

# **Ontario Review Board**

## **2024-25 Annual Report**



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## **Message from the Chair**

As Chair of the Ontario Review Board, I am pleased to submit our Annual Report for the fiscal year 2024-2025.

The *Criminal Code of Canada* requires the Board to conduct fair, timely and efficient disposition hearings for accused persons charged with criminal offences who are found not criminally responsible on account of mental disorder or unfit to stand trial, with the safety of the public as a primary consideration, and also taking into account the mental condition of accused persons and their reintegration into society.

In fulfilment of our mandate, the Board conducted nearly 2000 hearings in the past year. While most hearings are held in person due to the significant liberty interests at stake for accused persons, this fiscal year saw the full implementation of a procedure permitting virtual appearances in exceptional circumstances.

After becoming Chair in June 2023, I came to recognize that the Board could benefit from the creation of a forum where the perspectives of counsel who appear regularly before the Board could be canvassed. As a result, the Board established a Users Consultation Forum. This initiative has been fully implemented in this fiscal year, and has permitted me, along with a small number of senior Board members, to consult periodically with a group of counsel acting on behalf of accused persons, hospitals and the Attorney General about issues of concern to the Board and the bar, and to obtain feedback from them about new policy initiatives.

Among the initiatives undertaken by the Board in this fiscal year is preliminary work on the drafting of new Rules of Procedure. New Rules are essential because the current rules do not reflect the evolution of the Board's procedures in a digital age, and no longer provide participants with useful guidance.

Another initiative undertaken by the Board in this fiscal year was the creation of a Guide to the Interpretation of Ontario Review Board Disposition Orders. It is my hope that such an interpretation guide will enhance certainty about the precise meaning of terms that frequently recur in the Board's dispositions and serve as aid to participants in

formulating recommendations to the Board regarding dispositions and in interpreting the Board's dispositions.

The Board has also undertaken initiatives to facilitate the more expeditious scheduling of initial hearings, including facilitating the timely preparation of Hospital Reports. This remains an ongoing area of focus.

Finally, as Chair, I want to acknowledge and thank the Board's strong, efficient and capable administrative staff, and our highly competent, hard-working and professional membership for their dedication to excellence and the fulfilment of our legislative mandate.

I look forward to another productive year for the Board in which we continue to fulfill our statutory mandate, which is based on the twin goals of public safety and fair treatment of those found not criminally responsible or unfit to stand trial.

## Overview of the Ontario Review Board

### Mandate

The Ontario Review Board (ORB or Board) is a unique tribunal that forms a critical component of the Canadian justice system. Although the ORB has jurisdiction only within the province of Ontario, it was created pursuant to and is governed by the *Criminal Code of Canada*.

The role of the ORB is defined in Part XX.1 of the *Criminal Code* 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 in every province, the *Criminal Code* provides that “a Review Board shall be treated as having been established under the laws of the province.” The efficiency and effectiveness of each province’s Board hinges on its connection to the province’s psychiatric facilities and mental health delivery system.

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

### Jurisdiction

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

Individuals found to be unfit to stand trial continue to be subject to the jurisdiction of the ORB until it finds them fit to stand trial. At that time, they are returned to the court and if the court confirms the Board’s determination, their cases proceed in the normal course.

In dealing with accused found not criminally responsible on account of mental disorder, the ORB’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 ORB. They affect both the liberty of individuals and the safety of the public. The importance of the ORB’s decisions as they relate to these basic human rights is further underlined by the fact that appeals from the ORB’s decisions are made directly to the Court of Appeal for Ontario.

Following a hearing, the ORB 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 ORB issues a warrant for detention as provided for in the *Criminal Code*.

Other than absolute discharges, dispositions of the ORB must be reviewed by the 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 ORB is of the opinion that it is just to designate such persons as parties.

### **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 appointed by the lieutenant governor in council of the province, but also any other member of the Board that the Chairperson designates as an “Alternate Chairperson” to act on the Chairperson’s behalf. In Ontario, the Chairperson usually appoints Alternate Chairpersons who are lawyers with 10 years’ experience in the practice of law, judges or retired judges.

