time Vice-Chair	07-Feb-11	06-Feb-21
	OSETen	Part-Time Member	28-Aug-13	06-Feb-21
	OSETfr	Part-Time Member	28-Aug-13	06-Feb-21
Eaton, Helen*	HRTO*	Part-Time Member	02-Feb-17	01-Feb-19
Edu, Jitewa	LTB	Full-Time Member	18-Apr-18	17-Apr-20
Eyler, Paula*	CFSRB*	Part-Time Member	02-Nov-16	01-Nov-18
	CRB*	Part-Time Member	02-Nov-16	01-Nov-18
Fagan, Thomas*	LTB*	Part-Time Member	26-Jun-13	31-Dec-18
	SBT*	Part-Time Member	26-Jun-13	31-Dec-18
Ferguson, Nancy	SBT	Full-Time Member	12-Aug-15	11-Aug-20
Ferguson, Nathan**	LTB	Part-Time Member	28-Feb-19	31-Dec-19
	LTB*	Full-Time Member	20-Dec-16	19-Dec-19
Ferris, Richard	SBT	Full-Time Member	22-Jul-15	21-Jul-20
Fine, David	CICB	Part-Time Member	31-Aug-17	30-Aug-19
Finlay, Barbara	SBT	Part-Time Member	11-Aug-18	10-Apr-20
Finlay, Judy	CFSRB	Part-Time Member	04-Jan-11	03-Jan-21
	CRB	Part-Time Member	04-Jan-11	03-Jan-21
Flaherty, Michelle*	OSETfr	Part-Time Member	07-Aug-13	31-Dec-19
	HRTO*	Part-Time Member	01-Jul-12	30-Jun-18
Flynn, Roderick*	LTB*	Full-Time Member	06-Jul-16	31-Dec-18
Forde, Keith	CICB	Part-Time Member	20-Oct-10	19-Oct-20

SJD Appointees

Name	Tribunal	Position	Original Position Appointment Date	Appointment End Date
Freedman, Lisa*	SBT*	Part-Time Member	07-Aug-13	06-Aug-18
Gananathan, Romona	HRT0	Full-Time Vice-Chair	13-Sep-17	12-Sep-19
Gaon, Kelly*	SBT*	Full-Time Member	12-Aug-08	11-Jun-18
Gatfield, Aida	HRT0	Part-Time Member	09-Jan-13	08-Jan-23
George, Caron	HRT0	Part-Time Member	11-Apr-18	10-Apr-20
Goba, Ruth*	HRT0*	Part-Time Member	02-Feb-17	31-May-18
Gonda, Gail	CFSRB	Part-Time Member	01-Jan-19	31-Dec-19
	CRB	Part-Time Member	01-Jan-19	31-Dec-19
Gottheil, Michael*	SJTO / SJD*	Full-Time Executive Chair	07-Mar-11	07-Sep-18
	CICB*	Full-Time Executive Chair	01-Apr-15	07-Sep-18
Graham, James*	CICB*	Part-Time Member	22-Mar-17	21-Mar-19
Grant, Yola	HRT0	Full-Time Associate Chair	16-Apr-14	15-Apr-19
Guzina, Petar	LTB	Full-Time Member	16-Nov-09	15-Nov-19
Hamilton, David John*	CFSRB*	Part-Time Member	19-Oct-16	18-Oct-18
	CRB*	Part-Time Member	19-Oct-16	18-Oct-18
Handelman, Mark*	HRT0*	Part-Time Member	12-Aug-08	11-Aug-18
Harris, Beverly A.	HRT0	Part-Time Member	05-Dec-12	04-Dec-22
Hart, Mark	HRT0	Full-Time Vice-Chair	04-Sep-07	03-Sep-19
Hartslief, Laura*	LTB*	Full-Time Member	01-Jun-16	31-Dec-18
Helis, John*	SBT*	Full-Time Member	18-Jul-16	31-Dec-19
Henderson, Nancy*	LTB*	Full-Time Vice-Chair	08-Mar-17	07-Mar-19
Hendrick, Colleen	SBT	Part-Time Member	11-Apr-18	10-Apr-20
Henry, Sean D.	LTB	Full-Time Member	12-Aug-15	11-Aug-20

