

IN THE MATTER OF THE *JUDGES ACT*, R.S.C. 1985, c. J-1

**2015 QUADRENNIAL JUDICIAL COMPENSATION
AND BENEFITS COMMISSION**

**SUBMISSIONS OF THE GOVERNMENT OF CANADA ON THE PROPOSAL
FOR A PRE-APPOINTMENT INCOME STUDY**

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A. Overview

1. The Government requests that the 2015-16 Quadrennial Commission undertake a study of the pre-appointment income of sitting judges appointed by the Federal Government between 2004 and 2014. The resulting data would be relevant to and highly probative of a central question before the Commission; namely, whether the judicial salary is adequate to attract outstanding candidates to the judiciary. The study would also be responsive to specific requests for data made by both the 2003 and 2007 Commissions.
2. The Commission should have regard to all available evidence to inform its inquiry into the adequacy of judicial salaries. Current sources of information are either inadequate, unavailable or indirect. A pre-appointment income study would supplement the evidentiary landscape and provide information related to the income levels of those actually appointed to the bench from both the private and public sectors. In addition, it may assist the Commission in considering what other aspects of judicial remuneration are attractive, including whether salary is the only or even the main factor motivating outstanding candidates to apply for judicial office.
3. The Government proposes an arms-length process whereby the Commission would request data from the Canada Revenue Agency (CRA) in relation to the pre-appointment income of judges appointed to the bench over the past decade. The Commission would oversee the production of the study and the principal parties would be provided with the opportunity to comment on the design and execution of the study, including the proposed data collection and the methodology to be applied by the CRA.

4. Privacy concerns are fully answered by the robust statutory framework and responsibilities applicable to the CRA. As required by law, the CRA could only release anonymized data that will not identify the individuals whose information forms the basis for the study.

B. The Commission's Mandate

5. The Commission is mandated by the *Judges Act* to inquire into the adequacy of judicial salaries.¹ As part of that inquiry, the Commission is required to consider “the need to attract outstanding candidates to the judiciary”.² Successive Commissions have therefore considered what judicial salary is adequate to attract individuals of outstanding character and ability to the bench. The proposed pre-appointment income study is directly relevant to and probative of this criterion.

C. Relevance and Probative Value of Pre-Appointment Income Data

6. There is no question that the Canadian judiciary is composed of individuals of outstanding character and ability. They are precisely the type of individual that we must continue to attract to the bench.
7. In the Government's view, understanding the distribution of incomes of judicial appointees would go some way towards illuminating the role that compensation level *actually* plays in attracting candidates. Undoubtedly a myriad of competing considerations factor into deciding whether to apply for judicial appointment. These may include: How would their life as a judge compare to life as a lawyer? Will they enjoy the lifestyle and work? How will their lifestyle change? How will it affect their future and their dependents?

¹ *Judges Act*, RSC 1985 c J-1, s 26(1), **Tab 1**

² *Ibid*, s 26(1.1), **Tab 1**

8. Financial considerations, including how a judicial salary compares to their current salary, must understandably factor into the equation. Accordingly, judges' income levels immediately prior to being appointed is both relevant to and highly probative of whether judicial salaries are in fact adequate to continue to attract outstanding individuals.

1. Past Commissions Recognize Relevance of Pre-Appointment Income Data

9. Albeit coming at it from different perspectives, both the 2003 and 2007 Commissions recognized the relevance of the analysis of data related to pre-appointment incomes in assessing the adequacy of present judicial salaries.
10. In suggesting improvements for future processes, the 2003 McLennan Commission specifically recommended that evidence related to the income levels of those appointed to the judiciary be sought:

This information base is particularly important with respect to the income of self-employed lawyers and could be expanded to get some appreciation as to the incomes of those lawyers *who are appointed to the judiciary*.

There are many ways this could be done: ...statistical evidence could be gathered over time from those *who are appointed to the Bench* in a way that would preserve their anonymity and privacy...³ [emphasis added]

11. In 2007, further to this recommendation, the Government requisitioned and submitted a pre-appointment income study to the Block Commission.
12. The Block Commission did not question or dispute the relevance of pre-appointment income data, but found that the Government's study was not "particularly useful".⁴ Instead, the Commission expressed a preference for another type of study – one that examined

³ *Judicial Compensation and Benefits Commission Report*, May 31, 2004 (McLennan Commission Report), p 92, online: <http://www.quadcom.gc.ca/archives/2003/rpt/report.20040531.html>, **Tab 2**

⁴ *Judicial Compensation and Benefits Commission Report*, May 30, 2008 (Block Commission Report), para 89, p 29, online: <http://www.quadcom.gc.ca/Media/Pdf/2007/RapportFinalEn.pdf>, **Tab 3**

“whether judicial salaries were deterring outstanding private sector candidates who are in the high income brackets of private practice from applying for judicial appointment”.⁵

13. Mindful, however, of the “difficulties inherent in the design and implementation”⁶ of the survey it suggested, the Block Commission offered an alternative way of obtaining the same information - “through an analysis of whether the number of high-earning appointees to the Bench is increasing or decreasing over time”.⁷ Such an analysis, however, can only be done by undertaking a pre-appointment income study that examines the distributions of income levels over time.
14. A pre-appointment income study would therefore provide evidence that the 2003 and 2007 Commissions found was lacking.
15. Responsive to the 2003 Commission recommendation, a pre-appointment income study would provide evidence regarding pre-appointment income levels for all judges in the last decade. Such a study would provide the Commission with relevant and probative evidence as it would actually establish what judges earned immediately prior to their appointment to the bench. In that respect, the Commission would not be left to make assumptions about the income levels of the pools from which judges are drawn.
16. A pre-appointment income study undertaken during this process could also yield the information deemed useful by the 2007 Commission about whether the number of judges who were in the higher income brackets of private practice before appointment has been

⁵ *Ibid*, para 90, p 29, online: <http://www.quadcom.gc.ca/Media/Pdf/2007/RapportFinalEn.pdf>, **Tab 3**

⁶ *Ibid*, online: <http://www.quadcom.gc.ca/Media/Pdf/2007/RapportFinalEn.pdf>, **Tab 3**

⁷ *Ibid*, online: <http://www.quadcom.gc.ca/Media/Pdf/2007/RapportFinalEn.pdf>, **Tab 3**

increasing or decreasing over time. As the Block Commission itself acknowledged, however, “the issue is not how to attract the highest earners; the issue is how to attract outstanding candidates”.⁸ With that caveat, an examination of the trends in pre-appointment incomes over time may nonetheless still provide relevant information for this Commission’s process.

2. Gaps in Data that is Currently Made Available to the Commission

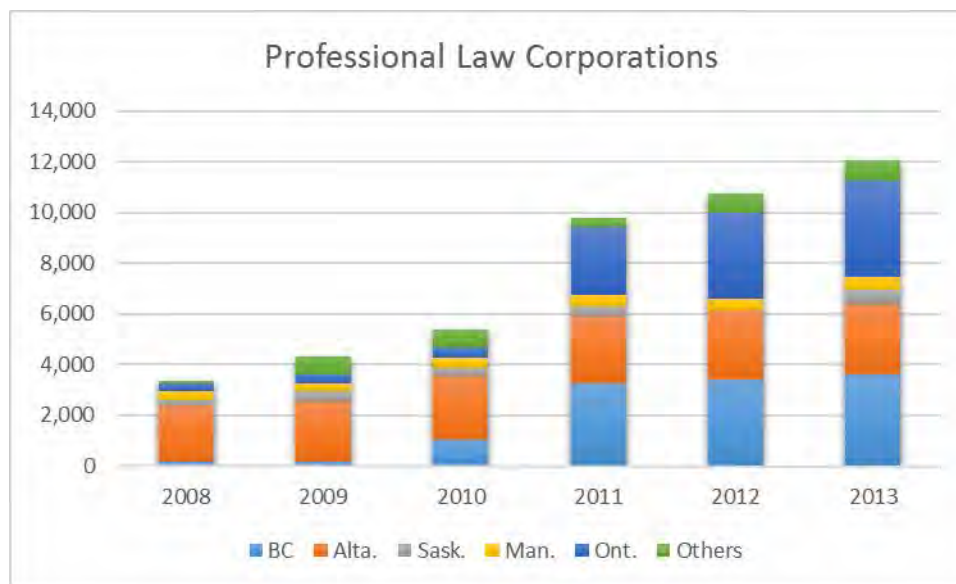
17. Based on the gaps and inherent limitations of the data presented to past Commissions, other evidence is required in order to provide the Commission with a more complete picture of judicial compensation and the role it may play in attracting outstanding candidates for judicial appointment.
18. As explained below, the CRA private sector data only provides information about self-employed private sector lawyers who earn professional income. Accordingly, tens of thousands of lawyers from both the public and private sectors are not represented in the CRA data set. The proposed pre-appointment income study would bypass the limitations inherent in representative samples by providing the actual data that the proxy could only roughly approximate.
19. By contrast, all judicial appointees, including those who were appointed from the public sector, would be captured by the pre-appointment income study.

⁸ *Ibid*, para 116, p 37, online: <http://www.quadcom.gc.ca/Media/Pdf/2007/RapportFinalEn.pdf>, **Tab 3**

(a) Limitations of the CRA Private Sector Data

20. Successive Commissions have considered evidence regarding the remuneration of private sector lawyers in assessing the adequacy of judicial salaries. In the first three processes, the principal parties presented evidence from different sources and disagreed about their respective reliability.
21. However, during the last Commission process and during the present process, the principal parties have collaborated and worked with the CRA for the purposes of jointly submitting a data set compiled by the CRA (the CRA private sector data). This data provides income information for self-employed lawyers who declared professional income when filing their income taxes. This collaboration has successfully minimized concerns about the reliability of the data.
22. That being said, there are limitations inherent in the data. More specifically, the CRA private sector data only provides information about those self-employed, private sector lawyers who earn professional income. It does not provide information about those private sector lawyers whose main source of income is employment income, such as non-equity law firm partners, law firm associates or those lawyers who operate as professional corporations.
23. As a result, the data collected by the CRA does not capture multiple categories of individuals who are eligible for appointment (and are in fact appointed) to the bench. To illustrate these limitations, we refer exclusively to 2013 data. The same limitations exist, however, for each taxation year between 2011 and 2015.

24. According to statistics provided by the Federation of Law Societies of Canada, there were 92,163 practicing lawyers in Canada in 2013.⁹ By contrast, the entire 2013 CRA private sector data set only captures 19,360 lawyers¹⁰ – 21% of the total number of lawyers practicing that year. The reason for the limitation is as follows: the CRA can only identify lawyers who declare “professional income” as self-employed lawyers.
25. The exclusion of all lawyers operating as professional corporations is particularly concerning. As the chart below illustrates, in the past 5 years, an increasing proportion of lawyers are choosing to practice as professional corporations.¹¹



⁹ Federation of Law Societies of Canada, 2013 Statistical Report (FLS 2013 Statistics), “Membership”, online: <http://docs.flsc.ca/STATS2013ReportFINAL.pdf>, **Tab 4**

¹⁰ Canada Revenue Agency, “2015 Quadrennial Judicial Compensation and Benefits Commission”, Statistical Tables Related to Self-Employed Lawyers for the 2013 Taxation Year, provided to the principal parties on October 1, 2015, **Tab 5**

¹¹ This chart is based on the statistics related to Professional Corporations as reported in the Federation of Law Societies of Canada’s 2008, 2009, 2010, 2011, 2012 and 2013 Statistical Reports, online: <http://flsc.ca/resources/statistics/>, **Tab 6**

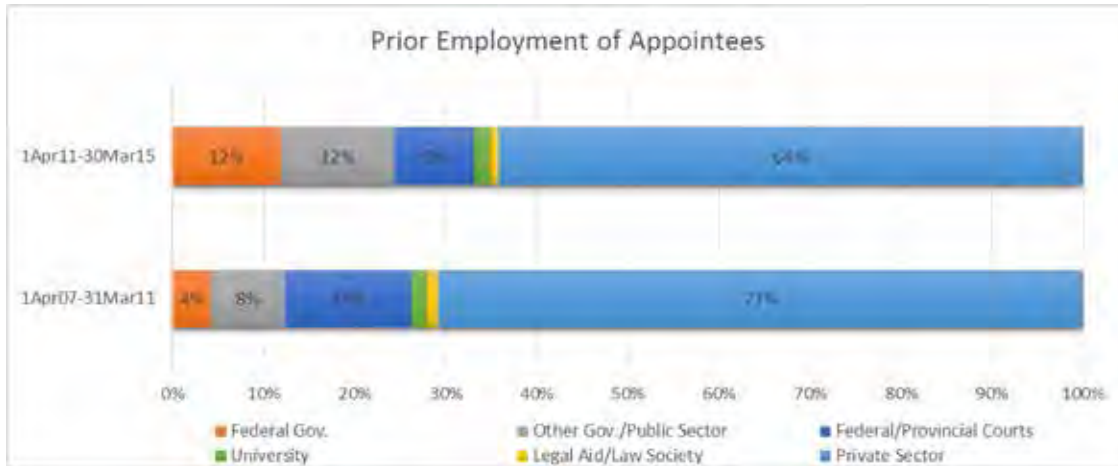
26. According to the Federation of Law Societies of Canada's most recent statistics, 12,080 Canadian lawyers operated as professional corporations in 2013.¹² This amounts to approximately 13% of all practicing lawyers.
27. Even amongst lawyers who declare professional income from the practice of law, the CRA private sector data set excludes individuals. Any lawyer who receives employment income in an amount that is greater than their professional income is excluded, thereby reducing the pool of lawyers even further.
28. Finally, in the past processes, the principal parties have made submissions about how to interpret this indirect source of data, so that the Commission can infer the salary at which an outstanding candidate would be prepared to accept an appointment.
29. The CRA private sector data is, at best, a rough proxy in that it only provides information related to income levels of a certain segment of private sector lawyers. The extent to which this segment represents actual judicial appointees is unknown and unknowable. This is precisely why additional sources of highly probative evidence, based on the actual experience of individuals accepting appointments, is important.

(b) Reliable Public Sector Data Required

30. While the majority of appointees continue to be drawn from private practice, a growing proportion derive from a wide range of pre-appointment positions and experience. Between 2011 and 2015, 36% of the 226 judicial appointees were from the public sector, which includes government, academia, legal aid clinics, in-house counsel for

¹² FLS 2013 Statistics, *supra*, "Law Firms", online: <http://docs.flsc.ca/STATS2013ReportFINAL.pdf>,

corporations or other organizations and provincial courts.¹³ As illustrated below, the number of judges appointed from the public sector increased significantly from 29% to 36% since the last Quadrennial Commission process.¹⁴



31. This group represents an increasingly important source of appointments, from a range of geographic and professional backgrounds, about which generalizations are difficult. No systematic reliable information is available in respect of the income of these groups either. As with information regarding lawyers in private practice, information on this group is limited and indirect. To date, Commissions have been left to make assumptions about the appropriate level of compensation necessary to attract this source of outstanding candidates to the bench.
32. Failure to take into account probative information in relation to this group will continue the bias upon which is premised the assumption that only the highest income earners are “outstanding” candidates. This bias fails to take into account that outstanding individuals

¹³ Based on data compiled from information provided by the Commissioner for Federal Judicial Affairs to the principal parties for 2011-2015, **Tab 7**

¹⁴ This chart is based on data compiled from information provided by the Commissioner for Federal Judicial Affairs to the principal parties for 2011-15 **Tab 7** and 2007-2011 **Tab 8**

may be attracted to judicial office for reasons other than salary and that outstanding individuals may come from other than private practice.

3. Conclusion

33. Based on the foregoing limitations in the available data, the Government proposes that the Commission undertake a pre-appointment income study in order to inform its inquiry into the adequacy of judicial salaries. This would present a more complete and accurate picture rather than relying solely on the existing CRA private sector data which, despite the limitations discussed, remains relevant to the Commission's inquiry.

D. Outline of the Proposal and Protections Against Breaches of Privacy

34. In the hopes of allaying understandable concerns regarding the privacy of current and former judges, the Government proposes an arms-length process whereby the Commission would request the data from the CRA and oversee the production of the study with the assistance of an expert.
35. The privacy of the individuals whose taxpayer information would form the basis for the study would be protected by virtue of paragraph 241(4)(g) of the *Income Tax Act*. This provision permits CRA officials to compile and release taxpayer information in a form that "does not directly or indirectly reveal the identity of the taxpayer to whom the information relates".¹⁵ Before releasing the results of the study to the Commission, the data would be anonymized. If anonymization is not possible and there is a risk that an individual could be identifiable, the CRA will not release the data.