The *Criminal Code* also provides that a quorum for a hearing consists of three ORB members. Each panel must have a Chairperson or Alternate Chairperson, a Psychiatrist and any other member. The ORB usually sits in panels of five consisting of the Chairperson or an Alternate Chairperson, 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 in court, is usually conducted in the hospital where the accused is detained or directed to attend. In most cases, the ORB is required by statute to hold an initial hearing within 45 days following the verdict of the court.

An annual hearing is required for those accused who are already subject to the ORB’s jurisdiction. Annual reviews are open to the public and conducted in the provincially-designated psychiatric facility where the accused is detained or reporting.

Those who are declared to be unfit to stand trial must be represented by counsel at ORB hearings, and most accused persons found not criminally responsible on account of mental disorder for the commission of a criminal offence are also represented by counsel. 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 any other evidence that is adduced. Following deliberation by the panel that conducted the hearing, a written disposition and written reasons for that disposition are issued.

## **Operational Highlights**

### **Users Consultation Forum**

In 2023, the Board created a Users Consultation Forum. This forum serves as a platform for the Chairperson and senior Board members to consult periodically with a group of counsel acting on behalf of accused persons, hospitals and the Attorney General about issues of concern to the Board and the bar, and to obtain feedback from them about new policy initiatives. It has become a vital platform for transparent communication and direct engagement with our user community.

Among the topics discussed at the Forum this year were: the creation of an authoritative guide defining common ORB disposition terms; an update on the success of the Restriction of Liberty pilot project; and enhancing the timeliness of initial hearings through initiatives such as optimizing timeframes for initial pre-hearing conferences, ensuring timely delivery of Hospital Reports, and proactively minimizing administrative errors in decisions to accurately reflect panel determinations. These discussions reflect the Board's commitment to continuous improvement considering user input.

### **Recruitment**

In 2024-25, advertisements were published on the Public Appointments Secretariat (PAS) website for new ORB Psychiatrist, Legal, and Public members. As a result of these postings, 3 Legal and 4 Psychiatrist members were appointed to the Board with recruitment still ongoing. Reappointment of experienced senior Board members along with continual recruitment of new members has been essential in order for the Board to maintain a complement of members of sufficient size and competence to fulfil the Board's mandate fairly and efficiently.

### **Restriction of Liberty Pilot Project**

In April 2024, the ORB officially launched a Restriction of Liberty Pilot Project to address the need for more expeditious hearings when significant restrictions are placed on an accused person's liberty. The *Criminal Code* requires a hospital to notify the Board when it increases the restriction on liberty of an accused significantly for more than seven days. When the Board is notified of such a restriction by a hospital, the *Criminal Code* requires the Board to hold a Restriction of Liberty hearing (an ROL) to review that decision as soon as practicable. In recognition of the challenges of convening in-person panels to hear ROL's on short notice, the ORB began scheduling dedicated virtual hearing panels twice a month. When counsel for a hospital and an accused agree that a virtual ROL hearing

is suitable, a virtual ROL is scheduled, subject to the discretion of the ORB to review suitability.

This initiative has enabled the ORB to fulfill the requirement more effectively in the *Criminal Code* that ROL's be "as soon as practicable" by offering virtual hearings in limited circumstances. Moreover, the Board has accomplished this objective without sacrificing its overall commitment to in-person hearings for substantive decisions affecting liberty.

### **New Rules of Procedure**

The ORB completed a first draft of its new Rules of Procedure, designed to modernize its practices for the digital age and provide clearer practice guidance to participants. This comprehensive draft was then presented to the Users' Consultation Forum. Through this initiative, the Board was able to effectively canvass the perspectives of counsel representing accused persons, hospitals, and the Attorney General, gathering crucial feedback that will inform the final formulation of the Rules.

### **Hospital Reports**

This fiscal year, the Board focused on improving the timely submission of Hospital Reports from Ontario's 11 forensic hospitals, a critical prerequisite of fair and efficient disposition hearings. Through various collaborative avenues, including the Users' Consultation Forum, the Forensic Directors Group (a group comprised of administrative, clinical and medical directors of the designated forensic programs in Ontario), and individual stakeholder meetings, the ORB worked with and educated hospitals on the importance of adhering to Rule 19 of the Ontario Review Board Rules of Procedure, which mandates that hospital reports should be received three weeks (21 days) prior to an annual hearing.