SJD Appointees

Name	Tribunal	Position	Original Position Appointment Date	Appointment End Date
Henshaw, Cheryl	SBT	Part-Time Member	05-Nov-14	04-Nov-19
Hewat, Dale Lisa*	HRT0*	Part-Time Member	24-Sep-08	23-Sep-18
Himel, Andrea	CFSRB	Part-Time Member	29-Nov-10	28-Nov-20
	CRB	Part-Time Member	29-Nov-10	28-Nov-20
Hinchman, Judith Anne*	HRT0*	Part-Time Member	12-Aug-08	11-Aug-18
Homeniuk, Brenna*	SBT*	Full-Time Member	20-Dec-16	19-Dec-18
Horton, Louise*	LTB*	Full-Time Member	08-Jun-09	10-Sep-18
Hughes, Jo-Anne*	CICB*	Part-Time Member	22-Oct-08	21-Oct-18
Hughes, Theresa	CFSRB	Part-Time Member	19-Oct-16	11-Dec-19
	CRB	Part-Time Member	19-Oct-16	11-Dec-19
Hummelen, Audrey	SBT	Full-Time Vice-Chair	18-Oct-12	17-Oct-22
Ilori, Solape	SBT	Full-Time Member	26-Oct-15	25-Oct-20
Irwin, Tamara	LTB	Full-Time Member	28-Mar-19	31-Dec-19
Jai, Julie	HRT0	Part-Time Member	05-Jan-15	04-Jan-20
Jain, Kanji	SBT	Full-Time Member	26-Oct-15	25-Oct-20
Janczur, Jacek*	HRT0*	Full-Time Vice-Chair	22-Mar-17	21-Mar-19
Jefferson, Christie*	CICB*	Full-Time Vice-Chair	15-Feb-17	14-Feb-19
Johnston, Colin	HRT0	Part-Time Member	05-Jan-15	04-Jan-20
Jovanovic, Stephen+	HRT0	Part-Time Member	21-Mar-19	31-Dec-19
Kaufman, Neil*	LTB*	Full-Time Member	06-Jul-16	31-Dec-18
Keene, Judith Anne*	HRT0*	Part-Time Member	26-Nov-08	13-Aug-18
Kelly, John*	HRT0*	Part-Time Member	15-Feb-17	14-Feb-19
Kunkel, Cyndi	SBT	Full-Time Member	26-Oct-15	25-Oct-20

SJD Appointees

Name	Tribunal	Position	Original Position Appointment Date	Appointment End Date
Kurzuk, Kirsten*	CICB*	Part-Time Member	03-Dec-08	02-Dec-18
Laird, Katherine*	CFSRB*	Part-Time Member	05-Oct-16	04-Oct-18
	CRB*	Part-Time Member	05-Oct-16	04-Oct-18
Laitinen, Maija	CICB*	Part-Time Member	11-Jan-17	10-Jan-19
	SBT*	Part-Time Member	11-Jan-17	10-Jan-19
Lamoureux, Linda+	SJD (Tribunals Ontario)	Full-Time Executive Chair	01-Jan-19	31-Dec-19
Lang, Renee	LTB	Full-Time Member	05-Jan-15	04-Jan-20
Langan, Anne-Marie*	CICB*	Part-Time Member	16-Nov-16	15-Nov-18
Lariviere, Georges	SBT	Part-Time Member	17-Jun-15	16-Jun-20
Larsen, Gregory S.	SBT	Part-Time Member	02-Feb-17	01-Feb-20
Lassonde, Julie	CICB	Part-Time Member	21-Mar-18	20-Mar-20
Lazor, Alina*	CFSRB*	Part-Time Member	28-May-08	27-May-18
	CRB*	Part-Time Member	28-May-08	27-May-18
Lee, David	LTB	Full-Time Member	14-Dec-17	13-Dec-19
Lee, Susan	CICB	Part-Time Member	13-Apr-11	12-Apr-21
Lerner, Michael	HRT0	Part-Time Member	04-Jan-11	03-Jan-21
Letheren, Laurie	HRT0	Full-Time Vice-Chair	18-Feb-15	17-Feb-20
Love, Melanie*	LTB*	Part-Time Member	22-Jun-16	31-Dec-18
Lundy, Kevin	LTB	Full-Time Member	26-Oct-14	23-Oct-19
Macchione, Sandra	LTB	Full-Time Member	13-Jul-16	31-Dec-19
MacDougall, Donald	SBT	Part-Time Member	08-Feb-18	07-Feb-20
MacEachen, Janet	CICB	Part-Time Member	08-Sep-09	07-Sep-19

