



Consent and Capacity Board

Annual Report 2019-2020

Fiscal Period – April 1, 2019 to March 31, 2020

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Chair's Message

I am pleased to report on the Consent and Capacity Board (CCB) for the fiscal year 2019/2020.

Once again, the Board faced significant challenges impacting the nature of its work and membership. Application and hearing numbers steadily increased province-wide. The need for more adjudicators to meet the increased hearing demand together with significant membership losses created meaningful pressure on a part-time membership model. The Board initiated major, province-wide membership recruitment across its five disciplines. Education, training and mentoring programs for new members were prioritized to provide key instruction to support fair, efficient and sensitive hearing practices.

Hearing efficiency was supported by a pre hearing practice where complex matters are identified and carefully case managed by a team of experienced senior lawyer members.

The COVID-19 outbreak created unprecedented challenges to the Board. The Board transformed its operations from a primarily in-person hearing model to a digital model respecting social distancing, stay at home requirements and eliminating personal attendance at facilities. The Board communicated the new teleconference platform to the public and stakeholders immediately. Access to the Board and hearing processes were uninterrupted by the pandemic.

The CCB continued to meet legislated requirements regarding scheduling hearings within seven days of receipt of an application, releasing decisions by the end of the day following the hearing and issuing written reasons within four business days even in a state of health emergency.

I acknowledge and thank CCB staff for the delivery of efficient, timely and fair customer service to the public, and support for the membership. Staff members work tirelessly to ensure that the Board's mandate and legal requirements are met and adapt to the changing circumstances brought by the emergent pandemic environment and consequential systemic change.

I acknowledge and thank CCB members for the dedication, professionalism, compassion and fairness they demonstrate in the fulfillment of their duties. The decisions they reach have real, serious and lasting effects on the most vulnerable in our society. Members are nimble

in response to rapidly changing circumstances including significant challenges posed by a rapid transformation in hearing processes.

Staff and members are to be commended for their professional response to the pandemic.

A handwritten signature in black ink, appearing to read 'Marg Creal', is positioned above the printed name.

Marg Creal
Chair

Mission, Mandate and Jurisdiction

Mission

To provide fair, timely, effective and respectful hearings that balance legal and medical considerations while protecting individual rights and ensuring the safety of the community.

Mandate

The CCB is an independent administrative tribunal with a mandate to adjudicate on matters of capacity, consent, civil committal, substitute decision making, disclosure of personal health information and mandatory blood testing.

Jurisdiction

The CCB is responsible for holding hearings and for making decisions on matters in which the least restrictive, least onerous and least intrusive decisions are made to:

- 1) maintain the safety of the individual
- 2) protect the safety of the community
- 3) maintain the dignity and autonomy of the individual
- 4) preserve the right of a person to have treatment when required.

The CCB's authority to hold hearings arises under the following legislation:

Health Care Consent Act

- Review of a finding of incapacity to consent to treatment, admission to a care facility or a personal assistance service
- Consideration of the appointment of a representative to make decisions for an incapable person with respect to treatment, admission to a care facility or a personal assistance service
- Giving directions on issues of treatment, admission to care facilities and personal assistance services

- Consideration of a request for authority to depart from prior capable wishes of an incapable person
- Review of a decision to consent to an admission to a hospital, psychiatric facility or other health facility for the purposes of receiving treatment
- Review of a substitute decision-maker's compliance with the rules for substitute decision-making
- Consideration of a request to amend or terminate the appointment of a representative

Mental Health Act

- Review of involuntary status for a patient subject to a certificate of involuntary status, renewal of involuntary status or continuation of involuntary status
- Consideration of a request to order, vary or cancel specific conditions for an involuntary patient
- Review of a finding of incapacity to manage property
- Review of whether a young person (aged 12 - 15) requires observation, care and treatment in a psychiatric facility
- Review of a Community Treatment Order

Substitute Decisions Act

- Review of a finding of incapacity to manage property

Personal Health Information Protection Act

- Review of a determination of incapacity to consent to the collection, use or disclosure of personal health information;
- Review of a substitute decision maker's compliance with the rules for substitute decision-making
- Consideration of the appointment of a representative to consent to the collection, use or disclosure of personal health information on behalf of an incapable person
- Consideration of a request to amend or terminate the appointment of a representative

Child, Youth and Family Services Act

- Review of a determination of incapacity to consent to the collection, use or disclosure of personal information
- Review of a substitute decision maker's compliance with the rules for substitute decision-making
- Consideration of the appointment of a representative to consent to the collection, use or disclosure of personal health information on behalf of an incapable person
- Consideration of a request to amend or terminate the appointment of a representative

Mandatory Blood Testing Act

- Review of a request, by an eligible individual who has allegedly come into contact with another person's bodily fluid, for an order that a blood sample of the other person be provided and analyzed for specific blood borne pathogens

Organization

The CCB is an independent adjudicative Board created under the *Health Care Consent Act* with jurisdiction under that Act, the *Mental Health Act*, the *Substitute Decisions Act*, the *Personal Health Information Protection Act* and the *Mandatory Blood Testing Act*.

The CCB had 140 members, as of March 31, 2020. In addition to the full-time Chair and two full time Vice Chairs, part-time CCB members include four Vice Chairs, 42 Lawyers, 37 Psychiatrists, six Physicians, eight Nurses in the Extended Class and 37 Public members. Members of the CCB are appointed by Order-in-Council, for a term of one to five years.

As of March 31, 2020, 14 employees of the Ontario Public Service support the work of the CCB and its members. Along with a Registrar, Deputy Registrar and Counsel, seven employees in the hearings unit and four in the administrative unit are responsible for functions such as: scheduling and supporting hearings, creating and serving appeal records, records management, financial processing, providing executive support to the Chair, coordinating the member appointment process, organizing staff and member training, liaising with stakeholders, answering public inquiries, strategic planning, providing legal advice to the Chair and the Board, and monitoring and ensuring compliance with legislation and government directives and policies.

As a quasi-judicial body, the CCB maintains an arm's length relationship with the Ministry of Health. The Chair is accountable to the Minister while staff report through the Corporate Services Division of the Ministry. The CCB functions under statutory requirements and a Memorandum of Understanding between the Chair and the Minister of Health.

Performance Measures

Statutory Performance

Performance measures for the CCB regarding the scheduling of hearings and the issuance of decisions and written reasons are established by the *Health Care Consent Act, 1996*, Section 75 and are as follows:

1. The hearing shall begin within seven days after the day the Board receives the application, unless all parties agree to a postponement.
2. The Board shall render its decision and provide a copy of the decision to each party, or the person who represented the party, within one day after the day the hearing ends.
3. If within 30 days after the day the hearing ends, the Board receives a request from any of the parties for reasons for its decision, the Board shall, within four business days after the day the request is received, issue written reasons for its decision; and provide a copy of the reasons to each person who received a copy of the decision

Operational Performance

The CCB moves exceptionally quickly to adjudicate matters at the intersection of the medical and legal systems and makes decisions on issues with serious consequences for individuals and for the community, such as civil detention, decisions regarding health care or loss of control of personal financial resources. Decisions of the Board have implications for both the wellbeing and rights of individuals. Hearings are convened at up to 250 venues throughout the province, including hospitals, long-term care facilities and community locations, with most hearings taking place within schedule 1 psychiatric facilities. Adjudicators are part time appointees, most of whom have other professional obligations, and Board staffing resources are very lean relative to caseload. Given the environmental considerations and operational constraints within which the Board operates, the CCB must strive to ensure that its adjudicative and operational processes are clearly focussed on achievement of its statutory performance measures.