Full compliance remains an ongoing effort, and for the last three quarters of 2024-25, the average timeline for all hospitals to submit reports was just under 16 days. As the chart below illustrates, only one hospital successfully met the 21-day requirement on average.

<b>Forensic Hospital</b>	<b>Average # of Days Received Before Hearing</b>
Brockville	13 days
Centre of Addiction and Mental Health (CAMH)	15 days
North Bay	16 days
Ontario Shores	15 days
Providence Care	21 days
Royal Ottawa	12 days
Southwest	20 days
St. Joseph	15 days
Syl Apps	5 days
Thunder Bay	18 days
Waypoint	18 days



## Caseload Statistics

### Number of Accused Under Board's Jurisdiction

The Board saw a slight increase in the total number of accused persons under its supervision from the previous year.

Variables such as new appellate court decisions, the increased complexity of Board hearings, hearing intake fluctuations, and the rate of discharge impact the ORB's workload, which can fluctuate dramatically from month to month. Overall, the ORB meets its demanding schedule and delivers quality service.

Total Number of Accused	2020-21	2021-22	2022-23	2023-24	2024-25
	1653	1630	1646	1543	1590

### Number of New Accused (NCR and Unfit)

In 2024-2025 the courts found 57 accused to be unfit to stand trial and 167 not criminally responsible on account of mental disorder for the commission of a criminal offence for a total of 224 new accused coming under the jurisdiction of the Board. This marks a slight decrease from the previous year.

Number of New Accused	2020-21	2021-22	2022-23	2023-24	2024-25
	158	179	212	255	224

### Number of Hearings

After making a disposition, the ORB must review that disposition within 12 months and every 12 months thereafter until, in NCR cases, the Board cannot conclude that the accused remains a significant threat to the safety of the public, and in unfit cases, the Board determines that the accused is fit, or the charges are dismissed or stayed.

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 2024-2025 was 1913, marking a slight decrease from the previous year.

Number of Hearings	2020-21	2021-22	2022-23	2023-24	2024-25
	1906	1883	1867	1944	1913

### Absolute Discharges

As noted above, accused persons that are NCR remain under the jurisdiction of the ORB until such time as they are granted an absolute discharge by the Board. In 2024-25, the number of absolute discharges was 100, similar to the previous year's total of 101.

Number of Absolute Discharges	2020-21	2021-22	2022-23	2023-24	2024-25
	116	136	115	101	100

### Pre-Hearing Conferences

Recognizing that the increasing complexity of hearings brings with it increased costs, the Board has a 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 to best maximize the time allotted for annual review hearings. An experienced Alternate Chairperson is assigned to meet with all counsel to rationalize time requirements, and to define the issues in order to improve the efficiency of 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.

Pre-hearing conferences are also initiated for all initial hearings where the accused is either detained in jail or living in the community, in order to narrow issues, determine if an assessment is required, and determine if witnesses need to be called. Where an accused is not connected to a hospital at the time of an initial hearing the ORB will also ensure that there is sufficient information to conduct a hearing.

In 2024-2025 the Board conducted 530 pre-hearing conferences (347 initials, 183 annuals).

## Performance Measures

The core business of the ORB is to conduct hearings and issue dispositions in accordance with the *Criminal Code* within the mandatory timeframes – in most cases within 90 days after a verdict of NCR or unfit is rendered by a court, and at least annually thereafter.

In 2024-25, the ORB strived to meet its mandatory timeframes and produced strong performances in relation to annual hearings, with most hearings and dispositions completed on time. However, some annual reviews were delayed due to factors outside the Board's control, such as late hospital reports, scheduling challenges for pre-hearing conferences largely related to the availability of counsel, and scheduling challenges for the hearing when counsel or witnesses become unavailable.

The obstacles to meeting the very short mandatory timeframe for initial hearings are far more formidable. Scheduling of initial hearings is particularly difficult because unlike

annual hearings, they depend on the unpredictable entry of new accused into the ORB system, they must be scheduled on an *ad hoc* basis rather than in groups scheduled months in advance, and they depend on the accused retaining counsel in short order and on the availability of counsel in the short timeframe. In addition, largely because of resource issues, it is often difficult for the forensic hospitals to assess the accused in the short timeframe. Adjournments are necessary when insufficient information is available relating to the mental condition of the accused or the threat the accused may pose to the safety of the public.