SJD Appointees

Name	Tribunal	Position	Original Position Appointment Date	Appointment End Date
MacGuigan, Janice*	SBT*	Full-Time Member	28-May-08	27-May-18
Maclsaac, Sherry	SBT	Part-Time Member	29-May-13	31-Dec-19
Markell, Linda	LTB	Full-Time Member	24-Jan-18	23-Jan-20
Martel, Sophie	HRTO	Full-Time Vice-Chair	27-Sep-17	26-Sep-19
Marzinotto, Lori+	HRTO	Part-Time Member	28-Mar-19	31-Dec-19
Mascarenhas, Mark	SBT	Part-Time Member	30-Nov-16	25-Oct-20
Mason, Karen	HRTO	Part-Time Member	21-Mar-19	31-Dec-19
Mathers, Lorraine	LTB	Full-Time Member	31-Aug-16	31-Dec-19
Matte, Allan*	SBT*	Part-Time Member	26-Feb-14	25-Feb-19
McBride, Amanda	SBT	Part-Time Member	31-Aug-17	30-Aug-19
McDermott, Carol	LTB	Part-Time Member	12-Sep-18	26-Jun-22
McGoey, Christine	CICB	Part-Time Member	29-Nov-17	28-Nov-19
McKendy, Annie	HRTO	Full-Time Vice-Chair	11-Apr-18	10-Apr-20
McMaster, James	LTB	Full-Time Member	14-Nov-12	15-Nov-19
Meunier, Jay Gerald	CICB	Part-Time Member	08-Sep-09	07-Sep-19
Milne, Cheryl	CFSRB	Part-Time Member	08-Feb-18	07-Feb-20
	CRB	Part-Time Member	08-Feb-18	07-Feb-20
	HRTO	Part-Time Member	08-Feb-18	07-Feb-20
Mitchell, Lynn	LTB	Part-Time Member	27-Apr-16	31-Dec-19
Mohamed, Yasmeena*	HRTO*	Full-Time Vice-Chair	22-Mar-17	21-Mar-19
Moniz, Emilie	LTB	Full-Time Member	18-Apr-18	17-Apr-20
Moore, Beverly	SBT	Full-Time Associate Chair	16-Sep-13	31-Dec-19
Morris, Nancy	LTB	Full-Time Member	24-Jan-18	23-Jan-20

SJD Appointees

Name	Tribunal	Position	Original Position Appointment Date	Appointment End Date
Mosaheb, Debbie	LTB	Full-Time Member	28-Feb-11	27-Feb-21
Muir, David*	HRTO	Full-Time Vice-Chair	21-Aug-08	20-Aug-18
Mungovan, David	LTB	Full-Time Member	18-Jan-18	17-Jan-20
Murray, William	SBT	Full-Time Member	11-Jun-08	18-Nov-19
Nadon, Lisa*	LTB*	Full-Time Member	25-Apr-18	07-May-18
Neron, Robert*	SBT*	Full-Time Member	21-Mar-18	28-Sep-18
Nichols, Eva	CFSRB	Part-Time Member	20-Feb-13	18-Aug-19
	CRB	Part-Time Member	20-Feb-13	18-Aug-19
	HRTO	Part-Time Member	20-Feb-13	18-Aug-19
	OSETen	Part-Time Member	27-Jan-05	18-Aug-19
Nolan, John Patrick	LTB	Full-Time Member	29-Nov-06	26-May-19
Novak, Silvia	CFSRB	Part-Time Member	08-Jan-18	07-Jan-20
	CRB	Part-Time Member	08-Jan-18	07-Jan-20
O-Connor, T. Michele	CFSRB	Part-Time Member	29-Nov-10	28-Nov-20
	CRB	Part-Time Member	29-Nov-10	28-Nov-20
Olabode, Ibidunni	LTB	Full-Time Member	27-Mar-18	26-Mar-20
Orange, Jennifer	HRTO	Part-Time Member	11-Apr-18	10-Apr-20
Osborne, Katie+	HRTO	Part-Time Vice-Chair	21-Mar-19	31-Dec-19
Overend, Naomi*	LTB*	Full-Time Member	17-Sep-08	16-Sep-18
Patel, Vandana	HRTO	Full-Time Vice-Chair	27-Mar-18	26-Mar-20
Paul, Noeline	CICB	Part-Time Member	20-Sep-17	19-Sep-19
Pelletier, Bonnie*	LTB*	Part-Time Member	18-May-16	17-May-18
Perera, Chantelle	LTB	Full-Time Member	28-Mar-19	31-Dec-19

