

# Ontario *Review Board*

## Annual Report

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Fiscal Period April 1, 2008 to March 31, 2009



Ontario

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## Ontario Review Board

Office of the Honourable  
Douglas H. Carruthers, Q.C.



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## Message from the Chair

The Ontario Review Board was established under Part XX.1 of the *Criminal Code* as an integral part of the criminal justice system. The Ontario Review Board exercises jurisdiction over individuals found by the courts to be either unfit to stand trial or not criminally responsible on account of mental disorder for the commission of a criminal offence.

Each hearing conducted by the Ontario Review Board involves balancing two fundamental rights: the individual's right to liberty and the public's right to safety. The issues are complex and the decisions have a significant impact on the parties and the public. The Board has a high volume work load to meet each year.

As Chair of the Ontario Review Board, I commend the members and staff for their commitment and dedicated performance in the past year, and I look forward to their continued efforts as we address the many challenges that lie ahead.

A handwritten signature in blue ink that reads "Douglas H. Carruthers".

The Honourable Douglas H. Carruthers, Q.C.

## Overview of the Ontario Review Board

The Ontario Review Board is a unique tribunal that forms a critical component of the Canadian justice system. While it operates within the province of Ontario, the Ontario Review Board is not governed by provincial legislation, but by federal legislation.

Established under Part XX.1 of the *Criminal Code*, the role of the Ontario Review Board is clearly defined as follows:

*“A Review Board shall be established or designated for each province to make or review dispositions concerning any accused in respect of whom a verdict of not criminally responsible by reason of mental disorder or unfit to stand trial is rendered, and shall consist of not fewer than five members appointed by the Lieutenant Governor in council of the province...”(Part XX.1)*

While the role of each Review Board is the same from province to province, the *Criminal Code* states that “a Review Board shall be treated as having been established under the laws of the province.” This statement recognizes the fact that the efficiency and effectiveness of each Board in each province hinges on its connection to the province’s psychiatric facilities and mental health delivery system.

The Ontario Review Board’s procedures are directed solely by the *Criminal Code* and the *Public Inquiries Act*. Unlike adjudicative agencies that are created by provincial statute, the Ontario Review Board is not subject to the provisions of the *Statutory Powers Procedure Act*. Appeals from decisions of the Ontario Review Board are made to the Court of Appeal for Ontario.

## Jurisdiction of the Ontario Review Board

The Ontario Review Board has jurisdiction over individuals, referred to in the *Criminal Code* as “accused,” who the Ontario courts have found to be either unfit to stand trial, or not criminally responsible on account of mental disorder for the commission of a criminal offence.

Individuals found to be unfit to stand trial continue to be subject to the jurisdiction of the Ontario Review Board until it finds them fit to stand trial. At that time, they are returned to the court and if the court confirms that verdict, they are dealt with in the normal course.

In dealing with accused found not criminally responsible on account of mental disorder for the commission of a criminal offence, the Ontario Review Board’s responsibility is to hold a hearing and to make a disposition for each accused under its jurisdiction, taking into consideration the “*need to protect the public from dangerous persons, the mental condition of the accused, the reintegration of the accused into society and the other needs of the accused.*”

These complex factors must be considered at each hearing conducted by the Ontario Review Board. They affect both the liberty of individuals and the safety of the public. The importance of the Ontario Review Board’s decisions as they relate to these basic human rights is further underlined by the fact that appeals from the Ontario Review Board’s decisions are made directly to the Court of Appeal for Ontario.

Decisions of the Ontario Review Board are referred to as dispositions. Following the hearings, the Ontario Review Board renders one of three dispositions:

- 1) An absolute discharge
- 2) A discharge subject to conditions; or
- 3) Detention in a hospital, subject to conditions.

For those detained in hospital, the Ontario Review Board issues a warrant for detention as set out in the *Criminal Code*.

Other than absolute discharges, dispositions of the Ontario Review Board are to be reviewed by the Ontario Review Board at least once every twelve months.

Parties to a hearing typically include the accused, the person in charge of the hospital in which the accused is or may be detained or to which the accused reports and a representative of the Attorney General. Other persons who have a substantial interest in protecting the interests of the accused may be made a party if the Ontario Review Board is of the opinion that it is just to designate such persons as parties.

## Organization of the Ontario Review Board

In carrying out its mandate as directed by the *Criminal Code*, the Ontario Review Board operates in a fashion similar to the courts.

As of March 31, 2009, the Ontario Review Board had 153 members. In addition to the Chair, Ontario Review Board members include 41 alternate chairs, 10 legal members, 58 psychiatrists, 16 psychologists, and 27 public members. All are residents of Ontario. The members of the Ontario Review Board are appointed by Order-in-Council.