Steps have been and are being taken to address many of these issues. For example, pre-hearing conferences are required for all initial hearings where the accused is either detained in jail or living in the community, in order to narrow issues, and to determine if an assessment is required and whether witnesses need to be called. However, the holding of a pre-hearing conference itself occasions some delay.

## Staff

The ORB is supported by 17 staff within the Ministry of Health (MOH). The ORB staff is led by a Senior Manager and Registrar and includes an executive support team, case management team, finance team and information technology support.

## Appointees

As of March 31, 2025, the Ontario Review Board had 132 members. In addition to a full time Chairperson, the Ontario Review Board's part time members include 26 Alternate Chairpersons, 23 Legal Members, 44 Psychiatrists, 21 Psychologists, and 18 Public Members. All are residents of Ontario. The members of the Ontario Review Board are appointed by Order-in-Council (OIC).

Member	Date First Appointed	Date Current Term Expires	Annual Remuneration
<b>Chair</b>			
The Honourable Michael Dambrot, K.C. (Full-time Chair)	June 13, 2023	June 12, 2027	\$174,256
<b>Alternate Chairs (&amp; Legal Members)</b>			
The Hon. Robert Armstrong **	May 29, 2013	December 31, 2024	\$20,224.97
Laura Banks	October 20, 2010	November 4, 2026	\$120,987.92
The Hon. William Bassel **	December 10, 2014	December 9, 2024	\$0
Geoffrey Beasley	January 9, 2013	January 8, 2028	\$61,940.63
Robert Bigelow	January 15, 2016	January 31, 2029	\$52,863.93
Dr. Hy Bloom	January 25, 1990	September 30, 2027	\$21,405.89
Philippe Capelle	January 5, 2015	April 8, 2026	\$161,230.28
Suzanne Clapp	March 11, 2021	March 10, 2026	\$38,620.15

Dr. Kristine Connidis	February 24, 2016	March 31, 2026	\$58,828.29
Catherine Finley *	October 31, 2019	October 30, 2029	\$95,565.35
Curt Flanagan	March 11, 2021	March 10, 2026	\$56,584.38
Craig Fraser	April 24, 2020	April 23, 2025	\$73,528.58
Cynthia Fromstein	August 25, 2004	August 24, 2027	\$35,283.35
Bruce Garrow	April 5, 2017	April 8, 2028	\$33,769.88
Joel Goldenberg	November 3, 2004	November 30, 2027	\$91,359.06
The Hon. Guy Goulard *	June 30, 2000	June 21, 2027	\$62,102.59
Peter Hageraats	April 2, 2014	April 1, 2025	\$48,774.47
John Hanbidge	January 15, 2016	January 14, 2026	\$12,510.19
Shayne Kert	April 29, 1999	January 16, 2025	\$14,904.06
Michèle Labrosse *	November 3, 2009	November 24, 2029	\$81,325.93
The Hon. Timothy Lipson **	April 1, 2024	March 31, 2025	\$8,831.03
Crawford MacIntyre	February 18, 2004	March 31, 2029	\$72,172.11
Leslie Maunder *	August 29, 2019	August 28, 2029	\$32,930.26
The Hon. John David McCombs	February 27, 2008	February 26, 2028	\$46,097.99
Janette Mills *	December 17, 2013	January 16, 2030	\$111,146.61
Elizabeth Polak **	June 17, 2009	June 16, 2024	\$912.99
Murray Segal	January 9, 2013	January 25, 2028	\$67,909.32
Laura Silver *	October 31, 2019	October 30, 2029	\$12,689.53
Ralph Steinberg *	July 15, 2005	August 15, 2026	\$134,318.17
Jeffrey Weinstein **	March 25, 2015	March 24, 2025	\$120,343.90
<b>Legal Members</b>			
The Hon. Beth Allen	April 8, 2021	April 7, 2026	\$40,921.65
Mary-Lynne Bridger	April 8, 2021	April 7, 2026	\$11,276.56
Paul Calarco **	April 14, 2022	April 13, 2024	\$12,673.21
Larry Calzavara	January 28, 2015	February 19, 2028	\$0
Martha Chamberlain*	March 4, 2022	March 3, 2027	\$43,538.36
Margo den Haan*	March 4, 2022	March 3, 2027	\$23,069.37
David D'Intino	January 11, 2024	January 10, 2026	\$31,329.82
Jane Ferguson	January 11, 2024	January 10, 2026	\$0
Jessyca Greenwood	March 4, 2022	March 3, 2027	\$15,950.22
Ariel Herscovitch	March 4, 2022	March 3, 2027	\$0
The. Hon. Neil Kozloff	November 21, 2024	November 20, 2026	\$0
The. Hon. Emile Kruzick *	January 31, 2020	January 30, 2030	\$21,232.52
Angela La Viola	April 5, 2017	April 8, 2028	\$21,439.03
Lynne Marie Landry **	January 31, 2020	January 30, 2025	\$42,657.97
Rebecca Louis	January 11, 2024	January 10, 2026	\$4,062.28
Tamra Mann *	October 25, 2019	October 24, 2029	\$28,414.20
Kevin McKenna *	January 9, 2020	January 8, 2030	\$28,558.21