Compliant statutory performance is dependant upon excellent operational performance including the following requirements:

- Engage in high quality, merit-based recruitment of new members and reappointment recommendations of existing members
- Provide excellent initial training and onboarding to new members
- Provide efficient and effective ongoing educational opportunities for members to develop and maintain specialized expertise
- Provide effective mentorship and peer review for members
- Provide high quality initial training, onboarding and ongoing training and development opportunities for staff to ensure they are skilled, knowledgeable and engaged
- Make use of technology to support hearing operations
- Provide clear, informative and accessible information to stakeholders and the public
- Engage with stakeholders and government with respect to the delivery of the Board's services
- Maintain administrative processes which are designed to support the achievement of the Board's mandate
- Use public funds in a responsible fashion
- Conduct hearings which are both fair and efficient
- Create an environment of respect for the adjudicative process, the parties and the public
- Engage in ongoing review of the Board's operations, through a lens of continuous improvement

2019/2020 Accomplishments

COVID-19 Outbreak Response

Background

Since its inception, the CCB has conducted in-person hearings typically convened in the health facility where the patient was located or received care, augmented by limited teleconferencing and, since 2009, by videoconferencing through the Ontario Telemedicine Network (OTN). This primarily in-person model required board members to attend at one to three health facilities (including hospitals and long-term care homes) per day, and up to 15 different facilities in a week. The COVID-19 outbreak required the Board, with virtually no notice, to completely restructure its hearing operations in the interest of protecting parties, adjudicators, service providers, facilities and the community at large particularly due to the high risk of cross-facility contamination resulting from panels interacting with multiple parties and facilities each day.

Hearing Operations

Faced with the emergent pandemic the Board took immediate steps to convert all hearing operations to an electronic model and implemented a new protocol overnight on March 12, 2020. Commencing March 16th all hearings were convened by teleconference with the very rare exception of videoconference where unique circumstances demanded. This shift was accompanied by significant administrative changes, universal electronic document exchange, enhanced efficient hearing practices in light of strict time allotments for hearings, and improved communication strategies. While the electronic model is not without challenges, it also presents opportunities, such as the ability to respond more quickly to an urgent need for a hearing due to the elimination of the need for adjudicators to travel, as well as to assemble panels from diverse geographic regions.

Communication

The Board utilized its website and undertook targeted communications with stakeholders and members to communicate the changes to hearing operations. Engagement with a stakeholder Committee, comprised of counsel that represent applicants and physician parties from across the Province will remain ongoing. The Board also communicates with Chiefs of Psychiatry in hospitals throughout Ontario. These communications avenues provide a constructive forum to canvas emergent issues and receive feedback.

Administrative Operations

In keeping with provincial emergency orders, all CCB staff transitioned to a telework model as of March 16, 2020. Operational and technical modernization efforts which had characterized the administrative work of the Board for the past decade made a quick transition to telework possible. While the electronic hearing model introduced a number of efficiencies it also introduced significant new responsibilities and tasks for scheduling staff such as the receipt and handling of hearing documents which were previously presented by parties in hardcopy directly to adjudicators in the hearing room.

Continuity of Operations

Throughout the transition to the new model, staff and members worked cooperatively and collaboratively to maximize effectiveness and minimize disruptions. Due to the Board's quick and nimble transition to an electronic model no hearing days were lost and there was no interruption to the delivery of the CCB's demanding mandate.

Stakeholder Consultation, Outreach and Education

1. *Stakeholder relations:* In 2019/2020 the CCB met with various organizations and bodies, including the Ministry of Health, Legal Aid Ontario and the Psychiatric Patient Advocate Office, and participated in discussions of mutual interest.
2. *Information sharing:* The CCB continued its information sharing program in response to requests to educate parties to CCB hearings, counsel and stakeholders about the roles and responsibilities of the Board, its processes, and associated implications for health care professionals and individuals. These presentations are designed to assist persons who appear before the Board to communicate with CCB personnel and effectively prepare for, and participate in, hearings. This initiative promotes good relations with the Board and facilitates high quality hearings. In 2019/2020 11 programs were delivered to stakeholders.

Effective Hearing Management

1. *Case Conferences:* In 2015/2016, in response to long-term detention amendments to the *Mental Health Act*, and in recognition of an increasing caseload generally, the CCB initiated a dedicated case conferencing process to manage issues arising in these new application types. The use of case conferences promoted both the responsible use of resources and enhanced service to parties by ensuring that these complex matters were well positioned

to convene and conclude in an effective and timely fashion. The success of case conferences in this respect clearly illustrated their value as a case management tool for the Board generally, and they were soon expanded to a broader spectrum of cases. In 2019/2020 a total of 764 conferences were convened, up from 604 the year prior and 155 in the first year of the program.

2. *Document sharing and effective use of hearing time:* In February 2017 the CCB initiated a new pilot project to enhance the timeliness of documents sharing between parties and with the Board and to promote the effective use hearing time. In 2019/2020 this project formally concluded and the new processes were adopted as regular operating procedure.

Member Recruitment, Training, Continuing Education and Quality Assurance

1. *Recruitment:* In 2019/2020 the CCB initiated 7 recruitment competitions for Lawyer, Psychiatrist, Physician, Nurse in the Extended Class, Public and Vice-Chair Public Members. Recruitment, merit-based interviews and recommendation of new members are conducted in accordance with the requirements of the Adjudicative Tribunal Accountability Governance and Appointments Act. In 2019/2020 54 new members were appointed to the CCB, 15 Lawyer, five Physician, four Psychiatrist, seven Nurse and 23 Public members. There were 45 members reappointed, including the Chair. 45 members were not reappointed during this period.
2. *New Member Training:* The CCB conducted its new member training program which includes hearing observation, classroom training and participation on hearing panels with experienced member mentors. Given the significant membership changes new member training was prioritized. See Board Members' Training and Professional Development section of this Report for further details.
3. *Performance Evaluation:* The CCB continued to assess the performance of members through an enhanced member Performance Evaluation Program (PEP). This Program monitors the quality of adjudication and requires the evaluation of each member once during the term of his/her Order-in-Council appointment. In 2019/2020 the CCB conducted six PEP reviews.
4. *Reasons Review:* The CCB has initiated mechanisms to review each order/ endorsement and set of Reasons released to assess individual education or support needs and systemic needs. These reviews take place on a continuous basis throughout the fiscal year.
5. *In-Service Training:* In response to the increasing complexity of matters before the CCB, and turnover among more experienced members, in 2019/2020 the Board continued its in-service training program, initiated in 2017/2018. Further details on member training

programs can be found in the Board Members Training and Professional Development section of this Report.

Scheduling and Administration

1. *Videoconferencing:* Convening hearings by videoconference enhances the CCB's ability to provide effective service to parties throughout the province, while supporting the government's priority of fiscal restraint and reducing the environmental impact of travel. As an Ontario Telemedicine Network member, funded by the Ministry of Health and Long-Term Care, there are no additional costs to the Board to conduct a hearing by OTN video. The Board's ability to continue to maintain or expand the use of videoconference depends on the availability and cooperation of health care facilities, health practitioners and OTN throughout the province.

In 2019/2020 the Board convened more than 20% of all hearings using OTN videoconferencing. This was a remarkable increase in comparison to 2010/2011, the first full calendar year during which the Board was a member of OTN, when the CCB scheduled less than a half percent of all hearings by video. However, the number of videoconferences in 2019/2020 was almost unchanged from the previous year. The suspension of video hearings, which require significant support from both Board and hospital staff, during the last two weeks of the fiscal year due to the COVID-19 outbreak contributed to the static numbers. However, the lack of overall growth in video hearings was largely due to a decrease of approximately 30% in average weekly video hearing numbers in the second half of the year which can be attributed to an erosion in access at hospitals and other host sites in communities provincewide.