SJD Appointees

Name	Tribunal	Position	Original Position Appointment Date	Appointment End Date
Pickel, Jo-Anne*	HRT0*	Full-Time Vice-Chair	25-Oct-12	03-Jul-18
Pop-Lazic, Gabrielle	CFSRB	Part-Time Member	08-Jan-18	07-Jan-20
	CRB	Part-Time Member	08-Jan-18	07-Jan-20
Price, Sheri*	HRT0*	Part-Time Member	03-Sep-08	02-Sep-18
Rabot, Philippe*	LTB*	Full-Time Member	01-Jun-16	16-Apr-18
Racioppo, Josephine	SBT	Full-Time Member	17-Jun-15	16-Jun-20
	HRT0	Part-Time Member	21-Mar-19	31-Dec-19
Randhawa, Gobinder*	LTB*	Part-Time Member	23-Jul-14	01-Apr-18
Rangan, Veda	CICB	Part-Time Member	08-Sep-09	07-Sep-19
Ratnayake, Devika*	HRT0*	Part-Time Member	15-Feb-17	14-Feb-19
Reaume, Leslie	HRT0	Full-Time Vice-Chair	27-Jun-07	26-Jun-20
Reynolds, Margaret*	LTB	Full-Time Member	05-Oct-16	30-Oct-21
	SBT*	Part-Time Member	26-Apr-06	25-Apr-18
Richer, Valerie*	HRT0*	Part-Time Member	01-Mar-17	10-Jul-18
Rodrigues, Roger*	LTB*	Full-Time Member	05-Jan-15	01-May-18
Roman, Marisha*	CFSRB*	Part-Time Member	04-Aug-16	03-Aug-18
	CRB*	Part-Time Member	04-Aug-16	03-Aug-18
Rose, Elana*	LTB*	Full-Time Member	14-Dec-17	27-Jul-18
Rosenstein, Mervyn	HRT0	Part-Time Member	21-Mar-19	31-Dec-19
Rossignol, Troy	LTB	Full-Time Member	17-Jan-19	16-Jan-21
Rotter, Frederika*	HRT0*	Part-Time Member	02-Feb-17	01-Feb-19
Rozehnal, Jana*	SBT*	Full-Time Member	25-Aug-15	24-Aug-18
Russel, Tiisetso*	LTB*	Full-Time Member	11-May-16	10-May-18