### Board Composition

The *Criminal Code* stipulates that the Chairperson must be a judge of the Federal Court or of a provincial superior, district or county court, or a person who has retired from or is entitled to be appointed to such a judicial office. "Chairperson" by definition includes not only the Chairperson as appointed by the provincial Cabinet, but also any other qualified member whom the Chairperson designates as an "alternate chairperson" to act on the Chairperson's behalf. In Ontario, the Chair usually appoints alternate chairs who are lawyers with 10 years experience, judges or retired judges.

The *Criminal Code* also specifies that a quorum for a hearing consists of three Ontario Review Board members. Each panel must have a Chairperson or alternate chairperson, a psychiatrist and any other member. The Ontario Review Board usually sits in panels of five consisting of the Chair, two psychiatrists, or one psychiatrist and one psychologist, a legal member and a public member.

### Board Hearings

An initial hearing, held after an individual has been found unfit to stand trial or not criminally responsible on account of mental disorder for the commission of a criminal offence is usually conducted in the hospital where the accused is detained or directed to attend, or in a court house. The Ontario Review Board no longer holds hearings in jails or detention centres. The Ontario Review Board is required by statute to hold an initial hearing within 45 or 90 days following the verdict of the court.

An annual hearing is required for those accused who are already subject to the Ontario Review Board's jurisdiction. Annual reviews are conducted in the provincially-designated psychiatric facility where the accused is detained or reporting, in a courtroom, or in other meeting rooms open to the public.

Those who are declared to be unfit to stand trial must be represented by counsel at hearings conducted by the Ontario Review Board, and most of the accused found not criminally responsible on account of mental disorder for the commission of a criminal offence are also represented by counsel at all hearings. At each hearing, evidence from the hospital where the accused is detained or to which an accused is required to report is considered along with other evidence which may be adduced. Following deliberation by the panel who has conducted the hearing, a written disposition and the written reason for that disposition are issued.