¹⁵ *Income Tax Act*, RSC 1985, c 1 (5th Supp), s 241(4)(g), **Tab 9**

36. With respect to methodology, the Government suggests that the principal parties be provided with the opportunity to comment on the “design and execution” of the study, including the proposed data collection and the methodology to be applied by the CRA.
37. Subject to the principal parties’ comments on methodology, the Government proposes that the study be designed as outlined in the attached “Pre-Appointment Income Study Methodology”.¹⁶
38. To ensure reliability, it is proposed that the final results take into account the income of judges in the five years leading up to their appointment. The practice of law is susceptible to peaks and valleys based on business cycles, including when expenses are paid in relation to each tax year, and the broader economy. As a result, annual incomes can vary year to year. By examining a five-year window and creating an average, the proposed pre-appointment income study would take into account these variations. This methodology would have an added benefit of further anonymizing the data thereby ensuring the privacy of the individual judges.
39. The parties would not be given access to the data underlying the study. This restriction further protects the privacy of individuals whose information will be reviewed for the study and is required by paragraph 241(4)(g) of the *Income Tax Act*.
40. Paragraph 241(4)(g) of the *Income Tax Act* was applied in an identical fashion to the private sector income data already collected by the CRA.

¹⁶ Pre-Appointment Income Study Methodology prepared by David Murchie, Senior Policy Advisor, Judicial Affairs, Courts and Tribunal Policy, Department of Justice, **Tab 10**

E. The Inclusion of the Prothonotaries

41. In light of their small number which makes it impossible to provide anonymity and sufficient privacy safeguards, the Government is not proposing that the pre-appointment income of prothonotaries be included in the study.

F. The Commission's Authority to Requisition and Conduct the Study

42. The proposed pre-appointment income study fits squarely within the Commission's mandate to inquire into the adequacy of the salaries and other amounts payable under the *Judges Act* and into the adequacy of judges' benefits generally.¹⁷ In carrying out this mandate, the Commission is required to consider the need to attract outstanding candidates to the judiciary.¹⁸ The pre-appointment income study is relevant to and highly probative of this consideration.
43. Furthermore, past Quadrennial Commissions have already recognized the propriety of the Commission undertaking a pre-appointment income study. When the study was originally proposed by the McLennan Commission, the Commission considered itself to be the most appropriate entity to coordinate the study. The 2003 Commission suggested that future Commissions would be well-placed to: (1) hire an independent consultant to conduct the study and report to the principal parties; (2) act as "a clearing house for information"; (3) "meet with CRA and determine what information they would be able to extract from the

¹⁷ *Judges Act, supra*, s 26(1), **Tab 1**

¹⁸ *Ibid*, s 26(1.1)(c), **Tab 1**

income tax returns filed with the Agency”; and (4) “build a database, with the assistance of expert evidence of an actuarial and compensation nature”.¹⁹

44. Finally, in terms of the CRA’s authority to provide this data to the Commission, the CRA has been providing data to support the inquiries of both provincial and Federal compensation commissions since 1999. Under paragraph 241(4)(g) of the *Income Tax Act*, the CRA is permitted to respond to requests for anonymized taxpayer data such as the request for pre-appointment income information:

<p>241(4). An official may:</p> <p>(g) use taxpayer information to compile information in a form that does not directly or indirectly reveal the identity of the taxpayer to whom the information relates;</p>	<p>241(4). Un fonctionnaire peut :</p> <p>g) utiliser un renseignement confidentiel en vue de compiler des renseignements sous une forme qui ne révèle pas, même indirectement, l’identité du contribuable en cause;</p>
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45. As in the case of the CRA private sector data that is compiled at the request of the principal parties, the costs associated with compiling this information would be borne by the Government.

G. Conclusion

46. The Commission should be provided with the most probative and relevant evidence available. The pre-appointment income of outstanding jurists appointed to the bench over the past decade is probative evidence of whether judicial salaries are adequate to continue to attract outstanding candidates to the bench. As with all evidence, it would remain open

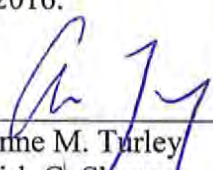
¹⁹ McLennan Commission Report, *supra*, pp 92-93, online: <http://www.quadcom.gc.ca/archives/2003/rpt/report.20040531.html>, **Tab 2**

to the principal parties to make submissions, and the Commission to consider, the relative weight or importance the evidence might be given.

47. The Government proposes that the Commission work with the CRA to conduct a pre-appointment study which could be completed without unreasonably delaying the present Commission process. It is unfortunate that it was necessary to present this proposal at a juncture when its completion may affect timelines to a certain extent. The Government considered it necessary, however, not to proceed unilaterally but, rather, seek the views of the judiciary on this proposal in advance. Furthermore, the value of the resulting evidence would strengthen the basis on which the Commission fulfills its mandate and outweighs any temporary effects on the process. In any case, such potential for temporal accommodations are contemplated in the *Judges Act* by way of a request for an extension of time.²⁰

ALL OF WHICH IS RESPECTFULLY SUBMITTED.

Dated at Ottawa, Ontario this 19th day of January, 2016.



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²⁰ *Judges Act, supra*, s 26(5), **Tab 1**

Judges Act

R.S.C., 1985, c. J-1

An Act respecting judges of federal and provincial courts

Commission

26 (1) The Judicial Compensation and Benefits Commission is hereby established to inquire into the adequacy of the salaries and other amounts payable under this Act and into the adequacy of judges' benefits generally.

Factors to be considered

(1.1) In conducting its inquiry, the Commission shall consider:

- **(a)** the prevailing economic conditions in Canada, including the cost of living, and the overall economic and current financial position of the federal government;
- **(b)** the role of financial security of the judiciary in ensuring judicial independence;
- **(c)** the need to attract outstanding candidates to the judiciary; and
- **(d)** any other objective criteria that the Commission considers relevant.

Extension of time

(5) The Governor in Council may, on the request of the Commission, extend the time for submission of a report under subsection (2) or (4).

Loi sur les juges

L.R.C. (1985), ch. J-1

Loi concernant les juges des cours fédérales et provinciales

Commission d'examen de la rémunération des juges fédéraux

26 (1) Est établie la Commission d'examen de la rémunération des juges chargée d'examiner la question de savoir si les traitements et autres prestations prévues par la présente loi, ainsi que, de façon générale, les avantages pécuniaires consentis aux juges sont satisfaisants.

Facteurs à prendre en considération

(1.1) La Commission fait son examen en tenant compte des facteurs suivants:

- **a)** l'état de l'économie au Canada, y compris le coût de la vie ainsi que la situation économique et financière globale du gouvernement;
- **b)** le rôle de la sécurité financière des juges dans la préservation de l'indépendance judiciaire;
- **c)** le besoin de recruter les meilleurs candidats pour la magistrature;
- **d)** tout autre facteur objectif qu'elle considère pertinent.

Prolongation

(5) Le gouverneur en conseil peut, à la demande de la Commission, permettre à celle-ci de remettre le rapport visé aux paragraphes (2) ou (4) à une date ultérieure.

**Judicial Compensation and
Benefits Commission**



**Commission d'examen de la
rémunération des juges**

**Chairperson/
Président**

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Jeanne N. Ruest

May 31, 2004

The Honourable Irwin Cotler
Minister of Justice and Attorney General of Canada
Department of Justice
East Memorial Building
284 Wellington Street
Ottawa, Ontario K1A 0H8

Dear Minister:

Pursuant to the provisions of Section 26(2) of the *Judges Act*, I am pleased to submit the report of the second Judicial Compensation and Benefits Commission.

Yours truly,

Roderick A. McLennan, Q.C.
Chair

Encl.

CHAPTER 6

RECOMMENDATIONS FOR IMPROVEMENTS

1.a. Timing

The Drouin Commission noted in its report that it had nine months to consider its report.⁴¹ This Commission effectively had six months. This was inadequate, in our view, and resulted in a compression of our activities that was inconvenient and unnecessary. The statutory requirement for reporting is May 31; the report must be completed by April 30, to permit translation and printing. Accordingly, we believe that the next commission should be constituted by June 1 of the year prior to the report date of May 31.

1.b. Continuity

The Drouin Commission noted that the commission infrastructure would remain in place, which concept it endorsed as being very useful.⁴² Regrettably, that did not occur. As we have noted elsewhere, this Commission was first assembled in late September 2003 in Ottawa, to find that we had no staff and that the records of the Drouin Commission, which had been maintained, were not familiar to the staff we were able to enlist. We had the benefit of a very helpful memo, thoughtfully put together by the previous Executive Director, but the fact is we very nearly had to start with a blank slate, which was most inconvenient and inefficient for the work that had to be done.

We believe it would be most desirable that a staff – perhaps one person and possibly part-time – should be maintained throughout the term of the commission and perhaps from commission to commission.

⁴¹ Drouin (2000), at page 115.

⁴² Ibid, at page 115.

Furthermore, we believe the Commissioners who are appointed for a four-year term should meet at least once a year to consider the events that have transpired and any trends regarding compensation or other matters within their jurisdiction. This would permit direction to be given to the staff and ensure continuity in the operation of the Commission's activities. This would better equip the next commission to more efficiently prosecute its work. To the extent this process was in place, it would ameliorate the time compression addressed in recommendation 1.a above.

2. Other Jurisdictions

The Drouin Commission had before it information about judicial compensation in other jurisdictions, but did not have enough information about the factors that went into that compensation to make use of the information.⁴³ Neither principal party to this Commission put similar information before us. In view of the problem of the existing comparators that we have noted, the study of the compensation of judges in jurisdictions with a legal system comparable to Canada's would be useful if it were completed sufficiently thoroughly to provide information on which a proper comparison could be made.

Inasmuch as we have a restricted number of comparators to start with, to expand those comparators ought to be useful. The jurisdictions that would be surveyed are those common law jurisdictions bearing most similarity to Canada, which would include the United Kingdom, some of the Commonwealth countries and probably the United States. Assembling the necessary information would be a significant undertaking at the outset, but maintaining it would be a relatively simple task. We suggest such an initiative be instituted.

⁴³ Drouin (2000), at page 48.

3. Comparators

a. The DM-3 Group

The DM-3 comparator is a very important one and, while it will continue to be important and useful, it has limitations for the reasons expressed in the Judicial Salaries chapter of our report. We have agreed that at-risk pay should be taken into account in considering the use of the comparator, since it is now clear that at-risk pay is assuming, over time, a larger importance in the determination of the income of DM-3s and, indeed, of everyone at the deputy minister level. As we have noted, however, many of the reasons why at-risk pay is awarded have very little to do with the judicial function, which makes the comparison somewhat less useful.

Similarly, there is an unfortunate disconnect between the DM-3 comparator, which has been useful in the past, and the apparent current structure to compensate DM-3s. We note that the *Advisory Committee on Senior Level Retention and Compensation* reports bear no reference at all to judicial salaries, which is odd inasmuch as those acting on behalf of the Association and Council strongly suggest that the DM-3 is the most important comparator. The reciprocal consideration simply is not there. We have no way of knowing why this should be.

Inasmuch as the *Advisory Committee on Senior Level Retention and Compensation* reports are the basis for the DM-3 and other DM compensation plans, we suggest that a meeting held between that committee and the Quadrennial Commission at least once would be a useful exercise and would permit an exchange of information that might be useful to both the committee and the Commission.

b. Incomes of Senior Practitioners in Private Practice

We were particularly troubled by the difficulties in obtaining appropriate current information on the income levels of self-employed lawyers in private practice. This is partly because of the way in which that information is collected by CRA, for which our purposes are irrelevant, and partly because there is no other currently available

method of obtaining this important information. As we have seen, both principal parties decried the usefulness of the information that was available, but to the extent they did use it, they had very different approaches as to how it could be used and what it meant.

As a result, we strongly recommend that some joint method (in conjunction with the Government and the Association and Council) be sought to provide an appropriate and common information and statistical base, the accuracy of which can be accepted by both parties as reliable. This information base is particularly important with respect to the income of self-employed lawyers and could be expanded to get some appreciation as to the income levels of those lawyers who are appointed to the judiciary.

There are many ways in which this might be done: a study by an independent consultant retained by this Commission to report to the principal parties could be commissioned. Statistical evidence could be gathered over time from those who are appointed to the bench in a way that would preserve their anonymity and privacy. There may be other ways.

There could be a clearing house for information, whereby some independent authority – such as the Quadrennial Commission – could obtain information from judges upon their appointment, by means of which their income for the three previous years could be ascertained and other useful information obtained from them with respect to their motives and expenses incurred on accepting their appointment. While this information might not be useful immediately, over a period of the next two Quadrennial Commissions it could be very useful indeed, having regard to the expected turnover of judges during that period of time.

We could meet with CRA and determine what information they would be able to extract from the income tax returns filed with the Agency.

We could begin to build a database, which, with the assistance of expert evidence of an actuarial and compensation nature, would be useful to future commissions.

The fact is that there is altogether too much speculation with respect to what senior practitioners in private practice currently earn and the extent to which the annuity and other benefits play a part in the decisions of persons on whether or not to apply for and accept judicial appointment.

The Minister of Justice has the power under s. 26(4) of the *Judges Act* to make a reference to a Quadrennial Commission with respect to the adequacy of salaries and other amounts payable under this Act. If the Minister of Justice were to so direct, we would be willing to undertake, with the help of the principal parties, any recommendations contained in this section, for the purpose of being of use to the next Quadrennial Commission, and those thereafter, with respect to important aspects of their work.

ALL OF WHICH IS RESPECTFULLY SUBMITTED.



Roderick A. McLennan, Q.C.
Chair



Gretta Chambers, C.C., O.Q.
Commissioner



Earl A. Cherniak, Q.C.
Commissioner

May 31, 2004

**Judicial Compensation and
Benefits Commission**



**Commission d'examen de la
rémunération des juges**

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May 30, 2008

The Honourable Robert Douglas Nicholson
Minister of Justice and Attorney General of Canada
284 Wellington Street
Ottawa, Ontario K1A 0H8

Dear Minister:

Pursuant to the provisions of Section 26.(2) of the *Judges Act*, I am pleased to submit the report and recommendations of the third Judicial Compensation and Benefits Commission.

Yours truly,

Sheila Block
Chair

Encl.

...some joint method (in conjunction with the Government and the Association and Council) be sought to provide an appropriate and common information and statistical base, the accuracy of which can be accepted by both parties as reliable. The information base is particularly important with respect to the income of self-employed lawyers and could be expanded to get some appreciation as to the incomes of those lawyers who are appointed to the judiciary.⁸³

82. The Government and the Association and Council have not been able to agree on the methodology to be used in providing the information sought by the McLennan Commission. However, the Government did obtain information on the income of lawyers in private practice and on the pre-appointment income of judges.

83. The Government retained the actuary and compensation expert, Haripaul Pannu, to review the data produced by the Canada Revenue Agency ('CRA') on the income of self-employed lawyers for 2002 through 2005. Mr. Pannu determined that the age-weighted income of self-employed lawyers in 2005 (most recent tax data year) is \$183,128 at the 65th percentile and \$251,176 at the 75th percentile.⁸⁴

84. Additionally, the Government obtained information from the CRA on the income levels of lawyers appointed to the judiciary ('Pre-Appointment Income data' or 'PAI data'). The Government engaged Mr. Pannu to analyze and report on this information ('Pre-Appointment Income study' or 'PAI study').

85. Mr. Pannu's PAI study reveals the following:

- 62 % of appointees who had been self-employed lawyers received a significant increase in income upon their appointment to the Bench.
- 19 % of all appointees were earning less than half of a judicial salary.
- Among the 69 % of appointees who had been self-employed prior to appointment, 38 % had pre-appointment incomes that exceeded judicial salaries, and 5% had incomes that were more than 275 % of a judicial salary.⁸⁵

⁸³ McLennan Report, *supra* note 22 at 92.

⁸⁴ Book of Additional Documents of the Government of Canada, Tab 11 [Government Book of Additional Documents].

⁸⁵ Reply Submissions of the Government of Canada at para. 21 [Government Reply Submissions].

86. The Government concludes that the “pre-appointment income study demonstrates that current judicial salaries are not a disincentive to attracting significant numbers of judges who enjoyed high pre-appointment incomes”.⁸⁶

87. The Government proposes “an increase of 4.9 % in the first year (2008-09), inclusive of indexation under the Industrial Aggregate (projected to be 2.4 % on April 1, 2008)”.⁸⁷ The Government notes that:

An increase of 4.9 % will raise a *puisne* judge salary to \$264,300. This will result in a 48 % increase since the first Quadrennial Commission cycle began. The Government further proposes the continuation of annual indexing in the following three years (2009-10 to 2011-12). The Industrial Aggregate annual adjustments are projected to be 2.6 % in 2009-10, 2.8 % in 2010-2011 and 3.0 % in 2011-12. The overall cost of the Government proposal from the years 2008-09 to 2011-12 is approximately \$29.6 million.⁸⁸

88. The Association and Council take great exception to the PAI study. They are concerned that they were not properly informed of the Government’s intention to conduct this study; that they were not consulted on the methodology to be used; that the data, while aggregated, was gathered on sitting judges who had not provided their consent; and that there were numerous defects undermining the data.