2. *Appeals:* When an appeal of a CCB decision to the Superior Court of Justice is undertaken by a party the CCB is statutorily obliged to produce a Record of Proceedings and serve it, along with an official transcript of the hearing, to all parties and the Court. Administrative staff are responsible for the physical preparation of appeal records and for arranging service. Administrative staff prepared and issued 82 records of appeal to parties in 2019/2020.
3. *Member recruitment and training support:* Administrative staff provided support to member recruitment, training and development through the coordination of the posting of seven recruitments, eight new member training sessions and three in-service training sessions.

4. *Financial processing and accountability:* Finance staff continue to pursue efficiencies which allow them to absorb a continually increasing workload resulting from hearing volume and corporate changes. In 2019/2020 the Board continued the online financial training sessions for members which had been initiated the previous year. Cost-effective, interactive small group and one on one sessions were well received by members and allowed for customized learning which improved the overall efficiency of financial administration with respect to member remuneration. Additionally, in 2019/2020, an auto-pay system for members pre-booked for hearing days was piloted, building upon the highly efficient auto-pay system used for training sessions. The pilot was still in place when significant overall operational changes with respect to COVID-19 were enacted and auto-pay was expanded to most hearing remuneration. It remains to be seen whether these are effective long-term modifications to financial processing.

Members' Training and Professional Development

The CCB has a comprehensive training program for new and existing members, designed to ensure the Board is populated with well-trained and highly qualified adjudicators. The Board's training program includes new member education, mentoring, performance evaluation, reference resources and in-service training.

New Member Education

In person group training for new members in 2019/2020 consisted of a two-day session to provide an overview of role of the member, and the legislation, rules and policies that are relevant to the work of the CCB, while 1:1 distance-based training was provided when there were insufficient numbers of new appointees at one time to support a full classroom session. New members were also paired with an experienced mentor who participated in training panels with them and provided advice and guidance during the training period. In 2019/2020 eight classroom training sessions were held in which 48 new members were trained.

New Presiding Member Supplemental Training

New Presiding Member supplemental training was developed in recognition of increasing hearing complexity, heightened demands on Lawyer members and the significant number of new Lawyer members. This training was provided twice in 2019/2020 to six Lawyer members.

Issue Specific Training

Ongoing training is provided on key issues throughout the year. The nature of this training is dependant on emerging interests and needs with respect to legislative changes as well as general or Board specific changes of a legal, administrative or operational nature. Due to a primary focus on recruitment and training of new members, in 2019/2020 only one issue specific training session was conducted, for eight members, with respect to amendments to the *Child, Youth and Family Services Act*.

Legal

New Applications which can brought to the Consent and Capacity Board under the *Child, Youth and Family Services Act, 2017*

As of January 1, 2020, Part X of the *Child, Youth and Family Services Act, 2017* ("CYFSA") came into force, allowing new applications to be brought to the Consent and Capacity Board (CCB) for review. Part X of the CYFSA's purpose is to provide children and youth with more control over how their personal information is shared among service providers and sets out a legislative privacy framework for Ontario's child and youth sector. It establishes new rules for the collection, use, and disclosure of, and access to, personal information held by Ministry funded and licensed service providers (that are not already subject to existing privacy legislation). It requires service providers to obtain a child or youth's consent to collect, use and share their personal information. Their ability to consent is based on capacity not age.

If a service provider makes a determination that a child or youth is incapable to consent to the collection, use and disclosure of their personal information, that determination is now reviewable by the CCB. There are also provisions in the new legislation for the review of a substitute decision-maker's decisions, as well as for the appointment of a representative for an incapable individual. These new applications and powers are very similar to the Board's current applications and powers under the *Personal Health Information Protection Act, 2004* ("PHIPA") in relation to personal health information (Forms P-1, P-2, P-3, P-4 and P-5).

Part X (and the corresponding Regulation 191/18) of the CYFSA expands the CCB's powers, as of January 1, 2020, to include the following types of applications:

- 1) **Y1 Application:** Review of a determination of incapacity made by a service provider of an individual (child or youth) with respect to the collection, use or disclosure of personal information (s. 304)
- 2) **Y2 Application:** Review of whether a substitute decision-maker ("SDM") considered the factors for consent with respect to the collection, use or disclosure of an incapable individual's personal information by a service provider (s. 302) (will include a deemed Y1 application)
- 3) **Y3 and Y4 Applications:** Appointment of a representative by individual or proposed representative for an incapable individual (s. 305) (will include a deemed Y1 application)

- 4) **Y5 Application:** Remove, vary, suspend or add a condition imposed on an appointment of a representative, or terminate an appointment [s. 305(8) and (9)]

The test for capacity under these new applications remains a two-part test and is included in the definition of "capable" in subsection 281(1) of the CYFSA as follows:

"capable" means able to understand the information that is relevant to deciding whether to consent to the collection, use or disclosure of personal information and able to appreciate the reasonably foreseeable consequences of giving, withholding or withdrawing the consent and "capacity" has a corresponding meaning"

Note that the CCB decisions on these new applications are not subject to a right of appeal to the Superior Court, unlike other capacity applications that come before the Board.

New Consent and Capacity Board Rules of Practice

On June 19, 2019, the Board issued new Rules of Practice, pursuant to section 25.1 of the *Statutory Powers Procedure Act*, updating and modernizing the surrounding practice and procedure for all hearings before the Board from the 2004 version of the Rules. This was a significant undertaking and project for the Board, ensuring that best practices in Tribunal rules and procedure were considered and implemented. The Rules were made available to stakeholders for consultation, and the feedback received was considered prior to issuing the final version.

The purpose of the Rules is to provide a just, fair, accessible and understandable process for parties to hearings before the Board. The Rules attempt to facilitate access to the Board; to promote respectful hearings; to promote consistency of process; to make hearings less adversarial, where appropriate; to make hearings as cost effective as possible for all those involved in Board hearings by ensuring their efficiency and timeliness; to avoid unnecessary length and delay of hearings; to assist the Board in fulfilling its statutory mandate; and in delivering a just and fair determination of the matters which come before it

Hearings in Tribunal Proceedings (Temporary Measures) Act, 2020

On March 25, 2020, in response to the critical impact of the COVID-19 outbreak, the Ontario legislature enacted Bill 188, *Economic and Fiscal Update Act, 2020*. Bill 188 enacted and amended various statutes to assist individuals and institutions in response to the