## New Accused (NCR and Unfit)

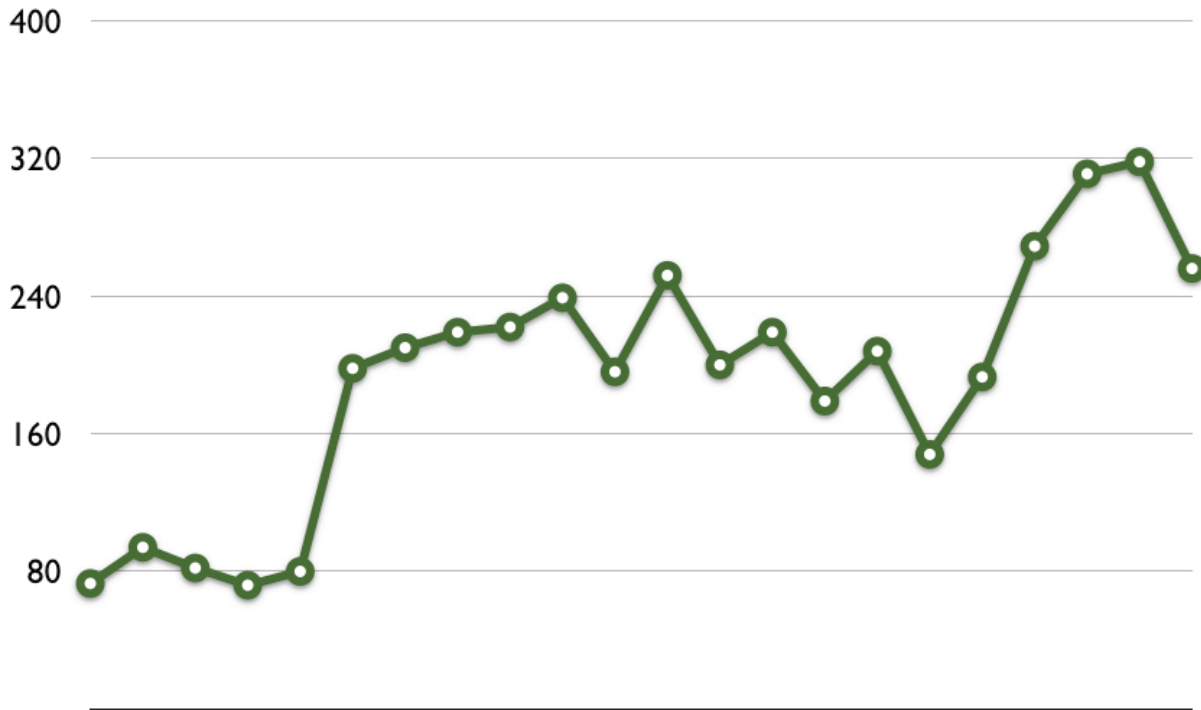


Figure 1 - Number of New Accused

### Performance Measures and Targets

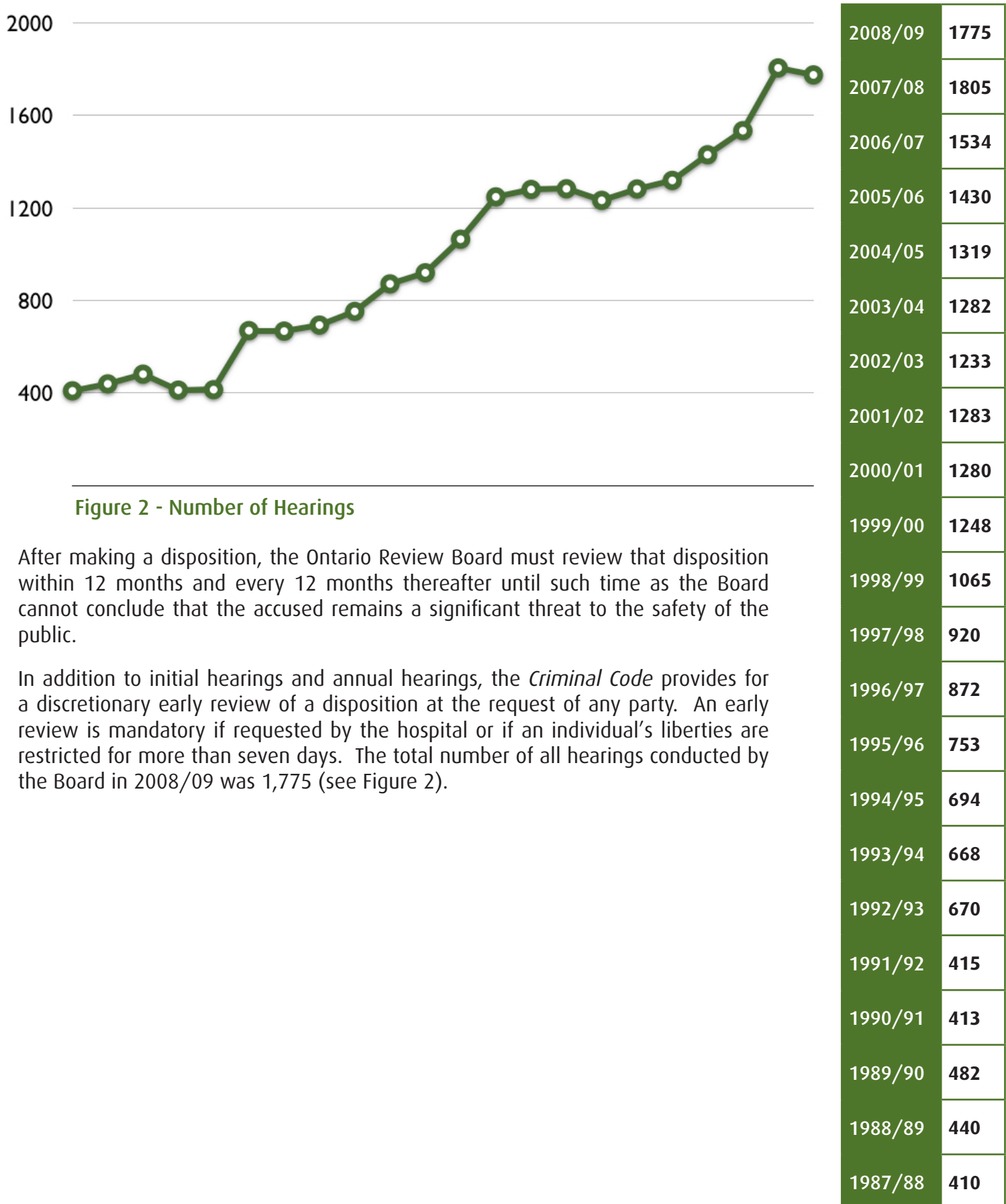
The core business of the Ontario Review Board is to conduct hearings and issue dispositions in accordance with the *Criminal Code* within the mandatory timeframes - 45 or 90 days after the verdict is rendered, and at least annually thereafter.

During the fiscal year 2008/2009 the courts found 59 accused to be unfit to stand trial and 196 not criminally responsible on account of mental disorder for the commission of a criminal offence for a total of 255 new accused coming under the jurisdiction of the Board (see Figure 1).

The ongoing influx of new accused continues to have a significant financial impact on the Ontario Review Board. The initial hearings for these new accused are more expensive to convene as they require more travel and accommodation. The hearings are held where the accused is being detained or resides. These matters are usually heard singly rather than organized with a group of other cases as are the annual hearings because they need to be conducted within 45 days of the court verdict. There are often adjournments when insufficient information is available as to the mental condition of the accused or what, if any, threat the accused poses to the safety of the public. In fact, amendments to the *Criminal Code* that came into force on June 30, 2006 attempted to address this potential lack of information and there are now provisions in the *Criminal Code* that allow a Review Board to order an assessment of the accused, if such evidence is necessary to make a disposition.