The Association and Council submit that the Commission should decline to consider the PAI data on the basis that the Government ought to have disclosed to the judiciary that it would be seeking to collect this data for use before the Commission, so as to give the judiciary an opportunity to comment on the proposed data collection and the methodology applied by the CRA.⁸⁹

The Association and Council are also concerned that the data is not prospective in nature. It reveals what individuals earned before appointment, not the future earning prospects that they would take into account in deciding whether to accept a judicial appointment.

⁸⁶ *Ibid.* at para. 23.

⁸⁷ Government Submission, *supra* note 50 at para. 70. The actual increase in statutory indexing (Industrial Aggregate) effective April 1, 2008 is 3.2%.

⁸⁸ *Ibid.*, at para. 71 [footnote omitted].

⁸⁹ Supplementary Reply Submission of the Canadian Superior Court Judges Association and the Canadian Judicial Council to the Judicial Compensation and Benefits Commission in Respect of the CRA Pre-Appointment Income Data of Judges, February 12, 2008 at para. 17 [A&C Supplementary Reply Submission].

89. We appreciate that an attempt was made to obtain information considered relevant to the Commission's inquiry. We regret that the collection of this data was a source of acrimony between the parties. Both parties have expended significant resources on this matter. However, we are not in a position to judge whether there were appropriate consultations between the parties in obtaining the information. We are also not in a position to judge whether the information obtained is accurate. In any case, the information provided to us only served to confirm that some appointees earn less prior to appointment and some earn more.

90. We do not believe that a snapshot of appointees' salaries prior to appointment is particularly useful in helping to determine the adequacy of judicial salaries. Such a study does not tell us whether judicial salaries deter outstanding candidates who are in the higher income brackets of private practice from applying for judicial appointment. A study that revealed this information would be more helpful in determining the adequacy of judicial salaries. Ideally, this information would be obtained through a targeted survey of individuals who were at the higher end of the earnings scale and who could be objectively identified as outstanding potential candidates for judicial appointment. We acknowledge however the difficulties inherent in the design and implementation of any such survey. Such information might also be indirectly obtained through an analysis of whether the number of high-earning appointees to the Bench is increasing or decreasing over time.

91. Should similar information be sought in the future, we urge the Government and the Association and Council to consult on the design and execution of such studies to ensure that future commissions are provided with information that both parties agree is reliable and useful.

Compensation Comparators

92. Throughout our inquiry into the "adequacy" of judicial salaries, we have been guided by the statutory criteria in the *Judges Act*. We have carefully considered the positions of the Government and of the Association and Council. We have reviewed the

For that position, two thirds of maximum at-risk pay was added to the job rate. As noted earlier, this tends to be the average at-risk payment, and the Committee is comfortable adjusting the job rates for positions with quasi-judicial responsibilities accordingly.¹⁰⁶

110. For example, the 2007 maximum salary for a GC-9 is \$239,800. In addition, the person can earn a performance award up to 21.3% of salary. A GCQ-9 has a maximum salary of \$276,500 and is not eligible for performance pay.¹⁰⁷ The GCQ-9 maximum salary, therefore, represents the maximum salary of the GC-9 plus an amount equal to 72% of the maximum performance award that the GC-9 can earn.

111. We used one half of the performance pay for which a DM-3 is eligible in our considerations. This, we believe, is a conservative position. As well, similar to the mid-point of the salary range, this reference point is an objective, consistent measure that does not vary over time like average performance pay does.

Lawyers in Private Practice Comparator

112. We found ourselves faced with the same difficulties as the McLennan Commission in obtaining reliable data on the income of lawyers in private practice. The Government provided information obtained from the CRA and analyzed by Mr. Pannu. The Association and Council provided information obtained through a survey of private sector lawyers conducted by Navigant. The Association and Council have expressed serious concerns about the methodology used by Mr. Pannu, and the Government has expressed serious concerns about the methodology used by Navigant.

113. Mr. Pannu determined that the age-weighted income of self-employed lawyers in 2005 was \$251,176 at the 75th percentile.¹⁰⁸ The Government's view is that this income compares very favourably with the 2005 judicial salary of \$237,400. If one adds the value

¹⁰⁶ Advisory Committee on Senior Level Retention and Compensation, Fourth Report, March 2002 at 30-31. Online:<http://www.psagency-agencefp.gc.ca/reports-rapports/rep-rap-menu_e.asp>.

¹⁰⁷ Privy Council Office. "Salary Ranges and Maximum Performance Pay for 2007 for Governor in Council Appointees". Online:< <http://www.pco-bcp.gc.ca>>.

¹⁰⁸ Government Book of Additional Documents, *supra* note 84 at Tab 11.

of the judicial annuity to this, a value the Government calculates to be 24.6 % of salary, the judicial salary would equate to self-employed income of \$295,777.¹⁰⁹ This amount is significantly greater than the income that Mr. Pannu determined self-employed lawyers were earning. Mr. Pannu did find two major metropolitan centres where the incomes of self-employed lawyers exceeded that of a judicial salary plus the pension value: Calgary with an income of \$326,348 at the 75th percentile, and Toronto with an income of \$393,790.¹¹⁰

114. Navigant, on the other hand, found that lawyers' income in the private sector in Canada at the 75th percentile in 2006 was \$366,216.¹¹¹ If one assumes a value of 24.6 % for the judicial annuity, the 2006 judicial salary of \$244,700 would equate to self-employed income of \$304,896. This amount is significantly less than the income that Navigant found lawyers in the private sector were earning. Navigant did find five provinces however, where lawyers' income at the 75th percentile was less than the judicial salary plus the pension value: New Brunswick at \$264,286, Newfoundland and Labrador at \$275,000, Nova Scotia at \$291,667, Prince Edward Island at \$300,000 and Saskatchewan at \$192,857. It found five provinces and the territories where lawyers' income at the 75th percentile was greater than the judicial salary plus the pension value: British Columbia at \$341,304, Alberta at \$415,789, Manitoba at \$309,091, Ontario at \$437,500, Quebec at \$356,522 and the Northwest Territories, Nunavut and the Yukon at \$316,667.¹¹²

115. We do not repeat here the lengthy arguments from both parties as to why the methodology used by the other party is flawed. We are satisfied that there are lawyers in private practice whose incomes greatly exceed those of judges, whether the value of the

¹⁰⁹ Government Submission, *supra* note 50 at para. 65.

¹¹⁰ Haripaul Pannu, "Report on the Earnings of Self-Employed Lawyers", Government Submission, Appendices Volume II, Tab 10 at 8.

¹¹¹ A&C Submission, *supra* note 47 at para. 132.

¹¹² Navigant Consulting, Inc., A Review of Canadian Private-Sector Lawyer Income, December 13, 2007, at 14.

judicial annuity is included or not. We are fortunate that many appointees to the Bench do not appear to be primarily motivated by income in accepting judicial appointments.

116. The issue is not how to attract the highest earners; the issue is how to attract outstanding candidates. It is important that there be a mix of appointees from private and public practice, from large and small firms and from large and small centres. However, there is no certainty that if the income spread between lawyers in private practice and judges were to increase markedly that the Government would continue to be successful in attracting outstanding candidates to the Bench from amongst the senior members of the Bar in Canada.

Recommendation Concerning Salary for *Puisne* Judges

117. We carefully considered the submissions provided to us, and we paid great heed to the factors enumerated in section 26(1.1) of the *Judges Act* in arriving at our recommendations on judicial salaries.

118. At this time, taking into account the overall remuneration of judges and DM-3s, we believe that a judicial salary with rough equivalence to the mid-point of the DM-3 salary range, plus one half of maximum performance pay, will provide the necessary financial security to ensure judicial independence and will serve to attract outstanding candidates to the judiciary. This level of remuneration takes into account the prevailing economic conditions in Canada, including the cost of living and the overall economic and current financial position of the federal government. It respects the historical level of remuneration for *puisne* judges and should not act as a deterrent to high-earning individuals in private practice who are prepared to consider public service. This is the level of remuneration that the Government accords to its senior public servants of "outstanding character and ability, which are attributes shared by deputy ministers and judges". It recognizes the role that the judiciary plays in our democracy, including its role as protector of the Constitution and of the values embodied in it.

MEMBERSHIP (2013 Statistical Report)															
	British Columbia	Alberta	Sask.	Manitoba	Ontario	Barreau du Québec (1)	Chambre des Notaires du Québec	New Brunswick	Nova Scotia	P.E.I.	Nfld & Labrador	Yukon	N.W.T.	Nunavut	2013 Total
Practising Members - Insured															
Female	2,741	2,060	616	501	7,744	6,457	2,328	272	691	58	165	38	22	N/A	
Male	5,575	4,143	1,128	1,089	15,675	7,831	1,509	585	1,124	89	352	35	46	N/A	
TOTAL	8,316	6,203	1,744	1,590	23,419	14,288	3,837	857	1,815	147	517	73	68	33	62,907
Practising Members - Exempted From Insurance															
Female	1,339	1,222	88	212	4,812	6,251	D/A	179	42	39	96	37	35	N/A	
Male	1,293	1,252	100	190	4,396	4,507	D/A	178	46	29	85	25	38	N/A	
TOTAL	2,632	2,474	188	402	9,208	10,758	D/A	357	88	68	181	62	71	62	26,551
Practising - Canadian Legal Advisor															
Female	0	D/A	D/A	0	1	4	D/A	D/A	0	0	D/A	0	D/A	N/A	
Male	1	D/A	D/A	0	16	3	D/A	D/A	0	0	D/A	0	D/A	N/A	
TOTAL	1	D/A	D/A	0	17	7	D/A	D/A	0	0	D/A	0	D/A	0	26
Practising - Non-Resident															
Female	133	145	27	17	316	D/A	D/A	32	18	6	10	36	65	N/A	
Male	283	316	79	43	554	D/A	D/A	48	31	16	15	112	195	N/A	
TOTAL	416	461	106	60	870	D/A	D/A	80	49	22	25	148	260	182	2,679
Non-Practising Members															
Female	883	1,533	222	719	5,740	138	106	149	530	35	104	13	44	N/A	
Male	638	3,061	273	1,499	6,900	532	532	235	731	30	140	11	73	N/A	
TOTAL	1,521	4,594	495	2,218	12,540	347	638	384	1,261	65	244	24	117	34	24,482
Others - Suspended or Disbarred															
Female	D/A	D/A	D/A	D/A	D/A	D/A	D/A	N/A	0	0	D/A	0	5	N/A	
Male	D/A	D/A	D/A	D/A	D/A	D/A	D/A	N/A	0	0	D/A	0	24	N/A	
TOTAL	D/A	D/A	D/A	D/A	D/A	D/A	D/A	51	0	0	D/A	0	29	2	82
Others - RAC															
Female	D/A	D/A	D/A	D/A	D/A	D/A	D/A	D/A	0	0	D/A	0	19	N/A	
Male	D/A	D/A	D/A	D/A	D/A	D/A	D/A	D/A	0	0	D/A	0	63	N/A	
TOTAL	D/A	D/A	D/A	D/A	D/A	D/A	D/A	D/A	0	0	D/A	0	82	0	82
Others - Retired															
Female	160	D/A	D/A	D/A	D/A	D/A	D/A	N/A	0	1	N/A	2	D/A	N/A	
Male	562	D/A	D/A	D/A	D/A	D/A	D/A	N/A	0	8	N/A	7	D/A	N/A	
TOTAL	722	D/A	D/A	D/A	D/A	D/A	D/A	112	0	9	N/A	9	D/A	0	852
Others - Students/Articled Clerks															
Female	D/A	D/A	D/A	D/A	D/A	D/A	D/A	D/A	37	D/A	D/A	1	D/A	N/A	
Male	D/A	D/A	D/A	D/A	D/A	D/A	D/A	D/A	37	D/A	D/A	0	D/A	N/A	
TOTAL	D/A	D/A	D/A	D/A	D/A	D/A	D/A	D/A	74	D/A	D/A	1	D/A	0	75
Others - Life Members, Honorary and/or Disabled															
Female	D/A	D/A	D/A	D/A	D/A	D/A	D/A	N/A	0	0	N/A	0	D/A	N/A	
Male	D/A	D/A	D/A	D/A	D/A	D/A	D/A	N/A	0	0	N/A	1	D/A	N/A	
TOTAL	D/A	D/A	D/A	D/A	D/A	D/A	D/A	33	0	0	N/A	1	D/A	0	34
Total Membership															
Female	5,256	4,960	953	1,449	18,613	12,648	2,434	600	1,318	138	375	127	190	N/A	
Male	8,352	8,772	1,580	2,821	27,441	12,447	2,041	938	1,969	172	592	191	437	N/A	
TOTAL	13,608	13,732	2,533	4,270	46,054	25,114	4,475	1,678	3,287	310	967	318	627	219	117,132
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(1) Reporting period for the Barreau du Québec is April 1, 2013 to March 31, 2014

YEARS AS MEMBER (2013 Statistical Report)

	British Columbia	Alberta	Sask.	Manitoba	Ontario	Barreau du Québec	Chambres des Notaires du Québec	New Brunswick	Nova Scotia	P.E.I.	NFLD & Labrador	Yukon	N.W.T.	Nunavut
0-5 Years														
Female	1,483	1,272	254	256	4,400	3,207	789	127	296	29	87	59	84	D/A
Male	1,427	1,274	268	238	4,097	1,902	273	118	276	38	84	56	103	D/A
TOTAL	2,910	2,546	522	494	8,497	5,109	1,062	245	572	67	171	115	187	D/A
6-10 Years														
Female	920	940	165	223	3,548	2,281	263	122	213	21	72	26	28	D/A
Male	886	960	162	169	3,116	1,457	97	91	198	14	75	30	62	D/A
TOTAL	1,806	1,900	327	392	6,664	3,738	380	213	411	35	147	56	90	D/A
11-15 Years														
Female	714	731	160	177	3,363	1,940	169	100	191	28	65	10	23	D/A
Male	791	875	168	189	3,239	1,378	46	69	168	16	59	22	53	D/A
TOTAL	1,505	1,606	328	366	6,602	3,318	215	169	359	44	124	32	76	D/A
16-20 Years														
Female	713	560	159	185	2,363	1,759	175	91	186	28	59	17	21	D/A
Male	908	732	182	219	2,682	1,368	61	118	175	18	70	16	35	D/A
TOTAL	1,621	1,292	341	404	5,045	3,127	236	209	361	46	129	33	56	D/A
21-25 Years														
Female	579	527	115	165	1,912	1,446	343	53	136	14	53	8	9	D/A
Male	972	862	193	238	2,659	1,400	139	97	199	25	77	25	27	D/A
TOTAL	1,551	1,389	308	403	4,571	2,846	482	150	335	39	130	33	36	D/A
26 Years plus														
Female	715	903	242	428	3,027	2,015	569	139	296	18	39	7	11	D/A
Male	3,089	4,020	1,066	1,727	11,648	4,942	893	553	953	61	227	42	56	D/A
TOTAL	3,804	4,923	1,308	2,155	14,675	6,957	1,462	692	1,249	79	266	49	67	D/A
Total Membership														
Female	5,124	4,933	1,095	1,434	18,613	12,648	2,328	632	1,318	138	375	127	176	D/A
Male	8,073	8,723	2,039	2,780	27,441	12,447	1,509	1,046	1,969	172	592	191	336	D/A
TOTAL	13,197	13,656	3,134	4,214	46,054	25,095	(1) 3,837	1,678	3,287	310	967	318	512	D/A
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<i>(1) Honorary and non-active members not included in this total</i>														

ADMISSIONS (2013 Statistical Report)