Christine Murray	January 11, 2024	January 10, 2026	\$96,826.16
Norine Nathanson	November 21, 2024	November 20, 2026	\$0
The Hon. Clifford Nelson *	October 31, 2019	October 30, 2029	\$12,771.04
David Sandor *	March 5, 2020	March 4, 2030	\$88,131.02
Eric Siebenmorgen	March 4, 2022	March 3, 2027	\$95,402.34
The. Hon. Alexander Sosna	November 21, 2024	November 20, 2026	\$0
The Hon. Edward Then **	August 29, 2019	August 28, 2024	\$9,062.00
Katherine Tomaszewski	March 4, 2022	March 3, 2027	\$43,073.69
Peter Vice	April 1, 2021	March 31, 2026	\$0
Karen Weisbaum	January 11, 2024	January 10, 2026	\$0
<b>Psychiatrists</b>			
Dr. Yuri Alatishe	March 22, 2017	March 21, 2026	\$37,044.15
Dr. Mohamed Attia	January 11, 2024	January 10, 2026	\$0
Dr. Mark Ben-Aron *	October 4, 2000	December 13, 2029	\$1,720.56
Dr. Benjamin Bordoff	July 31, 2001	July 30, 2025	\$16,928.41
Dr. Dominique Bourget *	May 28, 1997	June 2, 2029	\$1,576.00
Dr. John Bradford *	February 1, 1984	February 28, 2030	\$5,325.79
Dr. Robert Buckingham **	June 12, 1992	February 28, 2025	\$24,305.71
Dr. Lorie Cappe	August 24, 1998	August 23, 2027	\$45,160.53
Dr. Gary Chaimowitz	December 4, 1996	December 3, 2027	\$17,118.63
Dr. Ranjith Chandrasena *	December 6, 2000	February 3, 2030	\$0
Dr. Sumeeta Chatterjee *	July 19, 2007	July 18, 2027	\$4,320.41
Dr. Maxym Choptiany *	February 24, 2022	February 23, 2027	\$0
Dr. Steven Cohen	April 10, 2013	December 31, 2027	\$0
Dr. Elizabeth Coleman	April 15, 2015	May 12, 2025	\$0
Dr. Peter Cook *	May 29, 2002	December 11, 2029	\$27,362.62
Dr. Andre Côté **	March 1, 1990	February 28, 2025	\$13,830.77
Dr. Shaheen Darani	September 15, 2010	September 14, 2026	\$2,961.80
Dr. Pdraig Darby *	June 12, 1992	April 16, 2030	\$32,443.86
Dr. Karen DeFreitas	January 13, 2005	January 12, 2028	\$0
Dr. Gertrude Eays	April 26, 2017	July 23, 2027	\$18,871.24
Dr. Jack Ellis **	October 21, 1998	November 20, 2025	\$20,314.10
Dr. Joseph Ferencz	December 4, 1996	December 3, 2027	\$896.69
Dr. Graham Glancy *	March 1, 1988	February 28, 2030	\$4,103.04
Dr. Karen Hand	November 3, 2010	November 2, 2028	\$0
Dr. Robert Wood Hill *	December 15, 2004	December 14, 2029	\$49,725.54
Dr. Stephen Hucker	December 11, 1996	February 1, 2028	\$49,921.13
Dr. William Johnston	April 2, 2008	December 31, 2027	\$55,692.62
Dr. Ann Jones *	October 6, 1999	November 1, 2029	\$1,440.14
Dr. Joanna Kis *	October 31, 2019	October 30, 2029	\$26,493.08