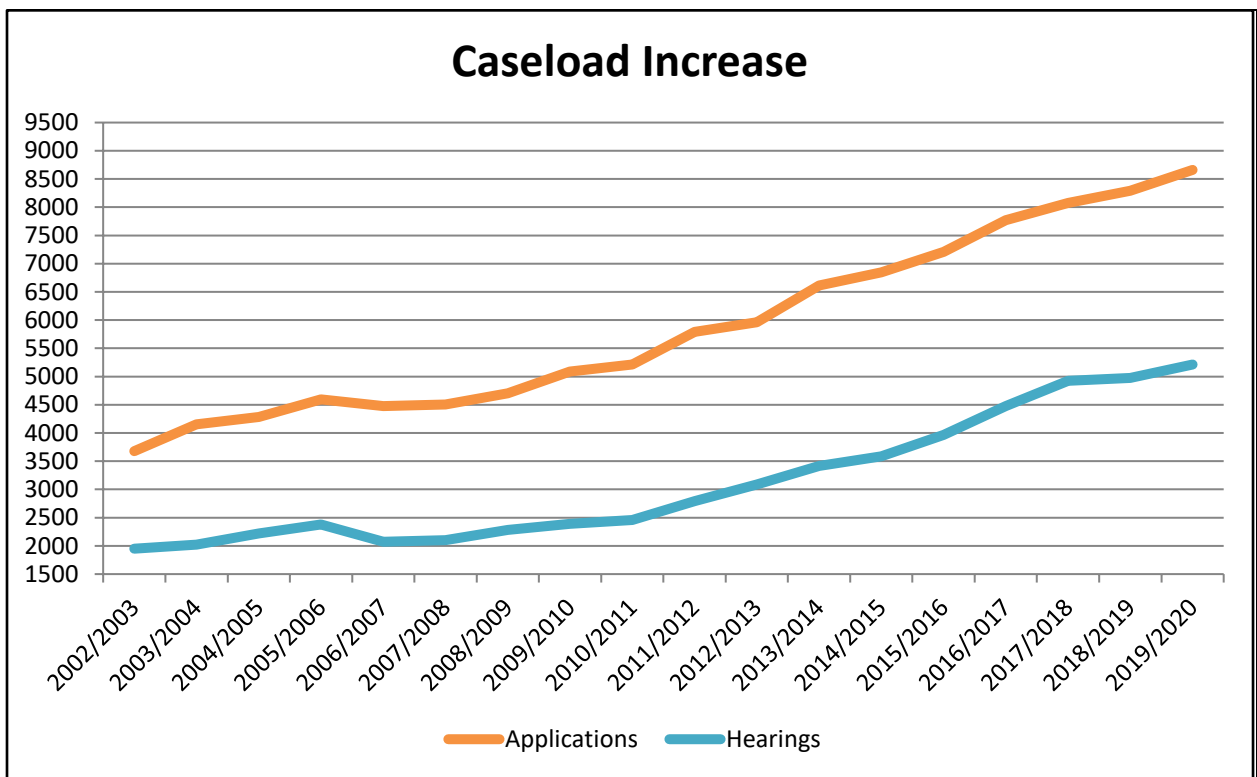
circumstances surrounding COVID-19 and public safety. As part of these efforts, Schedule 3 of Bill 188 enacted the *Hearings in Tribunal Proceedings (Temporary Measures) Act, 2020* (the “Act”). This Act empowered specified tribunals to determine how hearings before them may be held and specifically gave Tribunals, who did not already have Rules in place for electronic hearings and other relevant processes, to conduct hearings electronically. This was to help ensure that administrative and regulatory matters could continue in a manner that ensured that public safety could be protected.

As the Consent and Capacity Board had already implemented new Rules of Practice that permitted electronic hearings, and other processes and powers required in remote and electronic tribunal proceedings, the Board was not required to wait for the enactment of this new legislation. It was already well positioned to meet the needs of vulnerable members of society and those that depend on the Board’s tribunal services, without any delay or postponement of hearings. Ultimately, the Board’s significant undertaking in issuing new Rules of Practice in June 2019 placed the Board in an excellent position to proactively respond to many of the Tribunal issues that have arisen as a result of COVID-19.

Case Management

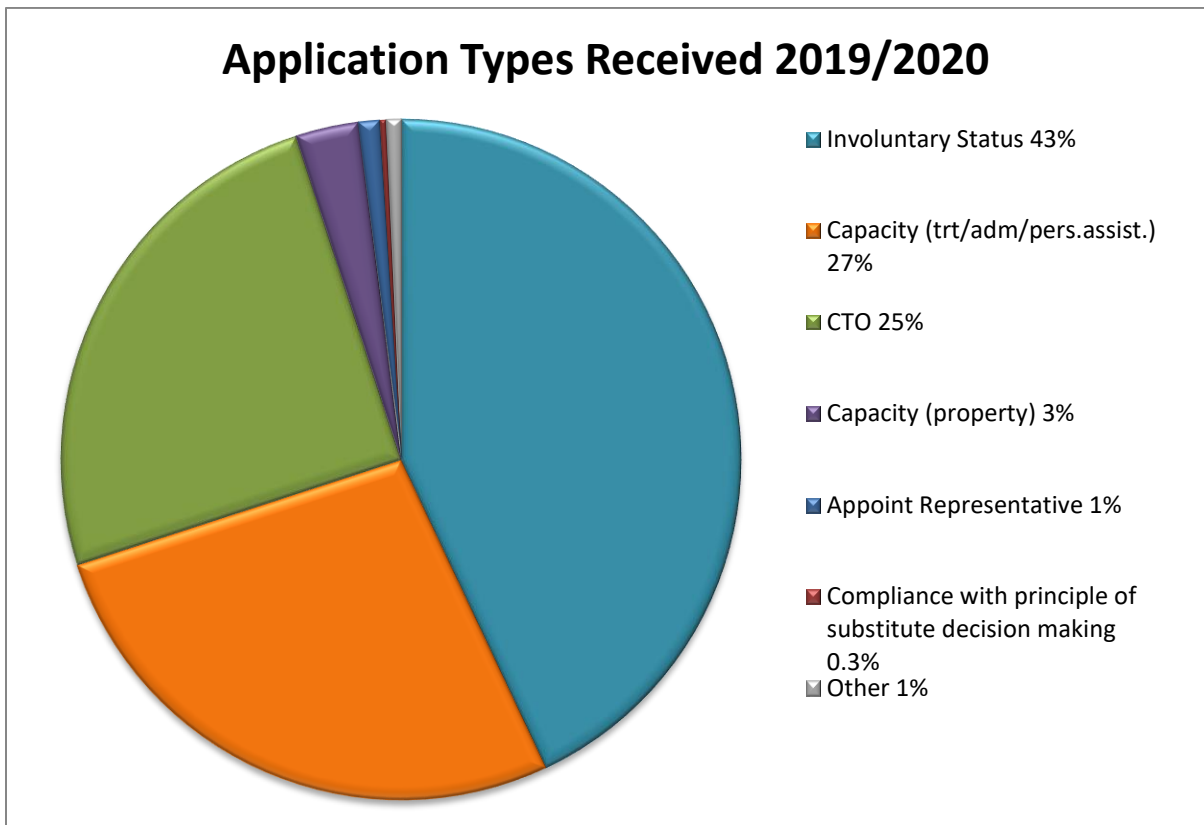
Caseload Increase

The CCB has an obligation to accept and process all applications submitted and convene hearings within statutory timelines regardless of increased volumes or other factors. For the 2019/2020 fiscal year application receipts climbed over 8600 and over 5200 hearings were convened province-wide. This is approximately a 135% increase in applications and a 165% increase in hearings since the centralization of provincial operations.