	British Columbia	Alberta	Sask.	Manitoba	Ontario	Barreau du Québec	Chambre des Notaires du Québec	New Brunswick	Nova Scotia	P.E.I.	NFLD & Labrador	Yukon	N.W.T.	Nunavut	2013 Total
Articling Students/Stagiaires															
Female	210	217	35	41	1235	N/A	131	31	40	5	12	1	0	0	1
Male	219	240	49	56	1114	N/A	53	27	32	7	10	0	1	0	0
TOTAL	429	457	84	97	2,349	N/A	184	58	72	12	22	1	1	1	3,767
Students Admitted to Bar Admission Course															
Female	191	162	35	41	872	N/A	131	31	44	5	19	0	0	0	0
Male	164	184	49	56	754	N/A	53	27	32	8	18	0	0	0	0
TOTAL	355	346	84	97	1,626	451	184	58	76	13	37	0	0	0	3,318
Students Admitted to Bar Admission Course with NCA Certificate															
Female	28	27	N/A	8	336	D/A	D/A	N/A	1	0	1	0	0	0	0
Male	60	24	N/A	18	320	D/A	D/A	N/A	5	0	1	0	0	0	0
TOTAL	88	51	N/A	26	656	D/A	D/A	N/A	6	0	2	0	0	0	829
Students called to the Bar															
Female	225	203	31	47	989	N/A	124	27	26	3	19	3	2	1	1
Male	192	193	42	42	1005	N/A	54	13	33	5	22	1	0	1	1
TOTAL	417	396	73	89	1,994	901	178	40	59	8	41	4	2	2	4,204
Transfers From Other Jurisdictions															
Female	59	49	15	10	57	N/A	D/A	6	12	0	7	10	17	D/A	D/A
Male	64	67	15	9	51	N/A	D/A	4	15	3	8	17	16	D/A	D/A
TOTAL	123	116	30	19	108	7	D/A	10	27	3	15	27	33	27	545
Canadian Legal Advisors															
Female	0	D/A	N/A	0	0	N/A	D/A	D/A	0	0	0	0	0	0	4
Male	1	D/A	N/A	0	0	N/A	D/A	D/A	0	0	0	0	0	0	1
TOTAL	1	D/A	N/A	0	0	6	D/A	D/A	0	0	0	0	0	5	12
Occasional Appearance Certificates															
Female	1	D/A	N/A	0	34	4	D/A	N/A	4	2	0	24	24	D/A	D/A
Male	1	D/A	N/A	0	72	5	D/A	N/A	12	4	0	48	51	D/A	D/A
TOTAL	2	D/A	N/A	0	106	9	D/A	N/A	16	6	0	72	75	44	330
Total Admissions															
Female	714	658	116	147	3489	N/A	386	95	127	15	58	38	43	6	6
Male	701	708	155	181	3244	N/A	160	71	129	27	59	66	68	2	2
TOTAL	1415	1366	271	328	6830	949	546	166	256	42	117 (1)	32	111	79	12,501

(1) In Yukon, Occasional Appearance Certificates are not considered Admissions

FEEs for the period January 01 - December 31, 2013 (2013 Statistical Report)

	British Columbia	Alberta	Sask.	Manitoba	Ontario	Barreau du Québec	Chambre des Notaires du Québec	New Brunswick	Nova Scotia	P.E.I.	NFLD & Labrador	Yukon	N.W.T.	Nunavut
Application & Admission Fee														
App. & Admission Fee	\$ 200.00	D/A	\$ 200.00	(2)\$575/\$750	\$ 250	D/A	\$ 250	\$ 450	\$ 250	\$ 100	\$ 300	\$ 300	\$ 425	\$ 1,550
Application Fee	D/A	\$585.00	\$ 100.00	\$ 150	D/A	D/A	D/A	D/A	D/A	D/A	D/A	D/A	D/A	D/A
Admission Fee	D/A	D/A	\$ 100.00	D/A	D/A	D/A	\$ 100.00	D/A	D/A	D/A	D/A	D/A	D/A	D/A
Call to the Bar Fee	D/A	D/A	D/A	\$ 575	D/A	D/A	D/A	D/A	D/A	D/A	D/A	D/A	D/A	D/A
Admission Fee														
Students	D/A	D/A	D/A	D/A	D/A	D/A	D/A	D/A	D/A	D/A	\$ 300	D/A	D/A	D/A
Articling Students	D/A	D/A	D/A	\$ 575	D/A	D/A	D/A	D/A	D/A	D/A	D/A	D/A	D/A	D/A
Bar Admission Course	D/A	D/A	D/A	D/A	D/A	D/A	D/A	D/A	D/A	D/A	\$ 625	D/A	D/A	D/A
Application & Admission Fee - Transfers														
Transfer Applicants	D/A	D/A	D/A	\$ 600	D/A	D/A	D/A	D/A	\$1,250	D/A	D/A	D/A	D/A	D/A
Transfer Jurisdiction (1)	D/A	D/A	D/A	D/A	D/A	D/A	D/A	D/A	D/A	D/A	D/A	D/A	D/A	D/A
Practising Fee														
Year One Full Time	D/A	D/A	D/A	D/A	D/A	D/A	D/A	D/A	D/A	D/A	D/A	D/A	D/A	D/A
Year Two Full Time	D/A	D/A	D/A	D/A	D/A	D/A	D/A	D/A	D/A	D/A	D/A	D/A	D/A	D/A
Year Three Full Time	D/A	D/A	D/A	D/A	D/A	D/A	D/A	D/A	D/A	D/A	D/A	D/A	D/A	D/A
Full Time	\$ 1,914.18	\$ 2,330	\$ 1,615.00	\$ 2,025	\$ 1,340	\$ 1,159.90	\$ 600	\$ 1,745	\$1,795	\$ 1,025	\$ 1,870	\$ 1,100	\$ 1,100	\$ 1,750
Part-time	D/A	D/A	D/A	D/A	D/A	\$ 1,624.70	D/A	D/A	D/A	D/A	D/A	D/A	D/A	D/A
Canadian Legal Advisor	\$ 1,914.18	D/A	D/A	\$ 2,025	\$ 1,340	\$ 1,624.70	D/A	D/A	D/A	D/A	D/A	\$ 1,100	\$ 1,100	D/A
Practising Fee - Other Categories														
Quarterly Fee	D/A	D/A	\$ 403.75	D/A	D/A	D/A	D/A	D/A	D/A	D/A	D/A	D/A	D/A	D/A
Law Student	D/A	D/A	D/A	D/A	D/A	D/A	D/A	D/A	D/A	D/A	D/A	D/A	\$ 75	D/A
Professor	D/A	D/A	\$ 807.50	D/A	D/A	D/A	D/A	D/A	D/A	D/A	D/A	D/A	D/A	D/A
Articling Student	D/A	D/A	D/A	D/A	D/A	D/A	D/A	D/A	D/A	D/A	D/A	D/A	\$ 125	D/A
Prof. Corp. Renewal	D/A	\$ 190	D/A	D/A	D/A	D/A	D/A	D/A	D/A	D/A	D/A	D/A	D/A	D/A
LLP Renewal	D/A	\$ 60	D/A	D/A	D/A	D/A	D/A	D/A	D/A	D/A	D/A	D/A	D/A	D/A

(1) Members transferring from another jurisdiction

(2) \$575 for articling students, \$600 plus \$150 application fee for transfer applicants

OTHER FEES (2013 Statistical Report)

	British Columbia	Alberta	Sask.	Manitoba	Ontario	Barreau du Québec	Chambre des Notaires du Québec	New Brunswick	Nova Scotia	P.E.I.	NFLD & Labrador	Yukon	N.W.T.	Nunavut
Non-Practising Fee	\$ 300	\$ 190	\$ 150	\$ 100.0	\$ 670.00	D/A	D/A	\$ 500.00	\$ 250	\$ 185	\$ 350	\$ 300	\$ 225	\$ 750
Non-Practising Fee - Other Categories														
Retired	\$ 75	D/A	\$ -	D/A	\$ 335.00	\$ 123.50	D/A	\$ 87.25	\$ 50	\$ 50	D/A	\$ 25	D/A	D/A
Honorary	D/A	D/A	D/A	D/A	\$ 335.00	D/A	D/A	D/A	D/A	D/A	D/A	D/A	D/A	D/A
Life	D/A	D/A	\$ -	D/A	\$ 335.00	D/A	D/A	D/A	D/A	D/A	D/A	D/A	D/A	D/A
Disabled	D/A	D/A	D/A	D/A	D/A	D/A	D/A	D/A	D/A	D/A	D/A	D/A	D/A	D/A
Other Fee - Occasional Appearance Application & Admission Fee														
	\$ 500	D/A	D/A	D/A	\$ 100.00	D/A	D/A	\$ 100.00	\$ 250	\$ 100	D/A	\$ 650	\$ 625	(1) \$1,550
Other Fee - Occasional Appearance Renewal Fee														
	\$ 100	D/A	D/A	D/A	D/A	\$ 200.00	D/A	D/A	D/A	\$ 100	D/A	\$ 350	\$ 150	(1) \$1,350
Other Fee - Occasional Appearance Reciprocal Fee														
	D/A	D/A	D/A	D/A	D/A	D/A	D/A	D/A	D/A	D/A	D/A	D/A	D/A	D/A
Other Fee - Promotion/Advertising Fee														
	D/A	D/A	D/A	D/A	D/A	D/A	\$150	D/A	D/A	D/A	D/A	D/A	D/A	D/A
Other Fee - Notary Assistance Program														
	D/A	D/A	D/A	D/A	D/A	D/A	\$25	D/A	D/A	D/A	D/A	D/A	D/A	D/A

INSURANCE FEES (2013 Statistical Report)

	British Columbia	Alberta	Sask.	Manitoba	Ontario	Barreau du Québec	Chambre des Notaires du Québec	New Brunswick	Nova Scotia	P.E.I.	NFLD & Labrador	Yukon	N.W.T.	Nunavut
Insurance Fees - Full Time	\$ 1,750.00	\$ 3,550.00	\$ 1,025.00	\$ 1,445.00	\$ 3,350.00	\$ 1,286.00	\$ 3,050.00	\$ 2,650.00	\$ 1,460.00	\$ 3,000.00	\$ 1,655.00	\$ 3,000.00	\$ 1,278.00	\$ 2,982.00
Part Time	\$ 875	D/A	D/A	D/A	\$ 1,675.00	N/A	D/A	D/A	D/A	D/A	D/A	D/A	D/A	D/A
Adjustments or Surcharges	\$ 1,000	(4) 30%-300%	D/A	(6) Varies	(7) -\$35,000	D/A	(9) Varies	(9) Varies	(9) Varies	D/A	D/A	N/A	(7) \$5-\$20,000	D/A
Other Fees	D/A	D/A	D/A	D/A	D/A	D/A	D/A	D/A	D/A	D/A	D/A	D/A	D/A	D/A
Levies	D/A	D/A	D/A	D/A	D/A	D/A	D/A	D/A	D/A	D/A	D/A	D/A	D/A	D/A
Retro assessments	D/A	D/A	D/A	D/A	D/A	D/A	D/A	D/A	D/A	D/A	D/A	D/A	D/A	D/A
Compensation Fund	D/A	D/A	\$ 160.00	\$ 350.00	\$ 221.00	\$ 25.00	D/A	\$ 20.00	D/A	(2) \$50-\$100	\$ 50.00	\$ 100.00	\$ 150.00	\$ 100.00
Real Estate Practice	D/A	D/A	D/A	D/A	\$ 250.00	D/A	D/A	D/A	D/A	D/A	D/A	D/A	D/A	D/A
Innocent Party	D/A	D/A	D/A	D/A	\$ 250.00	D/A	D/A	D/A	D/A	D/A	D/A	D/A	D/A	D/A
Compulsory Coverages	\$ 1 million	\$ 1 million	\$ 1 million	\$ 1 million	\$ 1 million	\$ 10 million	\$ 1 million	\$ 1 million	N/A	\$ 1 million	\$ 1 million	\$ 1 million	\$ 1 million	D/A
Annual Aggregate	\$ 2 million	\$ 2 million	\$ 2 million	\$ 2 million	\$ 2 million	D/A	\$ 2 million	\$ 2 million	N/A	\$ 2 million	\$ 2 million	\$ 2 million	\$ 2 million	D/A
Deductible	D/A	D/A	\$ 300,000	\$ 300,000	N/A	D/A	D/A	\$ 300,000	N/A	D/A	\$ 200,000	N/A	N/A	D/A
Group	\$5-10,000	D/A	\$5-\$7,500	\$5-\$20,000	\$5-\$25,000	D/A	\$ 3,000	\$5-10,000	N/A	\$ 5,000	\$ 5,000	\$ 5,000	\$ 5,000	N/A

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- 1) 30% on first claim, graduated thereafter.
- 2) \$100 for practising members, \$50 for non-practising
- 3) 50% - 100% increase after 2 or more paid claims within 7 years
- 4) Based on past claim history, 30% (\$870), 75% (\$2,175), 150% (\$4,350) or 300% (\$8,700)
- 5) \$5,000 base deductible, \$7,500 for 2nd paid claim, \$10,000 for 3rd paid claim, \$15,000 for 4th paid claim, \$20,000 for 6th and successive paid claims
- 6) \$1,000 for 5 years based on paid indemnity
- 7) 1 claim paid, \$2,500 surcharge, 2 claims \$5,000, 3 claims \$10,000, 4 claims \$15,000, 5 claims \$25,000, 6 claims \$35,000 plus \$10,000 per claim if more than 6.
- 8) 40% of Gross Insurance Premium each year for 5 years following a claim payment
- 9) \$500 surcharge for 1 claim, \$1,000 for 2 claims, \$1,500 for three claims or more in the same insurance term
- 10) Adjustments also made based on number of years notary has been licensed, Less than 1 year, 50% less; 1 year, 60%; 2 years 70%, 3 years 80%, 4 yrs 90%, and 5 yrs or more means full amount

COMPENSATION FUND (2013 Statistical Report)

	British Columbia	Alberta	Sask.	Manitoba	Ontario	Barreau du Québec	Chambre des Notaires du Québec	New Brunswick	Nova Scotia	P.E.I.	NFLD & Labrador	Yukon	N.W.T.	Nunavut
Coverage per lawyer	D/A	D/A	\$10 M	\$10 M	D/A	\$ 500,000	D/A	\$ 10,000	N/A	\$5 M	N/A	\$1-9 M	\$1-9 M	\$1-9 M
Coverage per claim	\$ 300,000	D/A	\$10 M	\$ 300,000	\$ 150,000	\$ 100,000	\$ 100,000	\$ 100,000	\$10 M	D/A	N/A	\$1-9 M	\$1-9 M	\$1-9 M
Coverage Annual Aggregate	\$17.5 M	N/A	\$10 M	\$10 M	N/A	D/A	D/A	N/A	\$10 M	\$5 M	N/A	\$2 M	\$2 M	\$2 M
New Claims received	5	50	9	14	115	129	63	\$ 514,572	3	0	0	0	0	0
Outstanding Claims	36	198	12	20	158	77	173	\$ 7,518,702	3	0	0	0	0	0
Number of Claims Paid	5	14	2	10	46	88	48	0	2	0	5	0	0	0
Total Amount Paid	\$ 16,200	\$ 1,975,188.74	\$ 2,500	\$27,271.11	\$1,573,060	\$ 300,532,200	\$ 37,464	\$ -	\$ 14,973.62	\$ -	\$ 383,906.83	\$ -	\$ -	\$ -

DISCIPLINE (2013 Statistical Report)														
	British Columbia	Alberta	Sask.	Manitoba	Ontario	Barreau du Québec	Chambre des Notaires du Québec	New Brunswick	Nova Scotia	P.E.I.	Nfld & Labrador	Yukon	N.W.T.	Nunavut
Complaints Received	765	1,379	753	548	5,140	1,684	N/A	N/A	195	10	68	15	11	5
Complaints Screened Out	85	73	414	90	1,912	31	N/A	N/A	48	N/A	26	10	0	1
Informal Resolutions	77	3,654	159	211	791	13	N/A	N/A	26	N/A	16	0	0	0
Other Dispositions	482	314	180	168	2,307	298	N/A	N/A	12	7	18	0	3	3
Resulting In Charges	22	47	13	20	125	41	N/A	N/A	2	1	4	0	2	0
Discipline Panel Hearings	25	36	16	14	101	140	76	6	2	0	8	0	0	0
Number of Acquittals	1	1	3	1	9	6	4	0	N/A	0	0	0	0	0
Number of Convictions	16	28	14	10	85	19	19	6	2	0	7	0	0	0
Number of Lawyers (or Notaries) Disbarred	0	2	1	2	11	22	1	3	1	0	0	0	1	0
Number of Suspensions	7	5	3	1	46	0	13	3	1	0	2	0	0	0
Number of Resignations	3	5	1	1	7	N/A	D/A	0	N/A	0	N/A	0	0	0
Number of Custodial Orders Issued	13	7	0	2	N/A	D/A	D/A	0	N/A	0	N/A	0	1	0

2015 Quadrennial Judicial Compensation and Benefits Commission
Net Professional Income for Self-Employed Lawyers, Tax Years 2010-2014

Tax Year	Age Range	Sheet Name	Description	CRA Data Source
2013	35-69	all_ages	Net Professional Income percentiles by CMA, income grouping and age range	T1 Data Mart in conjunction with T1 Mini-Universe and SFD sources
2013	35-46	age1	Net Professional Income percentiles by CMA, income grouping and age range	T1 Data Mart in conjunction with T1 Mini-Universe and SFD sources
2013	47-54	age2	Net Professional Income percentiles by CMA, income grouping and age range	T1 Data Mart in conjunction with T1 Mini-Universe and SFD sources
2013	55-69	age3	Net Professional Income percentiles by CMA, income grouping and age range	T1 Data Mart in conjunction with T1 Mini-Universe and SFD sources
2013	44-56	age4	Net Professional Income percentiles by CMA, income grouping and age range	T1 Data Mart in conjunction with T1 Mini-Universe and SFD sources

Notes and Explanations

- 1 **Explanation of table percentiles:**
The x Percentile Group in the tables represents all of the lawyers that have net incomes greater than the x-5th percentile and less than or equal to xth percentile. The mean net income of all lawyers, within that range only, is what is reported in the corresponding row/column of the table. The actual percentile points of are not reported in the table.
For example, say the 50th percentile is \$133,000 and the 45th percentile is \$111,000 (these numbers don't go in the table). The 50 percentile group represents all 540 lawyers with net incomes, NI, in the range \$111,000 < NI ≤ \$133,000. Say the average net income of these lawyers is \$122,000. This figure would be reported in the table.