2008/09	255
2007/08	318
2006/07	311
2005/06	269
2004/05	193
2003/04	148
2002/03	208
2001/02	179
2000/01	219
1999/00	200
1998/99	252
1997/98	196
1996/97	239
1995/96	222
1994/95	219
1993/94	210
1992/93	198
1991/92	80
1990/91	72
1989/90	82
1988/89	94
1987/88	73

## Number of Hearings Held Yearly



**Figure 2 - Number of Hearings**

After making a disposition, the Ontario Review Board must review that disposition within 12 months and every 12 months thereafter until such time as the Board cannot conclude that the accused remains a significant threat to the safety of the public.

In addition to initial hearings and annual hearings, the *Criminal Code* provides for a discretionary early review of a disposition at the request of any party. An early review is mandatory if requested by the hospital or if an individual's liberties are restricted for more than seven days. The total number of all hearings conducted by the Board in 2008/09 was 1,775 (see Figure 2).



## Absolute Discharges

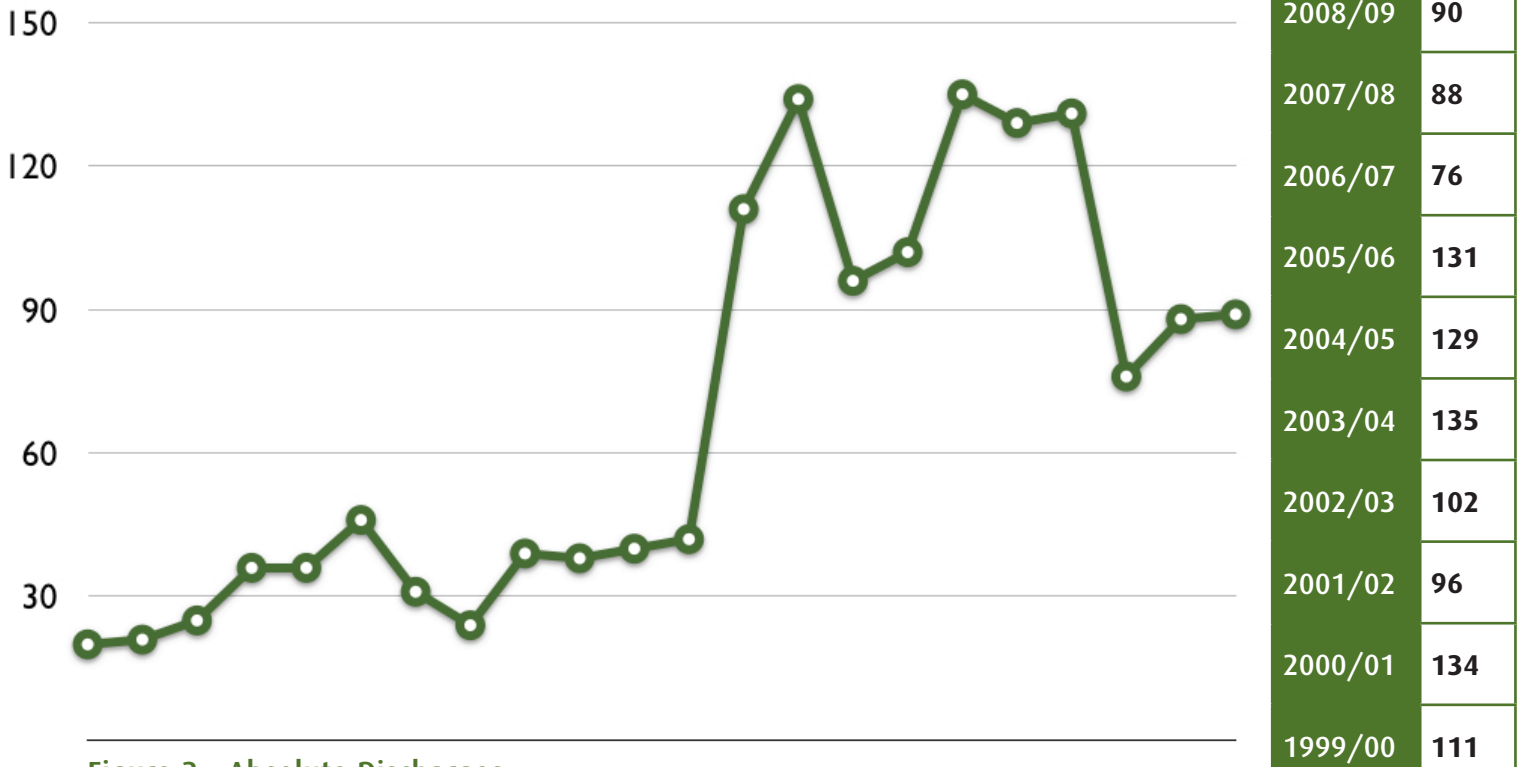
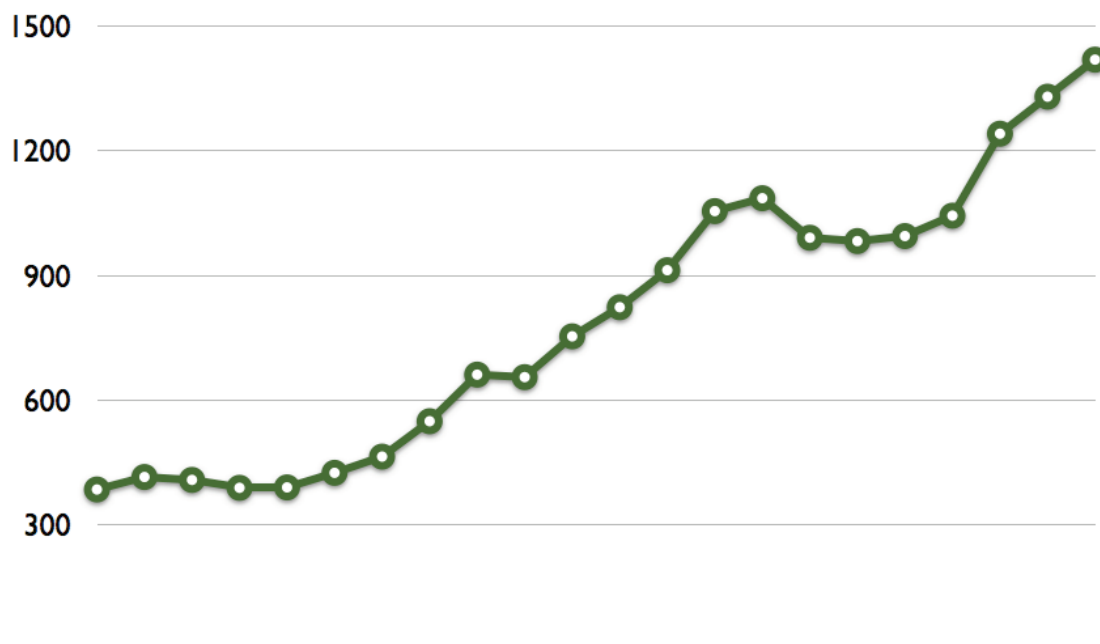