Dr. William Komer *	February 5, 1997	May 2, 2029	\$13,080.80
Dr. Catherine Krasnik	January 28, 2015	February 19, 2028	\$0
Dr. Reghuvaran Kunjukrishnan	December 4, 1996	December 3, 2027	\$84,739.90
Dr. Serge Lessard	February 27, 2008	February 26, 2028	\$117,591.38
Dr. Michelle Mathias **	May 31, 2017	July 25, 2027	\$0
Dr. Angus McDonald **	August 24, 1998	September 25, 2024	\$0
Dr. Robert McMaster **	July 26, 2019	July 25, 2024	\$0
Dr. Satyadev Nagari	April 24, 2022	April 23, 2025	\$4,103.03
Dr. Phillip Norris	October 9, 2002	January 17, 2029	\$23,286.75
Dr. Angela Park	December 14, 2023	December 13, 2025	\$0
Dr. Kiran Patel	February 24, 2022	February 23, 2027	\$15,107.87
Dr. Madnayaknahalli Prakash	August 24, 1998	August 28, 2027	\$12,608.00
Dr. Sebastien Prat	February 18, 2021	February 17, 2026	\$0
Dr. Peter Prendergast *	June 12, 1992	February 28, 2030	\$29,998.36
Dr. Lisa Ramshaw *	December 9, 2009	December 8, 2029	\$1,114.07
Dr. Jonathan Rootenberg **	June 22, 2006	June 21, 2024	\$3,152.00
Dr. Robert Sheppard	December 11, 1996	December 10, 2027	\$35,609.47
Dr. Alexander Simpson	January 11, 2024	January 10, 2026	\$0
Dr. Wesley Sutton	February 18, 2021	February 17, 2026	\$8,844.63
Dr. Sam Swaminath	December 8, 1993	February 13, 2028	\$14,156.83
Dr. Thomas Verny	January 9, 2013	January 8, 2028	\$24,264.96
Dr. Zohair Waisman **	January 15, 2007	January 14, 2025	\$0
Dr. Joel Watts	March 1, 2017	April 8, 2027	\$22,895.46
Dr. Treena Wilkie	April 22, 2009	April 21, 2028	\$0
Dr. Scott Woodside	May 4, 2011	May 3, 2024	\$0
<b>Psychologists</b>			
Dr. Gilles Boulais *	August 29, 2019	August 28, 2029	\$22,947.13
Dr. James Cheston	April 24, 2022	April 23, 2025	\$39,247.83
Dr. Robert Cormier	December 2, 1998	December 1, 2027	\$43,041.13
Dr. Andrea Gibas	April 24, 2020	April 23, 2025	\$15,569.80
Dr. Michelle Green *	August 29, 2019	August 28, 2029	\$31,981.94
Dr. Monik Kalia *	October 17, 2019	October 16, 2029	\$61,640.60
Dr. Amanda Kerry	January 11, 2024	January 10, 2026	\$0
Dr. Gregory Kerry	January 11, 2024	January 10, 2026	\$3,722.62
Dr. Laura Leong *	October 17, 2019	October 16, 2029	\$8,070.21
Dr. Lynn Lightfoot *	November 20, 1992	February 3, 2030	\$57,012.98
Dr. Larry Litman **	February 25, 1998	February 24, 2025	\$0
Dr. Wagdy Loza *	July 5, 2007	July 4, 2027	\$63,482.92
Dr. Mini Mamak	January 27, 2005	January 26, 2028	\$20,229.86
Dr. Heather Moulden *	October 31, 2019	October 30, 2029	\$23,009.59