- 2 *For confidentiality, the following CMA groupings have been created:
Hamilton and London CMAs have been combined into one column
Winnipeg CMA has been removed*

- 3 *Only individuals between the ages of 35-69 were included in this analysis*

- 4 *All filers from abroad have been excluded from this analysis*

5 Net Professional Income in this analysis includes a filer's self-employment net professional income + employment income (if any, and if the latter is less than the self-employment income)

6 CMA definitions and codings were obtained from <http://www.statcan.gc.ca/eng/subjects/standard/sgc/2011/index>

7 **TABLE CONFIDENTIALITY RULES**

CRA data confidentiality procedures were applied on the project tables as follows:

a) Counts

- In instances where the count is less than ten (10) the following method applies:
 - if count is ≤ 9 , the cell appears blank and the corresponding amount is suppressed. The counts are, however, added to respective sub-totals and totals
 - counts are then edited as follows:
 - round all counts to the nearest ten (10)
 - round count up if the last digit is 5 or more
 - round count down if the last digit is less than 5
- e.g. 125 is rounded to 130
124 is rounded to 120

b) Descriptive Statistics

Descriptive statistics mean, percentiles, median and standard deviation are rounded to the nearest 5.

8 Top 10 Census Metropolitan Areas (CMAs):

- Calgary
- Edmonton
- Hamilton
- London
- Montréal
- Ottawa-Gatineau
- Québec City
- Toronto
- Vancouver
- Winnipeg

Statistics compiled by CRA, September 2015

Average Net Professional Income of Self-Employed Lawyers, by Province

2013 Taxation Year - Age 35-69

Percentiles	Income Range	AB	BC	Atlantic	ON	MB/SK	QC	Terrs	Total
5 (min)	\$0-\$50,000	\$64,710	\$62,810	\$64,710	\$64,970	\$63,835	\$63,265	\$0	\$64,710
5 (min)	\$50,000-\$100,000	\$88,210	\$87,210	\$88,210	\$88,210	\$87,110	\$87,735	\$0	\$88,210
5 (min)	All Incomes	-\$6,045	-\$12,295	-\$4,850	-\$8,530	-\$5,190	-\$7,540	\$0	-\$8,355
10	\$0-\$50,000	\$70,710	\$69,215	\$72,710	\$70,105	\$69,250	\$70,750	\$0	\$70,710
10	\$50,000-\$100,000	\$91,715	\$90,610	\$91,715	\$90,210	\$88,260	\$91,215	\$0	\$91,715
10	All Incomes	\$13,610	\$9,550	\$11,500	\$13,455	\$13,520	\$8,335	\$0	\$11,320
15	\$0-\$50,000	\$85,715	\$83,875	\$85,715	\$85,710	\$85,105	\$85,510	\$0	\$85,715
15	\$50,000-\$100,000	\$107,720	\$106,615	\$107,720	\$107,215	\$104,035	\$105,510	\$0	\$107,720
15	All Incomes	\$27,410	\$19,260	\$20,315	\$25,130	\$26,905	\$15,565	\$0	\$21,395
20	\$0-\$50,000	\$101,715	\$100,570	\$101,715	\$101,710	\$101,895	\$101,810	\$0	\$101,715
20	\$50,000-\$100,000	\$118,720	\$117,210	\$118,720	\$118,715	\$117,495	\$118,715	\$0	\$118,720
20	All Incomes	\$39,430	\$26,930	\$29,630	\$37,055	\$37,275	\$22,960	\$0	\$31,185
25	\$0-\$50,000	\$112,815	\$111,315	\$112,815	\$112,810	\$112,500	\$112,510	\$0	\$112,815
25	\$50,000-\$100,000	\$132,820	\$131,310	\$132,820	\$132,815	\$131,595	\$132,815	\$0	\$132,820
25	All Incomes	\$51,150	\$35,260	\$38,400	\$49,860	\$49,525	\$30,660	\$0	\$42,240
30	\$0-\$50,000	\$126,815	\$125,315	\$126,815	\$126,810	\$126,320	\$126,810	\$0	\$126,815
30	\$50,000-\$100,000	\$148,820	\$147,310	\$148,820	\$148,815	\$147,330	\$148,810	\$0	\$148,820
30	All Incomes	\$66,230	\$45,720	\$48,710	\$62,785	\$60,330	\$39,605	\$0	\$54,040
35	\$0-\$50,000	\$140,815	\$139,315	\$140,815	\$140,810	\$140,300	\$140,810	\$0	\$140,815
35	\$50,000-\$100,000	\$162,820	\$161,310	\$162,820	\$162,815	\$161,105	\$162,815	\$0	\$162,820
35	All Incomes	\$82,060	\$55,695	\$63,700	\$77,670	\$71,400	\$50,180	\$0	\$66,245
40	\$0-\$50,000	\$167,815	\$166,315	\$167,815	\$167,810	\$167,300	\$167,810	\$0	\$167,815
40	\$50,000-\$100,000	\$177,820	\$176,310	\$177,820	\$177,815	\$176,290	\$177,810	\$0	\$177,820
40	All Incomes	\$98,075	\$65,555	\$75,540	\$93,755	\$81,815	\$60,735	\$0	\$80,005
45	\$0-\$50,000	\$181,815	\$180,315	\$181,815	\$181,810	\$181,300	\$181,810	\$0	\$181,815
45	\$50,000-\$100,000	\$191,820	\$190,310	\$191,820	\$191,815	\$190,290	\$191,815	\$0	\$191,820
45	All Incomes	\$113,595	\$75,730	\$86,515	\$110,615	\$90,230	\$72,615	\$0	\$94,485
50	\$0-\$50,000	\$191,815	\$190,315	\$191,815	\$191,810	\$191,300	\$191,810	\$0	\$191,815
50	\$50,000-\$100,000	\$201,820	\$199,310	\$201,820	\$201,815	\$199,290	\$201,815	\$0	\$201,820
50	All Incomes	\$132,735	\$87,930	\$98,140	\$129,645	\$99,345	\$86,565	\$0	\$110,135
55	\$0-\$50,000	\$201,815	\$199,315	\$201,815	\$201,810	\$201,300	\$201,810	\$0	\$201,815
55	\$50,000-\$100,000	\$222,820	\$221,310	\$222,820	\$222,815	\$221,295	\$222,815	\$0	\$222,820
55	All Incomes	\$222,820	\$199,310	\$201,815	\$222,815	\$221,295	\$222,815	\$0	\$222,820

55	All Incomes	\$157,350	\$101,150	\$109,925	\$150,535	\$109,995	\$101,345	\$0	\$128,905
60	All Incomes	\$176,665	\$117,035	\$124,995	\$175,085	\$121,605	\$119,365	\$0	\$149,885
65	All Incomes	\$198,630	\$136,470	\$145,250	\$203,060	\$136,810	\$141,780	\$0	\$173,885
70	All Incomes	\$226,435	\$160,310	\$159,190	\$238,675	\$152,690	\$166,085	\$0	\$201,780
75	All Incomes	\$266,135	\$189,895	\$180,180	\$293,245	\$171,020	\$195,435	\$0	\$237,255
80	All Incomes	\$304,350	\$225,310	\$204,935	\$338,250	\$192,735	\$231,235	\$0	\$282,920
85	All Incomes	\$357,245	\$279,715	\$233,220	\$411,930	\$220,435	\$276,320	\$0	\$343,475
90	All Incomes	\$429,760	\$355,165	\$271,500	\$520,195	\$268,970	\$345,595	\$0	\$431,760
95	All Incomes	\$543,900	\$471,065	\$338,220	\$716,525	\$325,325	\$473,415	\$0	\$590,275
100 (max)	All Incomes	\$839,075	\$697,840	\$509,535	\$1,323,080	\$523,855	\$664,020	\$0	\$1,126,965
Mean	All Incomes	\$267,855	\$238,000	\$187,760	\$327,555	\$170,650	\$238,825	\$140,585	\$286,870
Mean	All Incomes	\$246,215	\$208,925	\$203,265	\$283,725	\$194,985	\$242,870	\$152,780	\$313,090
Mean	All Incomes	\$205,620	\$164,995	\$137,070	\$247,520	\$137,440	\$165,640	\$130,285	\$208,460
n	All Incomes	1,100	1,950	800	10,140	700	4,630	30	19,360



Law Firms in 2008

(As of December 31, 2008)

	British Columbia	Alberta	Saskatchewan	Manitoba	Ontario	Barreau du Québec	Chambre des Notaires du Québec	New Brunswick	Nova Scotia	Prince Edward Island	Newfoundland & Labrador	Yukon	Northwest Territories	Nunavut
Sole Practitioner														
	2,753	1,363	208	243	7,390	N/A	1,123	N/A	N/A	25	57	25	19	N/A
2 - 10 Lawyers														
	849	532	115	111	(2) 1,924	N/A	476	N/A	N/A	15	60	12	11	N/A
11 - 25 Lawyers														
	53	40	11	12	(2) 145	N/A	7	N/A	N/A	1	6	0	0	N/A
26 - 50 Lawyers														
	19	19	2	2	(2) 38	N/A	0	N/A	N/A	1	2	0	0	N/A
51 or more Lawyers														
	18	12	2	5	(2) 30	N/A	0	N/A	N/A	0	0	0	0	N/A
Foreign Legal Consultants														
	24	2	0	0	89	2	D/A	N/A	N/A	0	0	D/A	D/A	D/A
Professional Corporations (1)														
	144	2,243	208	344	326	N/A	509	N/A	N/A	4	87	6	0	N/A

D/A = Does not apply N/A = Data not available

(1) This category may overlap or duplicate some statistics in other categories on this page

(2) May also include paralegals



Law Firms in 2009

(As of December 31, 2009)

	British Columbia	Alberta	Saskatchewan	Manitoba	Ontario	Barreau du Québec	Chambre des Notaires du Québec	New Brunswick	Nova Scotia	Prince Edward Island	Newfoundland & Labrador	Yukon	Northwest Territories	Nunavut
Sole Practitioner														
	2,801	865	198	244	7,765	N/A	1,145	253	260	26	62	26	20	N/A
2 - 10 Lawyers														
	888	452	114	104	(2) 1,985	N/A	468	93	110	14	53	12	11	N/A
11 - 25 Lawyers														
	69	43	9	14	(2) 162	N/A	7	2	8	2	7	0	0	N/A
26 - 50 Lawyers														
	16	20	3	2	(2) 38	N/A	0	1	4	0	2	0	0	N/A
51 or more Lawyers														
	22	12	3	5	(2) 30	N/A	0	2	3	0	0	0	0	N/A
Foreign Legal Consultants														
	30	1	0	0	32	9	D/A	5	1	0	0	D/A	D/A	D/A
Professional Corporations (1)														
	171	2,368	389	344	313	N/A	D/A	215	336	40	101	27	1	N/A

D/A = Does not apply N/A = Data not available

(1) This category may overlap or duplicate some statistics in other categories on this page

(2) May also include paralegals

LAW FIRMS (2012 Statistical Report)														
	British Columbia	Alberta	Sask.	Manitoba	Ontario	Barreau du Québec	Chambre des Notaires du Québec	New Brunswick	Nova Scotia	P.E.I.	NFLD & Labrador	Yukon	N.W.T.	Nunavut
Sole Practitioners	2,626	911	198	313	8,578	N/A	1,198	246	279	25	74	24	24	D/A
Law Firms With 2-10 Lawyers	772	454	117	169	2,275	N/A	1,401	95	106	8	59	12	10	D/A
Law Firms With 11-25 Lawyers	67	47	8	18	152	N/A	112	2	7	4	7	0	0	D/A
Law Firms With 26-50 Lawyers	15	19	3	4	45	N/A	0	0	3	1	1	0	0	D/A
Law Firms With 51 "Plus" Lawyers	15	12	0	6	37	N/A	0	3	4	0	0	0	0	D/A
Professional Corporations	3,400	2,716	6	460	3,403	1	981	236	441	57	0	26	3	D/A
Foreign Legal Consultants	53	8	0	6	191	4	D/A	D/A	1	0	0	0	D/A	D/A

First Appointed Date	City Appointed to	Province Appointed to	City of Employment/ Origin	Gender	Age	Employment	LCL Size of firm	NTL Size of firm	Area of practice /Position
2011/06/24	Vancouver	British Columbia	Vancouver	M	67	Priv. Pract.	9	0	Civil Litigation
2011/06/24	Kelowna	British Columbia	Vernon	M	50	Provincial Judge	N/A	N/A	Judge
2011/06/24	Toronto	Ontario	Toronto	M	55	Prov. Gov.	N/A	N/A	Crown Attorney
2011/06/24	Thunder Bay	Ontario	Peterborough	M	50	Priv. Pract.	17	0	Civil Litigation
2011/06/24	Granby	Québec	Sherbrooke	M	48	Priv. Pract.	8	173	Commercial Law
2011/06/24	Edmonton	Alberta	Calgary	F	57	Provincial Judge	N/A	N/A	Judge
2011/09/29	Vancouver	British Columbia	Vancouver	M	56	Priv. Pract.	13	0	Personal Injury
2011/09/29	Ottawa	Ontario	Hamilton	M	51	Priv. Pract.	22	0	Wills and Estates
2011/09/29	Saskatoon	Saskatchewan	Saskatoon	M	51	Priv. Pract.	40	81	Family Law
2011/09/29	Montréal	Québec	Montréal	M	57	Priv. Pract.	125	771	Labour Law
2011/09/29	Calgary	Alberta	Calgary	M	59	Priv. Pract.	20	35	Tax Law
2011/09/29	Toronto	Ontario	Milton	M	61	Prov. Gov.	N/A	N/A	Criminal Law
2011/09/29	Halifax	Nova Scotia	Halifax	M	53	Priv. Pract.	23	0	Municipal
2011/10/20	Montréal	Québec	Montréal	M	56	Priv. Pract.	200	2900	Intellectual Property
2011/10/20	Vancouver	British Columbia	Vancouver	M	52	Prov. Gov.	N/A	N/A	Criminal Law
2011/10/20	Barrie	Ontario	Midland	M	47	Priv. Pract.	5	16	Civil Litigation
2011/10/20	Calgary	Alberta	Calgary	M	59	Provincial Judge	N/A	N/A	Judge
2011/10/20	Yellowknife	Northwest Territories	Yellowknife	F	47	Prov. Gov.	N/A	N/A	Deputy Min.
2011/10/20	Prince George	British Columbia	Prince George	M	49	Provincial Judge	N/A	N/A	Judge
2011/12/01	Owen Sound	Ontario	Owen Sound	M	37	Priv. Pract.	4	0	Criminal Law
2011/12/01	Brampton	Ontario	St. Catharines	F	55	Priv. Pract.	10	0	Civil Litigation
2011/12/01	Newmarket	Ontario	Toronto	M	60	Priv. Pract.	320	750	Health Law
2011/12/01	Ottawa	Ontario	Kingston	M	51	Prov. Gov.	N/A	N/A	Family Law
2011/12/01	Winnipeg	Manitoba	Winnipeg	M	48	Priv. Pract.	14	15	Corporate Law
2011/12/01	Yellowknife	Northwest Territories	Yellowknife	F	40	Prov. Gov.	N/A	N/A	Crown Attorney
2011/12/01	Gatineau	Québec	Saint-Sauveur-des-Monts	F	46	Aide Juridique	32	N/A	Civil and Criminal Law
2011/12/15	Ottawa	Ontario	Ottawa	F	52	Priv. Pract.	50	2900	Labour Law
2011/12/15	Québec	Québec	Québec	M	52	Priv. Pract.	60	92	Civil Litigation
2011/12/15	Toronto	Ontario	Burlington	F	46	Priv. Pract.	7	0	Family Law
2011/12/31	Vancouver	British Columbia	Vancouver	M	64	Priv. Pract.	17	0	Construction Law
2012/01/01	Kitchener	Ontario	London	M	59	Priv. Pract.	70	80	Municipal Law
2012/03/01	Milton	Ontario	Milton	M	46	Priv. Pract.	3	0	Civil Litigation
2012/03/01	Iqaluit	Nunavut	Iqaluit	M	51	Priv. Pract.	1	0	Criminal Law
2012/03/01	Iqaluit	Nunavut	Ottawa	F	59	Fed. Gov.	N/A	N/A	Crown Attorney
2012/04/05	Regina	Saskatchewan	Regina	M	62	Priv. Pract.	43	113	Aboriginal Law
2012/04/05	Montréal	Québec	Montréal	M	51	Priv. Pract.	74	0	Civil Litigation
2012/04/05	London	Ontario	London	F	58	Priv. Pract.	76	86	Family Law
2012/04/05	Montréal	Québec	Montréal	F	49	Prov. Gov.	N/A	N/A	Insurance Law
2012/04/05	Montreal	Québec	Montréal	M	60	Priv. Pract.	163	575	Civil Litigation
2012/05/31	Ottawa	Ontario	Montréal	F	50	Priv. Pract.	142	169	Civil Litigation
2012/05/31	Toronto	Ontario	Toronto	M	50	Fed. Gov.	N/A	N/A	Criminal Law
2012/05/31	London	Ontario	London	M	50	Priv. Pract.	69	92	Civil Litigation
2012/05/31	St. John's	Newfoundland and Labrador	St. John's	F	44	Priv. Pract.	21	0	Corporate Law
2012/05/31	Vancouver	British Columbia	Vancouver	M	60	Priv. Pract.	110	125	Commercial Law
2012/05/31	Montréal	Québec	Montréal	M	65	Priv. Pract.	142	169	Environmental Law
2012/06/21	Woodstock	New Brunswick	Moncton	F	42	Priv. Pract.	15	220	Civil Litigation
2012/06/21	Ottawa	Ontario	Ottawa	F	55	Fed. Gov.	N/A	N/A	Criminal Law Policy
2012/06/21	Toronto	Ontario	Toronto	M	57	University	N/A	N/A	Commercial Law