Figure 3 - Absolute Discharges

Those found Unfit to Stand Trial remain under the jurisdiction of the Board until such time as a court either finds the accused fit to stand trial or until the court grants a stay for those unfit accused it finds both permanently unfit and not a significant threat to the safety of the public.

Those accused that are not criminally responsible (NCR) or under the former term, not guilty by reason of insanity (NGRI), remain under the jurisdiction of the Ontario Review Board until such time as they are granted an absolute discharge by the Board. In 1999 the Supreme Court decision in Winko clarified the test for an absolute discharge, and the Ontario Review Board experienced a significant increase in the number of absolute discharges it granted (see Figure 3).

## Number of Accused Under Board's Jurisdiction



**Figure 4 - Accused Yearly**

As a result, the Ontario Review Board has experienced more equilibrium between the number of accused entering the system, and those exiting via absolute discharge, although the Board is currently seeing an annual increase in the total number of accused persons under its supervision.

Variables such as amendments to the *Criminal Code*, court decisions, intake hearing fluctuations, and rate of discharge dictate the Ontario Review Board's workload, which can fluctuate dramatically from month to month. The Ontario Review Board overall meets its demanding schedule and delivers quality service.

Occasionally, there are circumstances under which the Board is unable to meet deadlines for hearings, but this represents a small percentage of overall scheduled hearings. Reasons for an adjourned hearing include:

- Adjournment at the request of a party;
- Adjournment to obtain evidence or an assessment;
- Failure of the Board to be notified of new accused; or
- Clerical error.

The Ontario Review Board will continue to pursue methods of increasing the efficiency of its operations and processes, and the delivery of a high quality of service.

2008/09	1419
2007/08	1330
2006/07	1241
2005/06	1044
2004/05	995
2003/04	983
2002/03	991
2001/02	1086
2000/01	1055
1999/00	913
1998/99	824
1997/98	754
1996/97	656
1995/96	662
1994/95	550
1993/94	465
1992/93	426
1991/92	391
1990/91	390
1989/90	409
1988/89	416
1987/88	386

## By Way of *Summary*

As can be seen from the number of hearings conducted during the 2008/09 year, the Review Board is continually challenged to provide hearings in accordance with the legislated timelines while also providing a high quality of service.

Each year the Board is able to achieve these timelines in the vast majority of cases, as we did in 2008-09, while integrating a significant number of new accused persons into the existing work load.

### **Pre-Hearing Conferences**

In recognizing that with the increasing complexity of hearings comes increased costs, we have implemented the pre-hearing conference process for any case that is identified by the Board or any party as requiring more than 1.5 hours of hearing time. This process has allowed the Board over the past year to best maximize the time allotted for annual review hearings. An experienced alternate chair is assigned to meet with all counsel to rationalize time requirements, and to define the issues in order to improve the hearing process. Pre-hearing conferences ensure that we act in a proactive manner to identify and narrow issues, and to allot appropriate resources to cases that have greater complexity. In 2008/2009 the Board conducted 35 pre-hearing conferences.