SJD Appointees

Name	Tribunal	Position	Original Position Appointment Date	Appointment End Date
Sand, Caroline	HRT0	Part-Time Member	11-Apr-18	10-Apr-20
Sanderson, Douglas	HRT0	Full-Time Vice-Chair	10-Jan-11	09-Jan-21
Sandomirsky, Janice*	HRT0	Part-Time Member	12-Aug-08	11-Aug-18
Sangmuah, Egya	LTB	Full-Time Vice-Chair	13-Aug-14	12-Aug-19
Savoie, Guy William	CICB	Full-Time Vice-Chair	12-Apr-17	31-Dec-19
	LTB	Part-Time Vice-Chair	12-Sep-18	31-Dec-19
Scott, Jennifer	CFSRB	Full-Time Associate Chair	22-Feb-17	31-Dec-19
	CRB	Full-Time Associate Chair	22-Feb-17	31-Dec-19
	OSETen	Part-Time Associate Chair	05-Apr-17	31-Dec-19
	OSETfr	Part-Time Associate Chair	05-Apr-17	31-Dec-19
	HRT0	Full-Time Vice-Chair	12-Sep-12	11-Sep-22
Sheehan, Brian*	HRT0*	Part-Time Member	12-Aug-08	11-Aug-18
Slotnick, Lorne*	HRT0*	Part-Time Member	24-Sep-08	23-Sep-18
Solomon, Anna	LTB	Full-Time Member	25-May-16	31-Dec-19
Spekkens, John*	CFSRB	Part-Time Member	29-Nov-10	28-Nov-20
	CRB	Part-Time Member	29-Nov-10	28-Nov-20
	CICB*	Part-Time Member	27-Apr-16	13-Dec-18
St. Lewis, Joanne*	CICB*	Part-Time Member	11-Jan-17	10-Jan-19
Steele, Denise*	LTB*	Part-Time Member	08-Feb-18	06-Apr-18
Stein, Bernard*	CFSRB*	Part-Time Member	05-Oct-16	04-Oct-18
	CRB*	Part-Time Member	05-Oct-16	04-Oct-18
Stevens, Lisa M.	LTB	Full-Time Member	16-Nov-09	15-Nov-19
Sullivan, Dawn Elliott	LTB	Full-Time Member	18-Jan-18	17-Jan-20

SJD Appointees

Name	Tribunal	Position	Original Position Appointment Date	Appointment End Date
Tassou, Maria	CICB	Full-Time Associate Chair	20-Apr-16	31-Dec-19
Theoharis, Jeanie+	HRT0	Part-Time Member	21-Mar-19	31-Dec-19
Thorne, Darren	HRT0	Full-Time Vice-Chair	25-Apr-18	24-Apr-20
Trojek, Heather+	HRT0	Part-Time Member	21-Mar-19	07-Feb-20
Truemner, Mary*	HRT0*	Full-Time Vice-Chair	03-Sep-08	02-Sep-18
Usprich, M. Elizabeth	LTB	Full-Time Vice-Chair	12-Aug-15	11-Aug-20
Van Delft, Jonelle	SBT	Full-Time Vice-Chair	18-Feb-15	12-Jun-20
	LTB	Full-Time Vice-Chair	15-Jun-07	12-Jun-20
Wallace, Karen	LTB	Full-Time Vice-Chair	12-Feb-14	31-Dec-19
Walsh, Helen*	HRT0*	Part-Time Member	15-Feb-17	14-Feb-19
Watson, Sylvia Nancy	LTB	Full-Time Member	08-Jun-09	07-Jun-19
Webster, Jennifer*	HRT0*	Part-Time Member	15-Feb-17	14-Feb-19
Whist, Eric*	HRT0*	Part-Time Member	03-Sep-08	02-Sep-18
Whitmore, Dale	LTB	Full-Time Member	13-Jul-16	31-Dec-19
Whittick, Shelby	LTB	Full-Time Member	25-May-16	31-Dec-19
Wickett, Dawn*	SBT*	Full-Time Member	18-Jul-16	31-Dec-18
Wiggins, Ailsa*	HRT0*	Part-Time Member	21-Aug-08	20-Aug-18
Wildman, L. Kurt*	LTB*	Part-Time Member	18-May-16	17-May-18
Yaacov, Marie-Claude*	SBT*	Part-Time Member	18-May-16	17-May-18
Young, Brenda*	HRT0*	Part-Time Member	15-Feb-17	14-Feb-19
Zemel, Maanit*	LTB*	Part-Time Member	27-Apr-16	31-Dec-18

*Indicates appointees who were no longer with SJTO / SJD as of March 31, 2019, or whose position at SJTO / SJD changed in the 2018-19 fiscal year.

+Indicates appointees who are cross-appointed to more than one division of Tribunals Ontario.