First Appointed Date	City Appointed to	Province Appointed to	City of Employment/ Origin	Gender	Age	Employment	LCL Size of firm	NTL Size of firm	Area of practice /Position
2012/06/21	Saskatoon	Saskatchewan	Saskatoon	M	49	Priv. Pract.	81	119	Wills and Estates
2012/10/04	Nanaimo	British Columbia	Victoria	M	48	Provincial Judge	N/A	N/A	Judge
2012/10/04	Québec	Québec	Québec	F	49	Priv. Pract.	45	0	Municipal Law
2012/10/04	Montréal	Québec	Montréal	M	48	Priv. Pract.	5	0	Construction Law
2012/10/04	St. John's	Newfoundland and Labrador	St. John's	M	54	Fed. Gov.	N/A	N/A	Civil Litigation
2012/10/04	Montréal	Québec	Montréal	F	45	Priv. Pract.	75	0	Civil Litigation
2012/10/04	Vancouver	British Columbia	Vancouver	M	60	Priv. Pract.	60	529	Tax Law
2012/10/04	Ottawa	Ontario	Vancouver	M	42	Priv. Pract.	25	0	Tax Law
2012/10/04	Regina	Saskatchewan	Regina	F	45	Fed. Gov.	N/A	N/A	Criminal Law
2012/10/04	Winnipeg	Manitoba	Winnipeg	M	44	Fed. Gov.	N/A	N/A	Crown Attorney
2012/10/04	Ottawa	Ontario	Vancouver	M	57	Priv. Pract.	17	40	Intellectual Property
2012/10/04	Brampton	Ontario	Hamilton	M	59	Fed. Gov.	N/A	N/A	Crown Attorney
2012/10/04	Vancouver	British Columbia	Vancouver	M	65	Priv. Pract.	1	0	Administrative Law
2012/10/04	Brampton	Ontario	Toronto	F	47	Prov. Gov.	N/A	N/A	Aboriginal Law
2012/1/02	New Westminster	British Columbia	Surrey	M	61	Provincial Judge	N/A	N/A	Judge
2012/1/02	Rimouski	Québec	Rimouski	M	54	Priv. Pract.	6	0	Civil Litigation
2012/1/02	Québec	Québec	Québec	M	51	Priv. Pract.	10	0	Civil Litigation
2012/1/02	Alma	Québec	St-Félicien	F	44	Priv. Pract.	1	0	Family Law
2012/1/02	Toronto	Ontario	Sault Ste. Marie	F	43	Priv. Sector	N/A	N/A	Corporate Law
2012/1/02	Simcoe	Ontario	Simcoe	M	59	Priv. Pract.	8	0	Civil Litigation
2012/1/02	Québec	Québec	Québec	M	57	Priv. Pract.	43	678	Civil Litigation
2012/1/04	Québec	Québec	Québec	M	44	Priv. Pract.	54	0	Insolvency Law
2012/1/11	Brampton	Ontario	Brampton	M	55	Provincial Judge	N/A	N/A	Judge
2012/12/13	Montréal	Québec	Montréal	F	47	Prov. Gov.	N/A	N/A	Crown Attorney
2012/12/13	Brampton	Ontario	St. Catharines	M	61	Priv. Pract.	17	19	Commercial Law
2012/12/13	Ottawa	Ontario	Ottawa	M	58	Fed. Gov.	N/A	N/A	Criminal Law
2012/12/13	Ottawa	Ontario	St. John's	F	53	Priv. Pract.	33	214	Marine Law
2012/12/13	Nanaimo	British Columbia	Victoria	M	53	Priv. Pract.	3	0	Civil Litigation
2012/12/13	Sault Ste. Marie	Ontario	Sault Ste. Marie	M	41	Fed. Gov.	N/A	N/A	Criminal Law
2013/02/07	Calgary	Alberta	Calgary	F	52	Priv. Pract.	1	0	Administrative Law
2013/02/07	Brampton	Ontario	Toronto	M	49	Provincial Judge	N/A	N/A	Judge
2013/02/07	Edmonton	Alberta	Edmonton	M	48	Priv. Pract.	42	490	Commercial Law
2013/02/07	Québec	Québec	Québec	M	53	Provincial Judge	N/A	N/A	Judge
2013/02/07	Corner Brook	Newfoundland and Labrador	St. John's	M	63	Priv. Pract.	3	0	Administrative Law
2013/02/07	Montréal	Québec	Montréal	M	47	Provincial Judge	N/A	N/A	Judge
2013/02/07	Montréal	Québec	Montréal	M	47	Priv. Pract.	181	678	Commercial Law
2013/02/07	Calgary	Alberta	Calgary	F	57	Priv. Pract.	1	0	Wills and Estates
2013/02/07	Newmarket	Ontario	Barrie	F	52	Priv. Pract.	11	28	Wills and Estates
2013/02/07	Edmonton	Alberta	Edmonton	M	64	Priv. Pract.	103	529	Labour Law
2013/03/07	Montréal	Québec	Montréal	F	59	Priv. Pract.	74	0	Family Law
2013/04/25	Toronto	Ontario	Toronto	M	54	Priv. Pract.	2	0	Civil Litigation
2013/04/25	Ottawa	Ontario	Saskatoon	F	56	Fed. Gov.	N/A	N/A	Crown Attorney
2013/06/06	Kamloops	British Columbia	Kamloops	F	45	Provincial Judge	N/A	N/A	Judge
2013/06/06	Vancouver	British Columbia	New Westminster	F	50	Priv. Pract.	20	0	Family Law
2013/06/06	Vancouver	British Columbia	Vancouver	F	62	Priv. Pract.	37	110	Labour Law
2013/06/06	Winnipeg	Manitoba	Winnipeg	F	56	Priv. Pract.	20	0	Family Law
2013/06/06	Cornwall	Ontario	L'Orignal	M	52	Fed. Gov.	N/A	N/A	Criminal Law
2013/06/06	Winnipeg	Manitoba	Deloraine	M	58	Priv. Pract.	1	0	Administrative Law

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2013/06/06	Ottawa	Ontario	Edmonton	F	56	Fed. Gov.	N/A	N/A	Tax Law
2013/06/06	Toronto	Ontario	Toronto	F	57	Priv. Pract.	237	292	Civil Litigation
2013/06/06	Edmonton	Alberta	Peace River	M	64	Provincial Judge	N/A	N/A	Judge
2013/06/06	Vancouver	British Columbia	Vancouver	M	52	Priv. Pract.	98	115	Commercial Law
2013/06/06	Vancouver	British Columbia	Vancouver	F	49	Prov. Gov.	N/A	N/A	Commercial Law
2013/06/30	Regina	Saskatchewan	Saskatoon	M	60	Priv. Pract.	56	0	Commercial Med. & Arb.
2013/07/08	Brampton	Ontario	St. Catharines	M	43	Provincial Judge	N/A	N/A	Judge
2013/10/01	Halifax	Nova Scotia	Halifax	M	49	Priv. Pract.	2	0	Criminal Law
2013/10/01	Halifax	Nova Scotia	Halifax	M	53	Priv. Pract.	107	231	Civil Litigation
2013/10/01	Barrie	Ontario	Barrie	M	53	Priv. Pract.	7	0	Family Law
2013/10/01	Winnipeg	Manitoba	Winnipeg	M	56	Priv. Pract.	70	78	Commercial Law
2013/10/01	London	Ontario	London	M	51	Prov. Gov.	N/A	N/A	Crown Attorney
2013/10/01	Sydney	Nova Scotia	Sydney	F	44	Priv. Pract.	7	0	Civil Litigation
2013/10/01	Charlottetown	Prince Edward Island	Summerside	F	56	Priv. Pract.	15	200	Family Law
2013/10/01	Halifax	Nova Scotia	New Glasgow	F	52	Priv. Pract.	14	0	Employment Law
2013/10/01	New Westminster	British Columbia	Vernon	M	61	Priv. Pract.	21	0	Civil Litigation
2013/10/04	Montreal	Québec	Montréal	M	52	Priv. Pract.	158	456	Commercial Law
2013/11/07	Québec	Québec	Québec	M	54	Priv. Pract.	162	540	Civil Litigation
2013/11/07	Calgary	Alberta	Calgary	F	55	Prov. Gov.	N/A	N/A	Administrative Law
2013/11/07	Regina	Saskatchewan	Yorkton	M	45	Provincial Judge	N/A	N/A	Judge
2013/11/07	Calgary	Alberta	Calgary	F	43	Priv. Sector	N/A	N/A	Corporate Law
2013/11/07	Edmonton	Alberta	Edmonton	F	49	Priv. Pract.	14	0	Insurance Law
2013/11/07	Prince Albert	Saskatchewan	Prince Albert	M	56	Priv. Pract.	10	0	Family Law
2013/12/01	Edmonton	Alberta	Edmonton	F	59	Priv. Pract.	29	0	Civil Litigation
2013/12/17	Halifax	Nova Scotia	Halifax	F	46	Fed. Gov.	N/A	N/A	Crown Attorney
2013/12/17	Saint John	New Brunswick	Fredericton	M	52	Priv. Pract.	1	0	Arbitration
2013/12/17	Vancouver	British Columbia	Vancouver	F	50	Prov. Gov.	N/A	N/A	Crown Attorney
2013/12/17	Brampton	Ontario	Burlington	M	58	Priv. Pract.	29	0	Employment Law
2013/12/17	Vancouver	British Columbia	Vancouver	M	56	Priv. Pract.	75	0	Civil Litigation
2013/12/17	Québec	Québec	Montréal	F	46	Fed. Gov.	N/A	N/A	Crown Attorney
2013/12/17	Vancouver	British Columbia	Vancouver	M	65	Priv. Pract.	80	0	Civil Litigation
2013/12/17	Montréal	Québec	Montréal	F	52	Prov. Gov.	N/A	N/A	Crown Attorney
2013/12/17	Montréal	Québec	Montréal	M	61	Provincial Judge	N/A	N/A	Judge
2013/12/17	Vancouver	British Columbia	Vancouver	F	47	Prov. Gov.	N/A	N/A	Constitutional Law
2013/12/17	Saint John	New Brunswick	Saint John	M	52	Priv. Pract.	30	220	Corporate Law
2013/12/17	Regina	Saskatchewan	Regina	M	47	Fed. Gov.	N/A	N/A	Crown Attorney
2013/12/17	Milton	Ontario	Hamilton	M	52	Priv. Pract.	11	50	Commercial Law
2013/12/20	Toronto	Ontario	Toronto	M	54	Priv. Pract.	12	10	Civil Litigation
2014/01/01	Oshawa	Ontario	Cobourg	M	63	Priv. Pract.	1	0	Real estate
2014/01/30	Corner Brook	Newfoundland and Labrador	St. John's	M	61	Prov. Gov.	N/A	N/A	Family Law
2014/01/30	Ottawa	Ontario	Ottawa	M	45	Priv. Pract.	6	0	Municipal
2014/01/30	London	Ontario	London	F	47	Priv. Pract.	15	460	Mediation
2014/01/30	Toronto	Ontario	Toronto	M	55	Priv. Pract.	195	211	Insolvency Law
2014/01/30	Newmarket	Ontario	Newmarket	F	52	Provincial Judge	N/A	N/A	Judge
2014/03/06	Regina	Saskatchewan	Regina	M	54	Priv. Pract.	19	0	Civil Litigation
2014/03/06	Newmarket	Ontario	Oshawa	M	53	Prov. Gov.	N/A	N/A	Family Law
2014/03/06	Winnipeg	Manitoba	Ottawa	M	62	Fed. Gov.	N/A	N/A	Administrative Law
2014/03/06	Windsor	Ontario	Windsor	M	45	Priv. Pract.	15	0	Municipal