### **Education and Communication**

In keeping with our commitment to provide a high quality of service and expertise for the community and the accused persons who come before the Board, we have remained vigilant in communicating changes in the law and forensic psychiatry/psychology to all members throughout the year. These are often distributed in memorandums, or meetings with alternate chairs and legal members. As well our yearly education seminars tackle topical issues in the forensic field and are directed to better inform our members with the most up to date evidence and practices concerning forensic patients.

Finally, we communicate with courts and consult on issues that may arise at the time that an accused person is found NCR or unfit, and maintain an ongoing dialogue with the Courts to enhance the timeliness and quality of service provided to the community and the accused persons who come within our jurisdiction.

The Board is thankful for the cooperation we receive from the Courts and the Ministry in helping us achieve these goals. We look forward to reporting on more achievements next year.

Member	Date First Appointed	Date Current Term Expires
<b>Chair</b>		
The Honourable D. H. Carruthers, Q.C.	September 11, 1996	December 10, 2010
<b>Alternate Chairs (&amp; Legal Members)</b>		
Dr. H. Bloom	January 25, 1990	September 30, 2012
The Honourable J. W. Brooke, Q.C.	December 8, 1999	December 7, 2013
Dr. B.T. Butler	March 1, 1983	February 29, 2012
Ms. J.J.D. Burnside	May 4, 2005	May 3, 2013
Mr. R.G. Coates	February 7, 2007	February 6, 2012
The Honourable D. Coe	April 11, 2006	April 10, 2009
Mr. W.B. Donaldson	June 25, 2003	June 24, 2009
The Honourable J. Donnelly, Q.C.	September 1, 2005	August 31, 2008
The Honourable W.R. Dupont, Q.C.	December 2, 1999	May 16, 2009
Mr. S.J. Edgley	April 9, 2003	May 16, 2009
Ms. M. A. Finkelstein	January 5, 2006	January 4, 2014
Ms. C. Fromstein	August 25, 2004	August 24, 2012
Mr. J. Goldenberg	November 3, 2004	November 6, 2012
The Honourable G. Y. Goulard, Q.C.	June 30, 2000	June 21, 2009
The Honourable J.D. Greco	December 4, 2002	February 14, 2014
Ms. R. Grinberg	April 11, 2006	April 10, 2009
The Honourable E. P. Hartt	November 29, 2000	March 31, 2012
Mr. J. Holding	July 5, 2007	July 22, 2011
Ms. S. Kert	April 29, 1999	April 28, 2013
The Honourable J.M. Labrosse	May 14, 1997	May 13, 2009
Ms. S.E. Lavine	December 4, 2002	December 3, 2013
Ms. J. Leiper	April 2, 2008	April 1, 2010
Mr. C. Lewis, Q.C.	June 1, 2005	May 31, 2013
Mr. R. Linton	June 27, 2007	June 26, 2011
The Honourable H.R. Locke	October 21, 1998	November 6, 2012
Mr. C.M. MacIntyre, Q.C.	February 18, 2004	February 17, 2012
Mr. T.K. Madison	June 20, 2007	June 19, 2011
The Honourable Mr. Justice D. McCombs	February 27, 2008	February 26, 2010
The Honourable N.D. McRae	August 8, 2005	August 7, 2013
Mr. P. J. Murphy	April 18, 2007	April 17, 2009
Mr. J. A. Neuberger	June 19, 2002	February 20, 2014
The Honourable G.J. O'Driscoll	November 29, 2006	November 28, 2011
The Honourable D. F. O'Leary, Q.C.	November 21, 2001	January 12, 2013
Ms. M. S.G. Peeris	February 6, 2002	March 22, 2013
The Honourable Mr. Justice R. D. Schneider	March 18, 1993	June 12, 2012
The Honourable Mr. Justice J.C.L. Scime	January 5, 2006	January 4, 2014
Ms. A.E. Spafford	July 4, 2001	July 3, 2012