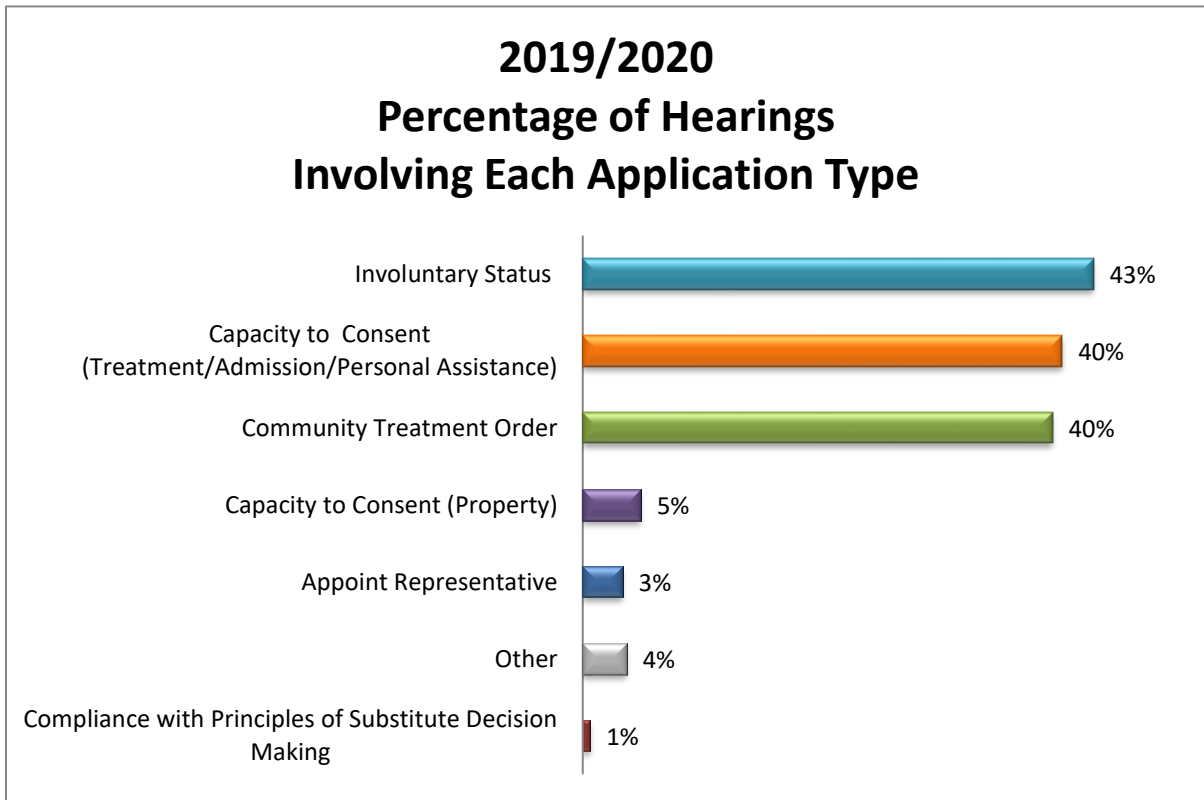
Applications to the Board

In 2019/2020 a total of 8661 applications were received by the CCB. The majority of the applications to the Board were one of three types: 43% related to a review of involuntary status, 27% related to a review of a finding of incapacity (treatment, admission or personal assistance services) and 25% related to a review of a Community Treatment Order.



Applications Reviewed at Hearings

In 2019/2020 a total of 5213 hearings were convened by the CCB. Most hearings convened involved a review of three types of applications: 43% of all hearings involved an application with respect to involuntary status, 40% involved an application with respect to a finding of incapacity with respect to treatment, admission or personal assistance and 40% involved an application with respect to a review of Community Treatment Order. Note that the total of all hearings by application type is greater than 100% because more than one application may be reviewed at a single hearing.



Appeals

A party to a proceeding before the CCB has the right to appeal the decision of the Board to the Ontario Superior Court of Justice within seven days of the Board’s decision. When parties appeal a decision of the Board, the CCB is obliged to prepare and issue a Record of Proceedings along with a certified copy of the transcript to each party and to the Court.

From 2003 – 2015 an average of 56 CCB decisions per year were appealed. In 2016, due to changes at Legal Aid Ontario, there was a steep increase in appeals to 123. From 2017-2019 the average is 84 per year. When viewed as a percentage of total applications, appeals have declined from about 1.5% of applications received in 2003 to approximately 1% of all applications in 2019. While there is not a direct correlation between applications received and appeals, this comparison provides some context for the increases in appeal numbers over time.

The following are the number of appeals received by the CCB and their outcomes at the Court level. Appeal information is based on calendar year, not fiscal year. Note, appeal outcomes may not correspond to the calendar year the appeal was initially filed, nor the year of the CCB decision.

YEAR	WITHDRAWN/ ABANDONED	DISMISSED	ALLOWED	NO INFORMATION/ OPEN CASES	ADMINISTRATIVELY CLOSED BY CCB	TOTAL
2003	27	9	2	6	12	56
2004	17	8	1	7	4	37
2005	22	14	3	7	3	49
2006	23	17	0	6	4	50
2007	27	18	0	6	5	56
2008	15	16	1	5	7	44
2009	18	16	3	4	5	46
2010	27	19	1	1	10	58
2011	30	18	4	4	7	63
2012	20	15	2	10	2	49
2013	25	19	1	14	3	62
2014	22	26	4	8	6	66
2015	30	30	6	25	4	95
2016	40	27	2	51	3	123
2017	23	15	4	50	3	95
2018	25	5	0	34	9	73
2019	16	5	1	58	5	85

Finance

From 2000/2001 to 2017/2018 the CCB experienced annual pressures of \$1 - \$2M in most fiscal years due to primarily to cumulative caseload increases. Allocation adjustments in 2018/2019 better aligned allocated resources with the operational needs of the Board in response to increased demand for services. The Board's allocation for fiscal 2019/2020 was \$8,576,900, a 5.5% reduction from 2018/2019. Total expenditure for the year was approximately 1% below allocation at \$8,478,113.

Long-term increases in CCB expenditures are outpaced by caseload increases. Since 2009/2010 actual expenditures increased 50% while hearings before the board increased 112%. The 2019/2020 total expenditure was a decrease of approximately 1% in spending compared to the previous year, despite year over year increases of 4 - 5% in both applications and hearings.

Member remuneration is driven by hearing demand and volume. The CCB makes significant efforts to create hearing schedules that are both logistically sound and cost effective with respect to the deployment of adjudicators, while ensuring all legal and procedural obligations are met. Total per diem expenditures for part time appointees 2019/2020 were \$5,179,284 and full-time appointee salary and benefits were \$547, 188.

The CCB exercises prudent fiscal controllership by ensuring all member claims and vendor invoices adhere to Board and government guidelines and directives and continues to review all aspects of its operations to enhance administrative efficiencies and to implement cost-savings or cost-avoidance strategies, as appropriate. For example, the integration of videoconferencing into the hearing model has long provided annual cost avoidances estimated to be one to two million dollars in per diem and travel expense payments annually. The vast majority of the CCB's ODOE expenditures are direct hearing-related costs and the Board employs a high level of oversight in processing member and ancillary service provider payments in keeping with the government's priorities of fiscal restraint and accountability. The CCB also carefully monitors smaller operational expenses with an eye toward both cost efficiency and operational improvements. For example, many training sessions have been transitioned to a digital format, changes have been made to telecom services, procurement of office supplies have been reduced, and the use of digital transmission of documents has been promoted. While each of these improvements have been small in scale, together they speak to the Board's ongoing commitment to responsible management of public resources.

Financial Expenditure Report
April 1, 2019 to March 31, 2020

	Allocation	Actual Expenditures	Surplus (Deficit)
<u>DIRECT OPERATING EXPENSE</u>			
Salaries and Wages	1,299,100	1,363,766	(64,666)
Benefits	188,400	176,184	12,216
Subtotal	\$1,487,500	\$1,539,950	(\$52,450)
<u>OTHER DIRECT OPERATING EXPENSES</u>			
Transportation and Communications	580,300	432,225	148,075
Services, including Accommodation	6,501,500	6,482,351	19,149
Supplies and Equipment	7,600	23,587	(15,987)
Subtotal	\$7,089,400	\$6,938,163	\$151,237
TOTAL OPERATING EXPENSES	\$8,576,900	\$8,478,113	\$98,787