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2014/03/06	Edmonton	Alberta	Edmonton	F	55	Priv. Pract.	2	N/A	Family Law
2014/03/09	Corner Brook	Newfoundland and Labrador	Stephenville	F	47	Provincial Judge	N/A	N/A	Judge
2014/04/10	Montréal	Québec	Montréal	F	44	Priv. Pract.	139	165	Family Law
2014/04/10	Montréal	Québec	Montréal	M	45	Priv. Pract.	145	586	Contract Law
2014/04/10	Winnipeg	Manitoba	Winnipeg	F	48	Fed. Gov.	N/A	N/A	Crown Attorney
2014/04/10	Québec	Québec	Québec	M	53	Priv. Pract.	100	200	Insolvency Law
2014/04/10	Québec	Québec	Québec	M	55	Priv. Pract.	45	693	Civil Litigation
2014/04/10	Saskatoon	Saskatchewan	Saskatoon	F	47	Priv. Pract.	27	0	Family Law
2014/04/10	Montréal	Québec	Montréal	F	52	Priv. Pract.	125	753	Labour Law
2014/04/10	Ottawa	Ontario	Ottawa	M	58	Fed. Gov.	N/A	N/A	Constitutional Law
2014/04/10	Ottawa	Ontario	Montréal	M	51	Priv. Pract.	182	693	Intellectual Property
2014/04/10	Sydney	Nova Scotia	Sydney	F	48	Priv. Pract.	5	0	Civil Litigation
2014/04/10	Happy Valley-Goose Bay	Newfoundland and Labrador	Corner Brook	M	50	Priv. Pract.	10	0	Corporate Law
2014/04/10	Ottawa	Ontario	Toronto	M	56	Priv. Pract.	150	369	Tax Law
2014/04/10	Ottawa	Ontario	Ottawa	M	44	Provincial Judge	N/A	N/A	Judge
2014/04/10	Ottawa	Ontario	Montréal	F	49	Priv. Pract.	145	586	Immigration
2014/05/09	Québec	Québec	Québec	M	51	Priv. Pract.	100	200	Civil Litigation
2014/05/09	Regina	Saskatchewan	Regina	M	52	Fed. Gov.	N/A	N/A	Civil Litigation
2014/05/09	Winnipeg	Manitoba	Winnipeg	M	43	Priv. Pract.	4	0	Family Law
2014/05/09	Montréal	Québec	Montréal	M	60	Priv. Pract.	65	0	Real estate
2014/05/09	Red Deer	Alberta	Edmonton	M	58	Priv. Pract.	47	0	Commercial Law
2014/05/13	Vancouver	British Columbia	Vancouver	F	57	Priv. Pract.	1	0	Arbitration
2014/06/13	Edmonton	Alberta	Edmonton	M	56	Fed. Gov.	N/A	N/A	Crown Attorney
2014/06/13	Ottawa	Ontario	Ottawa	M	63	Priv. Pract.	161	740	Constitutional Law
2014/06/13	Ottawa	Ontario	Toronto	M	46	Priv. Pract.	75	0	Immigration
2014/06/13	Québec	Québec	Québec	M	51	Prov. Gov.	N/A	N/A	Crown Attorney
2014/06/13	Yorkton	Saskatchewan	Langenburg	M	60	Priv. Pract.	2	0	Wills and Estates
2014/06/13	Calgary	Alberta	Calgary	M	58	Priv. Pract.	24	43	Corporate Law
2014/06/22	Halifax	Nova Scotia	Halifax	M	56	Provincial Judge	N/A	N/A	Judge
2014/06/30	Ottawa	Ontario	Charlottetown	M	57	Priv. Pract.	27	220	Business Law
2014/10/09	Halifax	Nova Scotia	Halifax	F	45	Fed. Gov.	N/A	N/A	Litigation
2014/10/09	Montréal	Québec	Montréal	F	48	Priv. Pract.	125	753	Civil Litigation
2014/10/09	Winnipeg	Manitoba	Winnipeg	F	46	Priv. Pract.	64	0	Wills and Estates
2014/10/09	Montréal	Québec	Montréal	F	51	Priv. Pract.	139	165	Commercial Law
2014/10/09	Québec	Québec	Québec	M	46	Priv. Pract.	19	162	Civil Litigation
2014/12/11	Toronto	Ontario	Toronto	M	52	Prov. Gov.	N/A	N/A	Crown Attorney
2014/12/11	Newmarket	Ontario	Toronto	F	43	Prov. Gov.	N/A	N/A	Crown Attorney
2014/12/11	Brampton	Ontario	Toronto	M	64	Fed. Gov.	N/A	N/A	Crown Attorney
2014/12/11	Hamilton	Ontario	Kitchener	F	44	Fed. Gov.	N/A	N/A	Crown Attorney
2014/12/11	Vancouver	British Columbia	Vancouver	F	55	Fed. Gov.	N/A	N/A	Crown Attorney
2014/12/11	Toronto	Ontario	Toronto	M	58	Priv. Pract.	13	20	Civil Litigation
2014/12/11	Toronto	Ontario	Toronto	M	55	Priv. Pract.	1	0	Environmental Law
2014/12/11	Toronto	Ontario	Toronto	M	55	Prov. Gov.	N/A	N/A	Environmental Law
2014/12/11	Brampton	Ontario	Toronto	F	49	Priv. Pract.	16	0	Criminal Law
2014/12/11	Ottawa	Ontario	Ottawa	M	49	Fed. Gov.	N/A	N/A	Civil Litigation
2014/12/11	Toronto	Ontario	Toronto	M	50	Prov. Gov.	N/A	N/A	Civil Litigation
2014/12/11	Montréal	Québec	Montréal	M	45	Priv. Pract.	182	693	Labour Law
2014/12/11	Saint John	New Brunswick	Saint John	F	47	Fed. Gov.	N/A	N/A	Family Law

First Appointed Date	City Appointed to	Province Appointed to	City of Employment/ Origin	Gender	Age	Employment	LCL Size of firm	NTL Size of firm	Area of practice /Position
2014/12/11	Toronto	Ontario	London	M	54	University	N/A	N/A	Constitutional Law
2014/12/11	Windsor	Ontario	Windsor	M	59	Priv. Pract.	31	0	Labour Law
2014/12/11	Sault Ste. Marie	Ontario	Sudbury	M	53	Prov. Gov.	N/A	N/A	Crown Attorney
2014/12/11	Brampton	Ontario	Toronto	M	44	Priv. Pract.	88	113	Labour Law
2014/12/11	Thunder Bay	Ontario	Thunder Bay	M	58	Priv. Pract.	15	0	Civil Litigation
2014/12/11	Sarnia	Ontario	London	M	56	Priv. Pract.	45	0	Civil Litigation
2014/12/11	Edmonton	Alberta	Edmonton	M	55	University	N/A	N/A	Criminal Law
2014/12/11	Chicoutimi	Québec	Chicoutimi	F	49	Priv. Pract.	8	173	Family Law
2014/12/15	Cochrane	Ontario	Kapuskasin	M	44	Prov. Gov.	N/A	N/A	Crown Attorney
2015/01/16	London	Ontario	London	M	47	University	N/A	N/A	Constitutional Law
2015/02/05	Newmarket	Ontario	Mississauga	M	61	Priv. Pract.	1	0	Family Law
2015/02/05	Halifax	Nova Scotia	Dartmouth	F	49	Priv. Pract.	8	0	Family Law
2015/02/05	Toronto	Ontario	Toronto	M	45	Priv. Pract.	7	0	Commercial Law
2015/02/05	Oshawa	Ontario	Toronto	F	48	Priv. Pract.	4	0	Family Law
2015/02/05	Milton	Ontario	Ottawa	M	53	Provincial Judge	N/A	N/A	Judge
2015/02/05	Truro	Nova Scotia	Truro	M	47	Priv. Pract.	50	0	Litigation
2015/02/05	Ottawa	Ontario	Montréal	F	47	Priv. Sector	11	N/A	Corporate Law
2015/02/05	Campbellton	New Brunswick	Dalhousie	M	48	Priv. Pract.	1	0	Corporate Law
2015/02/05	Windsor	Ontario	Windsor	M	66	Priv. Pract.	1	0	Criminal Law
2015/02/05	Ottawa	Ontario	Ottawa	M	44	Fed. Gov.	N/A	N/A	Civil Litigation
2015/02/26	Newmarket	Ontario	Toronto	M	58	Prov. Gov.	N/A	N/A	Labour Law
2015/02/26	Ottawa	Ontario	Ottawa	F	59	Priv. Pract.	1	0	Mediation
2015/02/26	Ottawa	Ontario	Montréal	M	55	Priv. Pract.	182	693	Commercial Law
2015/02/26	Newmarket	Ontario	Toronto	M	64	Priv. Pract.	65	0	Family Law
2015/02/26	Cornwall	Ontario	Kingston	F	46	Prov. Gov.	N/A	N/A	Crown Attorney
2015/02/26	Montréal	Québec	Montréal	M	51	Prov. Gov.	N/A	N/A	Crown Attorney
2015/02/26	Newmarket	Ontario	Vaughan	M	53	Priv. Pract.	4	0	Civil Litigation
2015/02/26	Oshawa	Ontario	Bowmanville	F	53	Priv. Pract.	1	0	Real Estate
2015/02/26	Brampton	Ontario	Toronto	F	49	Prov. Gov.	N/A	N/A	Criminal Law
2015/02/26	Dauphin	Manitoba	Winnipeg	F	46	Priv. Pract.	475	534	Bankruptcy Law
2015/03/26	St. John's	Newfoundland and Labrador	St. John's	F	49	Legal Aid	N/A	N/A	Legal Aid
2015/03/26	Ottawa	Ontario	Greely	M	59	Priv. Pract.	7	0	Family Law
2015/03/26	Welland	Ontario	Burlington	M	54	Priv. Pract.	15	0	Corporate Law
2015/03/30	Windsor	Ontario	Windsor	M	52	Priv. Pract.	45	0	Civil Litigation

First Appointed Date	City Appointed to	Province Appointed to	City of Employment/ Origin	Gender	Age	Employment	LCL Size of firm	NTL Size of firm	Area of practice/ Position
2008/04/11	Vancouver	British Columbia	Vancouver	M	57	Priv. Pract.	3	0	Human Rights
2008/04/11	Miramichi	New Brunswick	Grand Sault	M	53	Priv. Pract.	2	0	Civil litigation
2008/04/11	Fredericton	New Brunswick	Fredericton	M	43	Prov. Gov.	N/A	N/A	Legislative Ass.
2008/04/11	London	Ontario	Brampton	F	46	Fed. Gov.	N/A	N/A	Crown Attorney
2008/05/08	Vancouver	British Columbia	Victoria	M	58	Priv. Pract.	15	0	Administrative Law
2008/06/18	Vancouver	British Columbia	Vancouver	F	53	Priv. Pract.	15	0	Wills and/or estates
2008/06/18	Vancouver	British Columbia	Vancouver	M	54	Priv. Pract.	32	0	Civil litigation
2008/06/18	Vancouver	British Columbia	Vancouver	F	47	Prov. Gov.	N/A	N/A	Crown Attorney
2008/06/18	Dauphin	Manitoba	The Pas	M	55	Prov. Court	N/A	N/A	Judge
2008/06/18	Gander	Newfoundland	St. John's	M	57	Priv. Pract.	2	0	Corporate/Commercial
2008/06/18	Yellowknife	Northwest Territories	Yellowknife	M	61	Prov. Gov	N/A	N/A	Deputy Min., Justice
2008/06/18	Barrie	Ontario	Orillia	M	60	Priv. Pract.	3	0	Wills and/or estates
2008/06/18	Brampton	Ontario	Welland	M	57	Priv. Pract.	16	0	Civil litigation
2008/06/18	Toronto	Ontario	Toronto	F	45	Priv. Pract.	N/A	N/A	Administrative
2008/06/18	Toronto	Ontario	Toronto	F	50	Priv. Pract.	7	0	Commercial Law
2008/06/18	Trois-Rivières	Québec	Trois-Rivières	M	56	Priv. Pract.	4	95	Labour
2008/06/18	Montreal	Québec	Montreal	M	53	Priv. Pract.	167	659	Commercial/Real estate
2008/07/30	New Westminster	British Columbia	Abbotsford	M	60	Priv. Pract.	N/A	N/A	Civil litigation
2008/07/30	Brandon	Manitoba	Portage la Prairie	M	57	Prov. Court	N/A	N/A	Judge
2008/07/30	Sydney	Nova Scotia	Sydney	M	55	Fed. Gov.	N/A	N/A	Criminal law
2008/07/30	Toronto	Ontario	Toronto	M	61	Prov. Court	N/A	N/A	Judge
2008/07/30	Brampton	Ontario	Mississauga	M	60	Priv. Pract.	1	0	Civil litigation
2008/07/30	Brampton	Ontario	Toronto	M	53	Priv. Pract.	149	379	Municipal
2008/07/30	Ottawa	Ontario	Ottawa	M	59	Priv. Pract.	2	0	Civil litigation
2008/07/30	Newmarket	Ontario	Markham	M	55	Priv. Pract.	12	478	Civil litigation
2008/07/30	Ottawa	Ontario	Kingston	F	47	Priv. Pract.	23	0	Succession
2008/07/30	Sault Ste. Marie	Ontario	St. Catharines	M	57	Priv. Pract.	8	0	Personal Injury
2008/07/30	Oshawa	Ontario	Oshawa	F	50	Priv. Pract.	2	0	Wills and/or estates
2008/07/30	Barrie	Ontario	Barrie	F	52	Prov. Gov.	N/A	N/A	Criminal law
2008/07/30	Montreal	Québec	Montreal	M	49	Priv. Pract.	150	639	Civil litigation
2008/07/30	Montreal	Québec	Montreal	F	44	Priv. Pract.	186	639	Civil litigation
2008/07/30	Gatineau	Québec	Gatineau	M	59	Priv. Pract.	6	0	Civil litigation
2008/11/28	Vancouver	British Columbia	Vancouver	F	57	Priv. Pract.	79	0	Civil litigation
2008/11/28	Halifax	Nova Scotia	Halifax	F	47	Priv. Pract.	102	219	Family law
2008/12/11	Miramichi	New Brunswick	Miramichi	M	57	Prov. Court	N/A	N/A	Judge
2008/12/11	Saint John	New Brunswick	Fredericton	M	56	Municipal	U/K	U/K	Municipal
2008/12/11	Woodstock	New Brunswick	Fredericton	M	52	Priv. Pract.	26	166	Commercial Law
2008/12/11	Corner Brook	Newfoundland	Gander	M	59	Prov. Court	N/A	N/A	Judge
2008/12/11	Montreal	Québec	Montreal	M	58	Priv. Pract.	6	0	Labour
2008/12/11	Iqaluit	Nunavut	Iqaluit	M	59	Priv. Pract.	N/A	N/A	Criminal law
2009/01/22	New Westminster	British Columbia	Vancouver	M	53	Priv. Pract.	25	0	Civil litigation
2009/01/22	Vancouver	British Columbia	Vancouver	M	54	Priv. Pract.	19	0	Civil litigation
2009/01/22	New Westminster	British Columbia	New Westminster	M	58	Priv. Pract.	4	0	Family law
2009/01/22	Vancouver	British Columbia	Vancouver	M	63	Priv. Pract.	107	639	Civil litigation

First Appointed Date	City Appointed to	Province Appointed to	City of Employment/ Origin	Gender	Age	Employment	LCL Size of firm	NTL Size of firm	Area of practice/ Position
2009/01/22	Winnipeg	Manitoba	Winnipeg	F	52	Prov. Gov.	N/A	N/A	Crown counsel
2009/01/22	Winnipeg	Manitoba	Winnipeg	M	51	Priv. Pract.	1	0	Arbitration
2009/01/22	Milton	Ontario	Toronto	M	44	Priv. Pract.	209	659	Commercial litigation
2009/01/22	Newmarket	Ontario	Ottawa	F	53	Priv. Pract.	6	0	Civil litigation
2009/01/22	Montreal	Québec	Montreal	M	52	Priv. Pract.	93	533	Civil litigation
2009/04/29	St. John's	Newfoundland	St. John's	F	44	Admin. Tribunal	N/A	N/A	Judge
2009/04/29	St. John's	Newfoundland	St. John's	M	62	Priv. Pract.	22	0	Corporate/Commercial
2009/04/29	Ottawa	Ontario	Toronto	M	52	Priv. Pract.	150	386	Tax Law
2009/05/14	Vancouver	British Columbia	Vancouver	M	67	Priv. Pract.	24	0	Labour
2009/05/14	New Westminster	British Columbia	Vancouver	M	48	Prov. Gov.	N/A	N/A	Crown counsel
2009/05/14	Kamloops	British Columbia	Kamloops	F	67	Supreme Court	N/A	N/A	Master
2009/05/14	Newmarket	Ontario	Unionville	F	44	Priv. Pract.	4	0	Family law
2009/05/14	Montreal	Québec	Montreal	F	56	Priv. Pract.	74	0	Commercial Law
2009/05/14	Quebec	Québec	Quebec	M	60	Priv. Pract.	30	37	Civil litigation
2009/05/14	Montreal	Québec	Montreal	F	43	Priv. Pract.	150	639	Litigation
2009/05/14	Quebec	Québec	Quebec	M	47	Priv. Pract.	51	0	Commercial Law
2009/05/14	Swift Current	Saskatchewan	Swift Current	M	54	Priv. Pract.	7	0	Criminal law
2009/05/20	Calgary	Alberta	Calgary	M	51	Priv. Pract.	2	0	Environmental law
2009/05/20	Calgary	Alberta	Edmonton	M	60	Prov. Gov.	N/A	N/A	Legislative Ass.
2009/05/20	Toronto	Ontario	Toronto	M	59	University	U/K	U/K	Professor
2009/05/19	Ottawa	Ontario	Orillia	M	53	Priv. Pract.	1	0	Tax Court
2009/06/19	Prince Rupert	British Columbia	Prince Rupert	M	57	Priv. Pract.	2	0	Family law
2009/06/19	Vancouver	British Columbia	Vancouver	M	52	Priv. Pract.	51	0	Commercial Law
2009/06/19	Sydney	Nova Scotia	Amherst	F	42	Priv. Pract.	4	0	Civil litigation
2009/06/19	Hamilton	Ontario	Hamilton	M	56	Priv. Pract.	25	0	Insurance
2009/06/19	Sault Ste. Marie	Ontario	Sault Ste. Marie	M	53	Priv. Pract.	4	0	Family law
2009/06/19	Cornwall	Ontario	Morrisburg	M	58	Priv. Pract.	4	0	Family law
2009/06/19	Newmarket	Ontario	Toronto	M	49	Priv. Pract.	20	0	Personal Injury
2009/06/19	Hamilton	Ontario	Hamilton	F	45	Priv. Pract.	1	0	Family law
2009/06/19	Barrie	Ontario	Barrie	F	45	Priv. Pract.	8	0	Personal Injury
2009/06/19	Ottawa	Ontario	Ottawa	M	56	Fed. Gov.	N/A	N/A	Constitutional Law
2009/06/19	Ottawa	Ontario	Montréal	M	56	Priv. Pract.	101	957	Civil litigation
2009/06/19	Montréal	Québec	Montréal	M	56	Priv. Pract.	64	0	Commercial Law
2009/06/19	Ottawa	Ontario	Ottawa	M	45	Fed. Gov.	N/A	N/A	Criminal law
2009/06/19	Montréal	Québec	Laval	F	54	Priv. Pract.	2	0	Family law
2009/06/29	Oshawa	Ontario	Toronto	M	47	Fed. Gov.	N/A	N/A	Criminal law
2009/07/29	Windsor	Ontario	Tillsonburg	M	58	Priv. Pract.	2	0	Civil litigation
2009/07/29	St. Catharines	Ontario	Niagara Falls	F	51	Priv. Pract.	14	0	Family law
2009/07/29	Pembroke	Ontario	Sudbury	M	57	Priv. Pract.	10	0	Civil litigation
2009/07/29	Chicoutimi	Québec	Saint-Félicien	M	56	Priv. Pract.	28	81	Civil litigation
2009/07/29	Montreal	Québec	Montreal	M	49	University	U/K	U/K	Professor
2009/07/29	Quebec	Québec	Quebec	M	46	Priv. Pract.	N/A	N/A	Criminal law
2009/07/29	Montreal	Québec	Montreal	F	49	Priv. Pract.	203	448	Labour
2009/07/30	Winnipeg	Manitoba	Brandon	M	50	Priv. Pract.	5	0	Civil litigation