Member	Date First Appointed	Date Current Term Expires
Mr. R. Steinberg	July 15, 2005	July 14, 2013
Mr. J.A.S. Wilcox	December 2, 1998	March 6, 2012
Ms. F. Yaskiel	April 11, 2006	April 10, 2014
The Honourable T. G. Zuber, Q.C.	December 21, 2001	January 12, 2013
<b>Legal Members</b>		
Mr. R. J. Braudo	August 21, 2001	August 20, 2012
The Honourable Mr. Justice J. Carnwath	February 18, 2009	February 17, 2011
Mr. Harminder Dhillon	November 5, 2008	November 4, 2010
The Honourable M.P. Forestell, Q.C.	January 5, 2006	January 4, 2009
Ms. C. MacDonald	March 25, 2009	March 24, 2011
Mr. D. Murphy	April 2, 2008	April 1, 2010
Ms. J. Ross	May 11, 2005	May 10, 2013
Ms. L. Stoyka	March 25, 2009	March 24, 2011
Ms. B. E. Wexler	June 20, 2007	June 19, 2012
Mr. S. Wilks	May 4, 2005	May 3, 2013
<b>Psychiatrists</b>		
Dr. A.G. Ahmed	August 25, 2004	August 24, 2012
Dr. R.M. Andreychuk	March 21, 2007	March 20, 2012
Dr. G. Azadian	September 3, 2008	September 2, 2010
Dr. R.B. Balmaceda	October 21, 1998	November 6, 2012
Dr. M.H. Ben-Aron	October 4, 2000	October 31, 2011
Dr. R.F. Billings	March 1, 1988	February 29, 2012
Dr. B. Bordoff	July 31, 2001	July 30, 2012
Dr. D. Bourget	May 28, 1997	May 27, 2014
Dr. J.M.W. Bradford	February 1, 1984	February 29, 2012
Dr. D.H. Braden	June 20, 2007	June 19, 2011
Dr. R. Buckingham	June 12, 1992	February 29, 2012
Dr. D.S. Byers	March 1, 1983	February 29, 2012
Dr. L.E. Cappe	August 24, 1998	August 23, 2012
Dr. G.A. Chaimowitz	December 4, 1996	November 6, 2012
Dr. R. D. Chandrasena	December 6, 2000	February 3, 2012
Dr. S. Chatterjee	July 19, 2007	July 18, 2011
Dr. P.E. Cook	May 29, 2002	December 21, 2013
Dr. A. Côté	November 30, 1989	February 29, 2012
Dr. I. Côté	June 13, 2001	June 12, 2012
Dr. P.L. Darby	June 12, 1992	February 29, 2012
Dr. K.D. DeFreitas	January 13, 2005	January 12, 2013
Dr. J. Ellis	October 21, 1998	November 20, 2012
Dr. L. Faucher	February 27, 2008	February 26, 2010
Dr. J. P. Fedoroff	October 17, 2001	November 6, 2012

Member	Date First Appointed	Date Current Term Expires
Dr. J.C. Ferencz	December 4, 1996	November 27, 2012
Dr. F.W. Furlong	October 4, 2000	October 3, 2009
Dr. D.A. Galbraith	November 3, 1994	February 3, 2012
Dr. G. D. Glancy	March 1, 1988	February 29, 2012
Dr. J.A.C. Gojer	October 21, 1998	November 20, 2012
Dr. G. A. Heasman	June 18, 1997	June 17, 2014
Dr. R.I. Hector	March 20, 2002	May 3, 2013
Dr. R.W. Hill	December 15, 2004	December 14, 2011
Dr. S.J. Hucker	December 11, 1996	February 1, 2013
Dr. W. Johnston	April 2, 2008	April 1, 2010
Dr. A. Jones	October 6, 1999	November 1, 2013
Dr. P.F. Kelly	December 30, 1999	December 29, 2013
Dr. E. Kingstone	January 13, 1995	April 17, 2012
Dr. P.E. Klassen	October 13, 1999	October 12, 2013
Dr. A. Kolodziej	August 21, 2003	October 4, 2011
Dr. W.J. Komer	February 5, 1997	May 2, 2014
Dr. R. Kunjukrishnan	December 4, 1996	November 27, 2012
Dr. S. Lessard	February 27, 2008	February 26, 2010
Dr. M. Marshall	June 27, 2007	June 26, 2011
Dr. A. McDonald	August 24, 1998	August 23, 2012
Dr. G.G.J. Melanson	July 4, 2001	July 3, 2012
Dr. P. D. Norris	October 9, 2002	January 17, 2014
Dr. D. Pallandi	March 1, 2006	February 28, 2014
Dr. E.R. Pohlman	March 1, 1988	February 29, 2012
Dr. M.V.A. Prakash	August 24, 1998	August 23, 2012
Dr. P. J. Prendergast	June 12, 1992	February 29, 2012
Dr. Q. Rae-Grant	April 20, 1994	April 19, 2013
Dr. J. Rootenberg	June 22, 2006	June 21, 2014
Dr. A. Seif	June 27, 2007	June 26, 2011
Dr. R.B. Sheppard	December 11, 1996	November 27, 2012
Dr. G.S. Sidhu	December 7, 1994	May 31, 2013
Dr. W.R. Surphlis	March 30, 1999	April 19, 2013
Dr. S. Swaminath	December 8, 1993	April 19, 2013
Dr. Z. Waisman	January 15, 2007	January 14, 2012
<b>Psychologists</b>		
Dr. R.B. Cormier	December 2, 1998	November 27, 2012
Dr. P. Firestone	October 9, 2002	October 17, 2013
Dr. G. B. Jones	March 31, 2000	March 30, 2014
Dr. L.O. Lightfoot	November 20, 1992	February 3, 2012