Consent and Capacity Board Members and Remuneration

Members of the Board as of March 31, 2020

Surname	First Name	Member Type *	Appointment Date	Appointment Expiry Date	Per Diem Rate	2019/2020 Remuneration
Chair						
Creal	Marg	L	March 11, 2015	March 10, 2022	N/A	\$223,581.28
Full Time Vice Chairs						
Newman	Michael	L	September 01, 2017	August 31, 2022	N/A	\$141,131.21
Patton	Lora	L	July 11, 2017	July 10, 2022	N/A	\$142,516.24
Part Time Vice Chairs						
Bhatla	Rajiv	Ps	November 22, 2000	April 23, 2023	\$788	\$8,437.57
Jacob	Judith	L	April 03, 1995	April 02, 2022	\$788	\$16,384.97
Lester	Nina	L	June 17, 2009	April 10, 2023	\$788	\$125,817.49
Strang	Gary	Pu	September 24, 2003	January 14, 2021	\$583	\$97,401.18
Part Time Members						
Alatishe	Yuri	Ps	March 19, 2014	March 18, 2023	\$788	\$9,062.00
Alexander	Hilary	Pu	December 20, 2019	December 19, 2021	\$472	\$1,546.21
Allen	Susan	L	October 31, 2019	October 30, 2021	\$788	\$8,749.52
Ambrosini	Daniel	L	June 22, 2016	December 31, 2022	\$788	\$168,411.91
Andrade	Donna	N	August 29, 2019	August 28, 2021	\$788	\$5,094.82
Anweiler	Jane	L	October 31, 2019	October 30, 2021	\$788	\$11,928.69
Arciszewska	Halszka	Ps	June 17, 2015	06/16/2020	\$788	\$0.00
Beasley	Geoffrey	L	May 18, 2016	05/17/2021	\$788	\$46,763.72
Beaton	Marilyn	Pu	October 17, 2019	October 16, 2021	\$472	\$6,520.11
Bessner	Ronda	L	August 13, 2014	August 15, 2024	\$788	\$46,497.45
Booth	Hazel	N	August 29, 2019	August 28, 2021	\$788	\$12,790.06
Bouvier	Andre	Pu	March 05, 2020	March 04, 2022	\$472	\$0.00
Braden	Donald	Ps	October 06, 1999	October 17, 2024	\$788	\$788.00
Brisson	Kim	Pu	February 08, 2018	February 26, 2023	\$472	\$25,886.76
Brook	Shelley	Ps	August 29, 2019	August 28, 2021	\$788	\$3,369.38
Bruckmann	Elisabeth	L	June 20, 2012	June 19, 2022	\$788	\$35,745.31
Buckingham	Robert	Ps	October 09, 2013	December 11, 2022	\$788	\$55,377.38
Bullbrook	Jane	L	November 28, 2019	November 27, 2021	\$788	\$4,537.80
Cato	Kimberly	Pu	August 17, 2017	September 12, 2022	\$472	\$28,792.00
Cavanaugh	David	L	May 31, 2017	August 15, 2022	\$788	\$35,120.35
Chandrasena	Ranjith	Ps	June 01, 1986	April 08, 2023	\$788	\$11,032.00
Charbonneau	Yoland	Ps	August 23, 1993	April 02, 2022	\$788	\$72,591.10

Chenoweth	Frederick	L	January 28, 2015	January 27, 2025	\$788	\$9,184.28
Chillman	Brian	L	January 15, 2016	January 14, 2021	\$788	\$55,608.36
Clapp	Suzanne	L	October 30, 2013	December 11, 2024	\$788	\$68,960.83
Cohen	Alina	Pu	October 17, 2019	October 16, 2021	\$472	\$3,564.41
Cook	Peter	Ps	July 04, 2001	July 25, 2024	\$788	\$47,904.96
Corey	JoAnn	Ps	August 17, 2017	September 12, 2022	\$788	\$15,135.03
Danbrook	Catherine	Pu	October 17, 2019	October 16, 2021	\$472	\$3,681.59
Decaria	Jennifer	Pu	October 17, 2019	October 16, 2021	\$472	\$4,980.41
Doyle	Patricia	Ph	October 17, 2019	October 16, 2021	\$788	\$7,798.48
Drouin	Danielle	N	October 17, 2019	October 16, 2021	\$788	\$11,273.83
Duggan	Stephen	Pu	October 17, 2019	October 16, 2021	\$472	\$7,818.93
Earle	Julie	N	October 17, 2019	October 16, 2021	\$788	\$5,271.44
Edwards	Virginia	Ps	August 01, 2012	July 31, 2022	\$788	\$47,049.03
Ewer	Diane	L	January 15, 2016	January 14, 2021	\$788	\$62,915.03
Ferencz	Joseph	Ps	January 15, 2007	January 14, 2023	\$788	\$10,244.00
Flanagan	Curt	L	March 25, 2020	March 24, 2022	\$788	\$0.00
Forget	Martin	Pu	March 12, 2020	March 11, 2022	\$472	\$0.00
Franklin	Ronald	L	December 02, 2015	December 01, 2020	\$788	\$19,852.16
Galbraith	Donald	Ps	January 13, 1994	April 08, 2023	\$788	\$75,077.36
Geist	Rose	Ps	February 27, 2008	February 26, 2021	\$788	\$10,244.00
Giroux	Maurice	Pu	July 11, 2017	September 25, 2022	\$472	\$28,612.96
Goodman	R. Gail	L	November 21, 2019	November 20, 2021	\$788	\$2,010.76
Gopidasan	Balaji	Ps	March 09, 2016	March 08, 2021	\$788	\$0.00
Gorewicz	Harvey	Pu	February 14, 2020	February 13, 2022	\$472	\$22,808.99
Grange	Hamlin	Pu	February 09, 2011	February 08, 2021	\$472	\$15,549.99
Hackett	R. Andrew	Ps	March 18, 2015	April 08, 2021	\$788	\$148,252.69
Hanbidge	John	L	January 15, 2016	January 14, 2021	\$788	\$57,290.30
Hand	Karen	Ps	May 04, 2011	May 03, 2021	\$788	\$13,980.21
Handelman	Mark	L	August 29, 2019	August 28, 2021	\$788	\$59,722.26
Handsor	Julie	Pu	October 31, 2019	October 30, 2021	\$472	\$3,906.21
Harris	Janet	Pu	October 19, 2016	December 11, 2022	\$472	\$27,913.10
Harris	Yvonne	Pu	October 18, 2017	October 17, 2022	\$472	\$24,544.00
Harvie	Elizabeth	L	August 17, 2017	September 25, 2022	\$788	\$75,538.51
Heakes	Susan	L	November 21, 2019	November 20, 2021	\$788	\$2,010.76
Herne	Jill	Pu	September 28, 2016	November 13, 2022	\$472	\$48,212.37
Hodgson-Harris	Loree	L	May 18, 2016	December 31, 2022	\$788	\$48,214.72
Hoe	Walter	Ps	January 15, 2016	January 14, 2021	\$788	\$3,546.00
Hopgood	Derek	Ps	August 29, 2019	August 28, 2021	\$788	\$0.00
Johnson	Slavo	Pu	April 14, 2010	April 13, 2020	\$472	\$47,256.97