Dr. Gjylena Nexhipi	March 20, 2002	February 19, 2028	\$45,290.96
Dr. Milan Pomichalek **	August 29, 2019	August 28, 2024	\$13,966.61
Dr. Christine Rose *	August 29, 2019	August 28, 2029	\$22,547.68
Dr. Tania Stirpe	January 11, 2024	January 10, 2026	\$5,475.23
Dr. George Stones	January 11, 2024	January 10, 2026	\$15,855.10
Dr. Sandor Wiseman	August 25, 2004	August 24, 2027	\$67,825.03
Dr. Percy Wright	August 24, 1998	August 23, 2027	\$4,863.86
Dr. Cheryl Young	January 11, 2024	January 10, 2026	\$1,970.00
<b>Public Members</b>			
Julie Albert **	January 9, 2020	January 8, 2025	\$0
William Apted	March 11, 2015	June 3, 2025	\$27,009.80
Andrew Bernardo	January 11, 2024	January 10, 2026	\$944.00
Andy Bouvier	March 23, 2016	February 19, 2028	\$47,875.43
Kim Brisson	January 11, 2024	January 10, 2026	\$15,701.31
Raj Chopra	January 11, 2024	January 10, 2026	\$14,493.64
James Cyr	January 9, 2013	January 8, 2028	\$111,203.71
Steven Doherty	January 11, 2024	January 10, 2026	\$2,431.86
Stephen Duffy	August 29, 2019	August 28, 2024	\$48,891.04
Martin Hajek	June 3, 2021	June 2, 2026	\$2,482.07
Nicole Lemieux-McKinnon	July 15, 2005	July 14, 2025	\$9,879.43
Catherine Little *	December 7, 2005	December 6, 2029	\$32,921.19
Ruth MacIntyre	January 13, 2005	January 12, 2028	\$15,684.08
Michelle McKinnon	June 3, 2021	June 2, 2026	\$24,296.61
Agi Mete	January 11, 2024	January 10, 2026	\$24,389.41
Barbara Naegele	January 9, 2013	January 8, 2028	\$10,814.50
Catherine Plyley *	August 29, 2019	August 28, 2029	\$32,406.89
Robert Rainboth	June 3, 2021	June 2, 2026	\$6,388.28
Diana Smith	June 3, 2021	June 2, 2026	\$14,688.96
Rhona Zitney **	August 29, 2019	August 28, 2024	\$36,690.97

\*Under O. Reg 88/11 of the *Adjudicative Tribunal Accountability, Governance and Appointments Act*, members were reappointed using an Automatic Waiver Form.

\*\*Denotes Members whose appointment to the Board ended or was revoked between April 1, 2023, and March 30, 2024.

## Financial Summary

### Expenditures by Standard Account

<b>Description</b>	<b>2020-21</b>	<b>2021-22</b>	<b>2022-23</b>	<b>2023-24</b>	<b>2024-25</b>
Salaries & Wages	1,258,517	1,377,897	1,462,799	1,310,509	1,374,582
Benefits	179,621	198,456	196,338	191,214	236,615
Transportation and Communications	114,572	36,595	42,914	203,620	524,627
Services*	4,435,383	4,975,429	5,018,078	4,240,020	4,916,853
Supplies and Equipment	13,684	12,326	13,603	18,895	5,174
<b>Total</b>	<b>6,001,777</b>	<b>6,600,703</b>	<b>6,733,732</b>	<b>5,964,258</b>	<b>7,057,851</b>

### Expenditure by Function

<b>Function</b>	<b>2020-21</b>	<b>2021-22</b>	<b>2022-23</b>	<b>2023-24</b>	<b>2024-25</b>
Salaries & Wages	1,258,517	1,377,897	1,462,799	1,310,509	1,374,582
Employee Benefits	179,621	198,456	196,338	191,214	236,615
Administration & Hearings Support	62,458	61,931	61,902	66,528	64,707
Annual Hearings	3,574,261	3,846,801	3,944,273	3,087,386	3,926,025
Initial Hearings	556,516	799,251	770,296	939,494	1,179,694
Education	37,641	77,339	47,540	140,352	23,972
Adjudicative Operations	237,192	208,212	193,185	193,421	226,460
Information Systems	95,571	30,816	57,399	35,354	25,796
<b>Total</b>	<b>6,001,777</b>	<b>6,600,703</b>	<b>6,733,732</b>	<b>5,964,258</b>	<b>7,057,851</b>