Member	Date First Appointed	Date Current Term Expires
Dr. L.C. Litman	February 25, 1998	February 24, 2012
Dr. W. Loza	July 5, 2007	July 4, 2011
Dr. M. Mamak	January 27, 2005	January 26, 2013
Dr. G. Nexhipi	March 20, 2002	April 19, 2013
Dr. D. Nussbaum	December 3, 1997	March 23, 2012
Dr. N. Pollock	November 3, 1994	February 3, 2012
Dr. D.J. Simourd	December 1, 2004	November 20, 2012
Dr. S. Southmayd	September 24, 2008	September 23, 2010
Dr. G.M. Turrall	February 24, 1993	February 29, 2012
Dr. C.D. Webster	December 13, 2000	March 23, 2012
Dr. S.E. Wiseman	August 25, 2004	August 24, 2012
Dr. P.N. Wright	August 24, 1998	August 23, 2012
<b>Public Members</b>		
Dr. F.W.C. Abbott	April 29, 1999	April 28, 2008
Ms. N. Boivin	March 11, 2009	March 10, 2011
Mr. A.H. Chahbar	April 18, 2007	April 17, 2012
Ms. M.M. Dow	February 6, 2002	February 5, 2013
Ms. L. D. Eccles	February 16, 2000	March 28, 2009
Mr. T. Elek	May 16, 2007	May 15, 2009
Mr. W. Gee	January 31, 2008	January 30, 2010
Rev. W. A. Jupp	May 2, 2007	May 1, 2012
Ms. N. Lemieux-McKinnon	July 15, 2005	July 14, 2013
Ms. C.E. Little	December 7, 2005	December 6, 2013
Ms. M. Linton	October 5, 2005	October 4, 2013
Dr. L.L.Q. Lum	November 19, 1997	March 31, 2013
Mr. Y. Mahdavi	July 15, 2005	July 14, 2013
Ms. K.A. Maharaj	March 21, 2007	March 20, 2012
Ms. R. MacIntyre	January 13, 2005	January 12, 2013
Ms. C. McGrath	March 25, 2009	March 24, 2011
Mr. A. Okon	April 20, 2005	April 19, 2013
Ms. D.M. Ormston	May 17, 1999	February 2, 2014
Mr. P. Poirier	June 28, 2007	June 27, 2011
Ms. J.J. Roy	December 16, 1998	March 1, 2013
Mr. P. Schur	May 30, 2006	May 29, 2014
Ms. B. C. Snowdon	October 17, 2001	November 6, 2012
Ms. L. Steadman	December 21, 2004	December 20, 2009
Dr. J. Teevan	August 8, 2005	August 7, 2008
Mr. K. Turner	January 15, 2007	January 14, 2012
Dr. D. Winkler	May 12, 2004	May 11, 2012
Ms. C. Wolfe	November 2, 2005	November 1, 2008

## Review Board Personnel

*Up to March 31, 2009*

### **Name**

The Honourable Douglas H. Carruthers, Q.C.  
Joe Wright  
Angie Grande  
Jackie Popovski  
Sheila McDermott  
Manny Tan  
Sewranie Narine  
Radica Roopsingh  
Angie Mahadeo  
Carolyn Cook  
Rhea Castro  
Puja Karia  
Olga Lenskaia  
Jolanta Tuz  
Sophie Goldenberg  
Fran Bolton  
John Smith

### **Position**

Chair  
Legal Counsel  
Registrar and Senior Manager  
Executive Assistant  
Deputy Registrar  
Board Order Administrator  
Board Order Administrator  
Case Coordinator  
Case Coordinator  
Case Coordinator  
Distribution Coordinator  
Distribution and Records Clerk  
Coordinator, Business Operations  
Administrative and Financial Assistant  
Bilingual Receptionist/Secretary  
Secretary to Chair/Counsel  
Systems Officer



## Financial Information

### 2008/2009 Expenditures by Standard Account

Description	Allocation	Expenditures	Surplus / (Deficit)
Salaries and Wages	855,100	1,049,155	(194,055)
Benefits	99,100	146,282	(47,182)
Transportation & Communications	527,800	722,862	(195,062)
Services	2,436,800	4,603,227	(2,166,427)
Supplies & Equipment	56,600	60,867	(4,267)
<b>Total</b>	<b>3,975,400</b>	<b>6,582,393</b>	<b>(2,606,993)</b>

### Expenditures by Function

Function	Expenditures
Salaries & Wages	1,049,155
Employee Benefits	146,282
Administration & Hearing Support	209,419
Annual Hearings	2,401,873
Initial/Early Review Hearings	1,927,283
Education	317,319
Adjudicative Operations	303,571
Information Systems	74,091
ORB Accommodation	153,400
<b>Total</b>	<b>6,582,393</b>

**Other Direct Operating Expenses  
(not including salary and wages)**