Johnston	Anita	Ps	April 11, 2018	April 10, 2020	\$788	\$47,701.17
Karrass	Robert	L	November 04, 2015	November 03, 2020	\$788	\$29,088.07
Kay	Gary	Ps	September 08, 2015	September 07, 2020	\$788	\$50,432.00
Kindiak	Darlene	Pu	October 17, 2019	October 16, 2021	\$472	\$10,294.48
Kirkpatrick	Kimberley	N	October 17, 2019	October 16, 2021	\$788	\$7,896.30
Koyama	Ken	Pu	October 17, 2019	October 16, 2021	\$472	\$4,427.04
Krasnik	Catherine	Ps	August 01, 2012	July 31, 2022	\$788	\$0.00
Krause	Pamela	L	July 26, 2019	July 25, 2021	\$788	\$32,109.65
Kukreja	Kanwal Deep Singh	Ps	October 21, 2015	October 20, 2020	\$788	\$0.00
Ladouceur Beauchamp	Renee	Pu	October 25, 2019	October 24, 2021	\$472	\$9,534.40
Lakra	Rekha	L	May 08, 2013	December 31, 2024	\$788	\$103,282.36
Langlois	David	Pu	October 17, 2019	October 16, 2021	\$472	\$4,410.76
Liddle	John	L	January 15, 2016	January 14, 2021	\$788	\$84,954.58
Links	Paul	Ps	September 14, 2016	November 13, 2022	\$788	\$23,640.00
List	Stephen	Ps	May 03, 2006	July 25, 2024	\$788	\$5,516.00
Lossing	Julie	N	October 25, 2019	October 24, 2021	\$788	\$5,869.24
Lyn	Leonard	L	October 17, 2019	October 16, 2021	\$788	\$1,793.38
Manchanda	Rahul	Ps	June 17, 1993	April 02, 2020	\$788	\$35,892.04
Maraj	Sabita	Pu	September 15, 2010	September 14, 2020	\$472	\$24,849.98
Martschenko	Linda	L	January 15, 2016	January 14, 2021	\$788	\$114,884.97
Matheson	Charles	Pu	October 31, 2019	October 30, 2021	\$472	\$5,322.21
McFadden	David	Pu	February 24, 2016	February 23, 2021	\$472	\$48,863.38
Meier	Helen Rosemary	Ps	June 01, 1986	April 02, 2020	\$788	\$29,944.00
Menezes	Natasja	Ps	August 29, 2019	August 28, 2021	\$788	\$10,325.51
Merrifield	Thomas	L	October 31, 2019	October 30, 2021	\$788	\$12,037.39
Mills	Janette	L	October 25, 2019	October 24, 2021	\$788	\$3,532.41
Murphy	Patrick	L	August 29, 2019	August 28, 2021	\$788	\$9,836.40
Nathanson	Jay	Ps	January 29, 2014	January 30, 2023	\$788	\$11,032.00
Nemet	Joseph	L	August 17, 2017	September 12, 2022	\$788	\$57,021.33
Neuburger	Sheila	Pu	October 31, 2019	October 30, 2021	\$472	\$2,962.21
Nytko	Barbara	Pu	October 31, 2019	October 30, 2021	\$472	\$4,378.21
Papatheodorou	George	Ps	November 04, 2015	November 03, 2020	\$788	\$78,419.59
Pellettier	John	Ps	October 02, 2002	December 11, 2022	\$788	\$67,246.27
Pilon	Brigitte	L	April 26, 2017	November 29, 2020	\$788	\$112,588.36
Pooran	Brendon	L	February 22, 2011	February 21, 2021	\$788	\$5,814.90
Power	Martina	Ps	April 09, 2014	April 08, 2024	\$788	\$115,958.79
Proops	Simon	Pu	February 21, 2018	February 26, 2023	\$472	\$23,600.00
Qadeer	Susan	Pu	October 21, 2015	October 20, 2020	\$472	\$29,719.71

Raina	Shashi	L	December 09, 2015	December 08, 2020	\$788	\$63,148.70
Rainboth	Robert	Pu	August 17, 2017	September 12, 2022	\$472	\$28,084.00
Ranger	Nathalie	Ph	August 29, 2019	August 28, 2021	\$788	\$4,266.07
Rasminsky	Frances	Pu	September 13, 2017	September 12, 2022	\$472	\$45,831.20
Ribeyre	Anne-Sophie	Pu	October 25, 2019	October 24, 2021	\$472	\$1,546.21
Roblin	Blair	L	November 28, 2019	November 27, 2021	\$788	\$2,798.76
Rosen	Lonny	L	July 18, 2012	July 17, 2022	\$788	\$7,214.28
Sarjeant	Jennifer	Ph	August 29, 2019	August 28, 2021	\$788	\$8,844.62
Schofield	Carol	Pu	March 25, 2020	March 24, 2022	\$472	\$0.00
Scrutton-Fulford	Jill	L	November 28, 2019	November 27, 2021	\$788	\$6,015.98
Sharma	Sangita	Ph	August 29, 2019	August 28, 2021	\$788	\$217.38
Shoucri	Rami	Ph	August 29, 2019	August 28, 2021	\$788	\$4,945.38
Shugar	Gerald	Ps	July 04, 2001	July 03, 2022	\$788	\$28,721.25
Silver	Laura	L	May 18, 2016	December 31, 2022	\$788	\$140,777.54
Silverman	Marvin	Ps	July 11, 1990	April 02, 2023	\$788	\$102,046.00
Skrypniak	Andrew	Pu	February 24, 2016	February 23, 2021	\$472	\$40,517.13
Stevenson	Cameron	Ps	June 05, 1996	June 04, 2022	\$788	\$0.00
Stewart	Ross	L	February 24, 2016	February 23, 2021	\$788	\$109,813.52
Stuart	Glenn	L	November 04, 2015	November 03, 2020	\$788	\$73,267.68
Tackaberry	Debra	Pu	March 25, 2020	March 24, 2022	\$472	\$0.00
Tomaszewski	Katherine	L	November 28, 2019	November 27, 2021	\$788	\$4,494.32
Tulotsang	Dolkar	Pu	October 17, 2019	October 16, 2021	\$472	\$4,915.31
Uchendu	Kate	N	May 31, 2017	July 25, 2022	\$788	\$81,109.66
Vaillancourt	Timothy	Pu	December 05, 2012	December 04, 2022	\$472	\$44,278.50
Velamoor	Varadaraj	Ps	May 31, 2017	July 25, 2022	\$788	\$47,943.01
Veltman	Albina	Ps	July 11, 2017	July 25, 2022	\$788	\$21,053.17
Vivona	Francesca	Pu	October 31, 2019	October 30, 2021	\$472	\$2,718.07
Vora	Arpana	Pu	April 11, 2018	April 10, 2020	\$472	\$19,352.00
Warr	Anthony	Pu	December 05, 2012	December 04, 2022	\$472	\$42,154.49
Whitehead	Katherine	Ph	April 12, 2017	April 11, 2023	\$788	\$13,002.00
Williams	Eugene	L	January 05, 2006	January 30, 2023	\$788	\$91,296.58
Woodman	Mary	N	August 29, 2019	August 28, 2021	\$788	\$15,610.55
Woogh	Carolyn	Ps	October 09, 2013	December 11, 2022	\$788	\$65,838.75
Zeath	F. Zeenath	L	March 07, 2018	March 11, 2023	\$788	\$53,869.31

* Member Types:

L – Lawyer

Ps – Psychiatrist

Ph – Physician

N – Nurse in the Extended Class

Pu - Public

**Members Whose Appointment to the Board Ended
between April 1 2019 and March 30 2020**

Surname	First Name	Member Type *	Appointment Date	Appointment End Date	Per Diem Rate	2019/2020 Remuneration
Part Time Vice Chairs						
Laskin	Barbara	Pu	November 29, 2017	November 28, 2019	\$583	\$16,082.76
Philion	Paul	Pu	April 13, 2016	December 31, 2019	\$583	\$26,606.91
Part Time Members						
Basiaco	Nicole	N	May 10, 2017	May 09, 2019	\$788	\$10,013.03
Bricknell	Stacey	N	April 26, 2017	April 25, 2019	\$788	\$0.00
Bryant	Sally	L	April 18, 2011	February 28, 2020	\$788	\$43,109.05
Bulmer	M. Krista	L	April 15, 2015	September 13, 2019	\$788	\$90,117.31
Capponi	Pat	Pu	April 06, 2011	February 14, 2020	\$472	\$944.00
Comiskey	Bernard	L	November 02, 2005	November 01, 2019	\$788	\$67,831.03
Cornell	Deane	Pu	June 30, 2016	December 31, 2019	\$472	\$9,204.00
Cumming	Deborah	Pu	September 14, 2016	September 13, 2019	\$472	\$4,248.00
Cyr	James	Pu	April 26, 2017	April 25, 2019	\$472	\$4,207.31
Darby	Padraig	Ps	June 28, 2017	June 27, 2019	\$788	\$7,092.00
Druick	Dwight	Pu	October 18, 2017	October 17, 2019	\$472	\$9,676.00
Freeland	Alison	Ps	May 30, 2006	May 29, 2019	\$788	\$0.00
Gorewicz	Harvey	Pu	September 13, 2017	September 12, 2019	\$472	\$22,808.99
Habib	Rami	Ph	August 29, 2019	January 17, 2020	\$788	\$1,793.38
Hennessy	Michael	L	August 21, 2003	August 20, 2019	\$788	\$1,970.00
Howell	Ileen	Pu	February 17, 2010	February 16, 2020	\$472	\$23,665.09
Khalig	Yasmin	Pu	August 17, 2017	August 16, 2019	\$472	\$1,888.00
Kovach	Gloria	Pu	February 21, 2019	March 12, 2020	\$472	\$47,484.83
Lau	Joanne	L	May 31, 2017	May 30, 2019	\$788	\$14,276.38
Lougheed	Taylor	Ps	December 20, 2016	December 19, 2019	\$788	\$7,880.00
Martin	Neasa	Pu	July 11, 2017	July 10, 2019	\$472	\$8,968.00
McCurley	Robert	Ps	April 14, 2010	August 16, 2019	\$788	\$24,903.52
Mclsaac	Jane	Pu	September 14, 2016	November 13, 2019	\$472	\$18,049.93
McKnight	Constance	Pu	September 08, 2009	September 11, 2019	\$472	\$10,595.59
Norma	Nicholson	Pu	October 25, 2019	January 17, 2020	\$472	\$1,009.10
Okon	Augustine	Pu	September 28, 2016	November 13, 2019	\$472	\$12,508.00
Ostapchuk	Patricia	Pu	January 28, 2015	January 27, 2020	\$472	\$30,891.59
Palmer	Andrew	Pu	July 11, 2017	July 10, 2019	\$472	\$16,397.93
Pateman	Henry	Pu	November 01, 2017	October 31, 2019	\$472	\$26,269.24
Persad	Emmanuel	Ps	March 24, 2004	March 23, 2020	\$788	\$80,185.77

Power	Timothy	L	July 11, 2017	July 10, 2019	\$788	\$22,892.76
Razmy	Ajmal	Ps	March 01, 2017	February 28, 2020	\$788	\$0.00
Reynolds	Graham	L	July 11, 2017	July 10, 2019	\$788	\$12,594.41
Rowlands	Joyce	Pu	November 01, 2017	October 31, 2019	\$472	\$16,992.00
Shecter	Trudy	Pu	July 11, 2017	July 10, 2019	\$472	\$12,190.62
Trainor	John	Pu	March 07, 2018	March 06, 2020	\$472	\$20,361.10
Vale Peters	Miriam	L	May 30, 2016	December 31, 2019	\$788	\$18,387.58
von Zweck	Claudia	Pu	August 17, 2017	August 16, 2019	\$472	\$8,968.00
Waisglass-Bettel	Debra	Pu	October 26, 2005	October 25, 2019	\$472	\$8,561.10
Waldenberg	Samuel	Ps	February 10, 2016	May 31, 2019	\$788	\$3,152.00
Ward	Mary	Pu	June 28, 2017	June 27, 2019	\$472	\$7,714.76
Wells	Laurie	Ph	May 18, 2017	May 17, 2019	\$788	\$788.00
Wilson	Wendy	Ps	April 11, 2018	November 21, 2019	\$788	\$41,818.35

* Member Types:

L – Lawyer

Ps – Psychiatrist

Ph – Physician

N – Nurse in the Extended Class

Pu - Public

Members Reappointed in 2019/2020 using ATAGAA Waivers

Surname	First Name	Member Type *	Initial Appointment Date	Waiver Appointment Date	Appointment Expiry Date
Full Time Vice Chairs					
Newman	Michael	L	September 01, 2017	September 01, 2019	August 31, 2022
Patton	Lora	L	July 11, 2017	July 11, 2019	July 10, 2022
Part Time Vice Chairs					
Bhatla	Rajiv	Ps	November 22, 2000	April 24, 2020	April 23, 2023
Part Time Members					
Alatishe	Yuri	Ps	March 19, 2014	March 19, 2020	March 18, 2023
Ambrosini	Daniel	L	June 22, 2016	January 01, 2020	December 31, 2022
Bessner	Ronda	L	August 13, 2014	August 16, 2019	August 15, 2024
Braden	Donald	Ps	October 06, 1999	October 18, 2019	October 17, 2024
Brisson	Kim	Pu	February 08, 2018	February 27, 2020	February 26, 2023
Buckingham	Robert	Ps	October 09, 2013	December 12, 2019	December 11, 2022
Cato	Kimberly	Pu	August 17, 2017	September 13, 2019	September 12, 2022
Cavanaugh	David	L	May 31, 2017	August 16, 2019	August 15, 2022
Chandrasena	Ranjith	Ps	June 01, 1986	April 04, 2019	April 03, 2020
Chenoweth	Frederick	L	January 28, 2015	January 28, 2020	January 27, 2025
Clapp	Suzanne	L	October 30, 2013	December 12, 2019	December 11, 2024
Cook	Peter	Ps	July 04, 2001	July 26, 2019	July 25, 2024
Corey	JoAnn	Ps	August 17, 2017	September 13, 2019	September 12, 2022
Ferencz	Joseph	Ps	January 15, 2007	January 15, 2020	January 14, 2023
Galbraith	Donald	Ps	January 13, 1994	April 04, 2019	April 03, 2020
Giroux	Maurice	Pu	July 11, 2017	September 26, 2019	September 25, 2022
Harris	Yvonne	Pu	October 18, 2017	October 18, 2019	October 17, 2022
Harris	Janet	Pu	October 19, 2016	December 12, 2019	December 11, 2022
Harvie	Elizabeth	L	August 17, 2017	September 26, 2019	September 25, 2022
Herne	Jill	Pu	September 28, 2016	November 14, 2019	November 13, 2022
Hodgson-Harris	Loree	L	May 18, 2016	January 01, 2020	December 31, 2022
Uchendu	Kate	N	May 31, 2017	July 26, 2019	July 25, 2022
Lakra	Rekha	L	May 08, 2013	January 01, 2020	December 31, 2024
Links	Paul	Ps	September 14, 2016	November 14, 2019	November 13, 2022
List	Stephen	Ps	May 03, 2006	July 26, 2019	July 25, 2024
Manchanda	Rahul	Ps	June 17, 1993	April 03, 2019	April 02, 2020
Nathanson	Jay	Ps	January 29, 2014	January 31, 2020	January 30, 2023
Nemet	Joseph	L	August 17, 2017	September 13, 2019	September 12, 2022
Pelletier	John	Ps	October 02, 2002	December 12, 2019	December 11, 2022

Pilon	Brigitte	L	April 26, 2017	November 30, 2019	November 29, 2020
Power	Martina	Ps	April 09, 2014	April 09, 2019	April 08, 2020
Proops	Simon	Pu	February 21, 2018	February 27, 2020	February 26, 2023
Rainboth	Robert	Pu	August 17, 2017	September 13, 2019	September 12, 2022
Rasminsky	Frances	Pu	September 13, 2017	September 13, 2019	September 12, 2022
Silver	Laura	L	May 18, 2016	January 01, 2020	December 31, 2022
Velamoor	Varadaraj	Ps	May 31, 2017	July 26, 2019	July 25, 2022
Veltman	Albina	Ps	July 11, 2017	July 26, 2019	July 25, 2022
Whitehead	Katherine	Ph	April 12, 2017	April 12, 2019	April 11, 2020
Williams	Eugene	L	January 05, 2006	January 31, 2020	January 30, 2023
Woogh	Carolyn	Ps	October 09, 2013	December 12, 2019	December 11, 2022
Zeath	F. Zeenath	L	March 07, 2018	March 12, 2020	March 11, 2023

* Member Types:

L – Lawyer

Ps – Psychiatrist

Ph – Physician

N – Nurse in the Extended Class

Pu - Public