First Appointed Date	City Appointed to	Province Appointed to	City of Employment/ Origin	Gender	Age	Employment	LCL Size of firm	NTL Size of firm	Area of practice/ Position
2009/08/13	Red Deer	Alberta	Red Deer	F	53	Prov. Court	N/A	N/A	Judge
2009/09/01	Saint John	New Brunswick	Miramichi	M	57	Prov. Court	N/A	N/A	Judge
2009/09/09	Calgary	Alberta	Calgary	F	60	Prov. Court	N/A	N/A	Judge
2009/09/09	Winnipeg	Manitoba	Winnipeg	M	60	Priv. Pract.	10	0	Civil litigation
2009/09/09	Winnipeg	Manitoba	Winnipeg	M	55	Priv. Pract.	78	0	Civil litigation
2009/09/09	Halifax	Nova Scotia	Halifax	M	54	Priv. Pract.	104	197	Civil litigation
2009/09/09	Halifax	Nova Scotia	Halifax	M	49	Priv. Pract.	102	119	Civil litigation
2009/09/09	Ottawa	Ontario	Ottawa	M	61	Sup. Court	N/A	N/A	Master
2009/09/09	Montreal	Québec	Laval	F	50	Priv. Pract.	N/A	N/A	Civil litigation
2009/09/09	Montreal	Québec	Montreal	F	44	Priv. Pract.	167	659	Administrative
2009/09/27	Quebec	Québec	Quebec	M	56	Prov. Court	N/A	N/A	Judge
2009/10/01	Vancouver	British Columbia	Surrey	M	63	Prov. Court	N/A	N/A	Judge
2009/10/01	Quebec	Québec	Chicoutimi	F	51	Priv. Pract.	28	81	Labour
2009/10/02	Hamilton	Ontario	Toronto	M	58	Priv. Sector	N/A	N/A	Corporate Law
2009/10/22	Nanaimo	British Columbia	Victoria	M	61	Prov. Court	N/A	N/A	Judge
2009/10/22	Sudbury	Ontario	Lindsay	M	54	Priv. Pract.	2	0	Civil litigation
2009/10/22	Cochrane	Ontario	Timmins	F	40	Priv. Pract.	N/A	N/A	Civil litigation
2009/11/26	Vancouver	British Columbia	Vancouver	M	50	Priv. Pract.	32	0	Insurance Claims
2009/11/26	Happy Valley-Goose	Newfoundland	St. John's	M	51	Priv. Pract.	38	166	Family law
2009/11/26	Toronto	Ontario	Toronto	M	58	Priv. Pract.	215	255	Business Law
2009/11/26	Thunder Bay	Ontario	Kenora	M	48	Priv. Pract.	5	0	Real estate
2009/11/26	Ottawa	Ontario	Toronto	M	51	Priv. Pract.	293	456	Competition law
2009/12/11	Calgary	Alberta	Calgary	M	61	Prov. Court	N/A	N/A	Judge
2009/12/11	Calgary	Alberta	Calgary	M	54	Priv. Pract.	N/A	N/A	Environmental law
2009/12/11	Ottawa	Ontario	Toronto	M	49	Priv. Pract.	218	639	Administrative
2009/12/11	Iqaluit	Nunavut	Iqaluit	F	51	Priv. Pract.	2	0	Criminal law
2010/02/10	Edmonton	Alberta	Edmonton	F	50	Prov. Court	N/A	N/A	Judge
2010/02/10	Winnipeg	Manitoba	Winnipeg	M	56	Prov. Gov.	N/A	N/A	Criminal law
2010/02/10	Toronto	Ontario	London	M	53	Priv. Pract.	13	478	Commercial Law
2010/02/10	Newmarket	Ontario	Pickering	M	59	Priv. Pract.	9	0	Family law
2010/02/10	Montreal	Québec	Longueuil	F	54	Priv. Pract.	3	0	Family law
2010/03/19	Vancouver	British Columbia	Vancouver	F	49	Prov. Gov.	N/A	N/A	Criminal law
2010/03/19	Vancouver	British Columbia	Vancouver	M	50	Fed. Gov.	N/A	N/A	Crown Pros.
2010/03/19	Vancouver	British Columbia	Vancouver	M	56	Priv. Pract.	19	0	Civil litigation
2010/03/19	Kamloops	British Columbia	Kamloops	M	59	Prov. Court	N/A	N/A	Judge
2010/04/23	Regina	Saskatchewan	Saskatoon	M	44	Priv. Pract.	32	71	Intellectual Property
2010/04/23	Montréal	Québec	Montréal	M	53	Publ. Sector	N/A	N/A	Commercial Law
2010/05/14	Calgary	Alberta	Calgary	M	58	Priv. Pract.	N/A	N/A	Civil litigation
2010/05/14	Ottawa	Ontario	Gatineau	F	43	Admin. Trib.	N/A	N/A	Labour
2010/05/18	Newmarket	Ontario	Toronto	M	57	Priv. Pract.	50	0	Civil litigation
2010/05/18	Toronto	Ontario	Toronto	M	53	Admin. Trib.	N/A	N/A	Labour
2010/05/18	Baie-Comeau	Québec	Baie-Comeau	M	56	Prov. Court	N/A	N/A	Judge
2010/05/18	Québec	Québec	Rivière-du-Loup	F	52	Priv. Pract.	6	0	Civil litigation
2010/05/18	Québec	Québec	Québec	M	53	Priv. Pract.	3	0	Civil litigation

First Appointed Date	City Appointed to	Province Appointed to	City of Employment/ Origin	Gender	Age	Employment	LCL Size of firm	NTL Size of firm	Area of practice/ Position
2010/05/23	Regina	Saskatchewan	Saskatoon	M	44	Priv. Pract.	36	71	Business Law
2010/06/18	Vancouver	British Columbia	Vancouver	F	52	Priv. Pract.	111	267	Commercial Law
2010/06/18	St. John's	Newfoundland	St. John's	F	53	Prov. Gov.	N/A	N/A	Deputy Min.
2010/06/18	Ottawa	Ontario	Ottawa	M	63	Priv. Pract.	1	0	Civil litigation
2010/06/18	Ottawa	Ontario	Ottawa	M	50	Priv. Pract.	1	0	Criminal law
2010/06/18	Montreal	Québec	Montreal	F	58	Priv. Pract.	62	478	Family law
2010/06/18	Montreal	Québec	Montreal	M	47	Prov. Court	N/A	N/A	Judge
2010/08/06	Calgary	Alberta	Calgary	M	53	Priv. Pract.	151	271	Civil litigation
2010/08/06	Nanaimo	British Columbia	Victoria	F	49	Prov. Gov.	N/A	N/A	Crown Attorney
2010/08/06	Sydney	Nova Scotia	Sydney	M	53	Priv. Pract.	3	0	Commercial law
2010/08/06	Yarmouth	Nova Scotia	Digby	M	48	Prov. Court	N/A	N/A	Judge
2010/08/06	Toronto	Ontario	Toronto	F	54	Law Soc.	N/A	N/A	Law Society
2010/08/06	Halleybury	Ontario	North Bay	M	54	Priv. Pract.	7	0	Family law
2010/08/06	Trois-Rivières	Québec	Trois-Rivières	M	45	Priv. Pract.	3	95	Tax Law
2010/08/06	Montreal	Québec	Montreal	F	38	Priv. Pract.	23	0	Civil litigation
2010/08/11	Halifax	Nova Scotia	Halifax	M	50	Prov. Gov.	N/A	N/A	Crown Attorney
2010/09/30	Ottawa	Ontario	Ottawa	M	57	Fed. Gov.	N/A	N/A	Public law
2010/09/30	New Westminster	British Columbia	Surrey	M	59	Priv. Pract.	15	0	Commercial Law
2010/09/30	Winnipeg	Manitoba	Winnipeg	M	49	Fed. Gov.	N/A	N/A	Tax Law
2010/09/30	Sault Ste. Marie	Ontario	North Bay	M	51	Priv. Pract.	4	0	Civil litigation
2010/09/30	Brockville	Ontario	Brockville	M	50	Priv. Pract.	1	0	Civil litigation
2010/09/30	Ottawa	Ontario	Ottawa	M	59	Admin. Trib.	N/A	N/A	Judge
2010/09/30	Montréal	Québec	Montréal	F	51	Priv. Pract.	N/A	N/A	Criminal law
2010/09/30	Rouyn-Noranda	Québec	Val-d'Or	M	51	Priv. Pract.	2	0	Business Law
2010/10/29	New Westminster	British Columbia	Vancouver	M	54	Supreme Court	N/A	N/A	Registrar
2010/10/29	Milton	Ontario	Milton	M	54	Prov. Gov.	N/A	N/A	Criminal law
2010/10/29	Vancouver	British Columbia	Vancouver	F	61	Prov. Court	N/A	N/A	Judge
2010/10/29	London	Ontario	Oakville	M	55	Priv. Pract.	1	0	Family law
2010/10/29	Ottawa	Ontario	Ottawa	F	53	Fed. Gov.	N/A	N/A	Tax law
2010/11/01	Barrie	Ontario	Barrie	M	56	Priv. Pract.	4	0	Family law
2011/02/03	Winnipeg	Manitoba	Winnipeg	F	47	Prov. Gov.	N/A	N/A	Constitutional Law
2011/02/03	Winnipeg	Manitoba	Winnipeg	M	40	Priv. Pract.	67	0	Civil litigation
2011/02/03	Halifax	Nova Scotia	Amherst	F	48	Prov. Court	N/A	N/A	Judge
2011/02/03	Hamilton	Ontario	St. Catharines	M	60	Priv. Pract.	16	0	Labour
2011/02/03	London	Ontario	London	M	59	Priv. Pract.	29	0	Family law
2011/02/03	Toronto	Ontario	Ottawa	F	61	Priv. Pract.	209	305	Personal Injury
2011/02/03	Windsor	Ontario	Essex	M	61	Priv. Pract.	3	0	Administrative
2011/02/03	Kingston	Ontario	Kingston	M	49	Priv. Pract.	6	0	Family law
2011/02/03	Toronto	Ontario	Toronto	M	60	Priv. Pract.	305	957	Civil litigation
2011/02/03	Montreal	Québec	Montreal	M	61	Priv. Pract.	203	448	Commercial Law
2011/02/03	Montreal	Québec	Montreal	M	59	Priv. Pract.	1	0	Criminal law
2011/02/03	Montreal	Québec	Montreal	M	57	Priv. Pract.	86	243	Commercial Law
2011/03/03	Edmonton	Alberta	Calgary	M	55	Fed. Gov.	N/A	N/A	Civil litigation
2011/03/03	Lethbridge	Alberta	Lethbridge	M	56	Priv. Pract.	10	0	Civil litigation

First Appointed Date	City Appointed to	Province Appointed to	City of Employment/ Origin	Gender	Age	Employment	LCL Size of firm	NTL Size of firm	Area of practice/ Position
2011/03/03	Calgary	Alberta	Calgary	M	64	Prov. Court	1	0	Judge
2011/03/03	Edmonton	Alberta	Edmonton	M	51	Priv. Pract.	6	0	Civil litigation
2011/03/03	Windsor	Ontario	Mississauga	M	58	Priv. Pract.	1	0	Criminal law
2011/03/03	Hamilton	Ontario	Hamilton	F	46	Priv. Pract.	1	0	Matrimonial Law
2011/03/03	Montreal	Québec	Saint-Jérôme	M	53	Priv. Pract.	19	33	Municipal
2011/03/03	Saskatoon	Saskatchewan	Saskatoon	M	62	Priv. Pract.	6	478	Civil litigation
2011/03/03	Moose Jaw	Saskatchewan	Regina	F	57	Court of Appeal	N/A	N/A	Registrar
2011/03/13	Kitchener	Ontario	Kitchener	M	64	Priv. Pract.	2	0	Family law

Income Tax Act

R.S.C., 1985, c. 1 (5th Supp.)

An Act respecting income taxes

Provision of information

Where taxpayer information may be disclosed

241 (4) An official may:

(g) use taxpayer information to compile information in a form that does not directly or indirectly reveal the identity of the taxpayer to whom the information relates;

Loi de l'impôt sur le revenu

L.R.C. (1985), ch. 1 (5^e suppl.)

Loi concernant les impôts sur le revenu

Communication de renseignements

Divulgence d'un renseignement confidentiel

241 (4) Un fonctionnaire peut :

g) utiliser un renseignement confidentiel en vue de compiler des renseignements sous une forme qui ne révèle pas, même indirectement, l'identité du contribuable en cause;

Pre-Appointment Income Study Methodology

STEP 1:

CRA is given a list of several hundred judges appointed in recent years. The list includes names, appointment dates and the cities of employment/practice prior to employment. This is public information. CRA is also supplied with an accompanying table of annual puisne judge salaries and Consumer Price Index values.

<u>ID</u>	<u>NAME</u>	<u>APPOINTED</u>	<u>DATE</u>	<u>YEAR</u>	<u>CPI</u>	<u>JUDGE SALARY</u>
1	Smith, David M.	Toronto	03Mar2012	2006	109.1	\$244,700
2	Jones, Olivia	Vancouver	24Jul2013	2007	111.5	\$252,000
3	Chang, Paul	Winnipeg	12Oct2011	2008	114.1	\$260,000
4	Tellier, Louise J.	Montreal	16Jan2014	2009	114.4	\$267,200
	.	.	.	2010	116.5	\$271,400
	.	.	.	2011	119.9	\$281,100
	.	.	.	2012	121.7	\$288,100
	.	.	.	2013	122.8	\$295,500
	.	.	.	2014	125.2	\$300,800
	.	.	.	2015	127.1	\$308,600

STEP 2:

From the information given, plus knowledge of the employer listed on judges' T4 forms, CRA identifies the judges on the list within its tax return records and retrieves returns for the five years prior to the year of appointment.

CRA then derives a single statistic for each judge defined as the average **RATIO** of pre-appointment net income (adjusted according to the CPI into equivalent dollars in the year following appointment) to the net income of a puisne judge in the year following appointment. The year of appointment is ignored as incomes will be mixed between pre- and post-appointment.

No intermediate figures leave CRA.

Sample **RATIO** calculation for a judge appointed in 2011

Net pre-appointment Income:

2006	\$142,687
2007	\$178,243
2008	\$165,399
2009	\$183,288
2010	\$184,654

Adjusted to 2012 dollars via CPI:

2006	\$159,166
2007	\$194,549
2008	\$176,416
2009	\$194,984
<u>2010</u>	<u>\$192,896</u>
Mean	\$183,602

Net Judge Salary in 2012: \$187,265

RATIO = \$183,602/\$187,265 = 0.980

a matched ID code known only to CRA

<u>ID</u>	<u>CRA ID</u>
1	XXXX
2	XXXX
3	XXXX
4	XXXX
.	
.	
.	

Before releasing any results, CRA generates a random 4-digit code to be associated with each judge and shuffles the list of judges so that no links can be made with individual judges by means of the final CRA reports.

STEP 3:

The product CRA releases is an anonymized list of the ratios of judges' pre-appointment to post-appointment net incomes. The list also contains a flag indicating whether the judge, prior to appointment, was employed or self-employed (declaring professional/business income from the practice of law). In cases where there is a mixture of both types of income, this determination is based on the source of the majority of the income.

rows re-sorted randomly

<u>CRA ID</u>	<u>STATUS</u>	<u>RATIO</u>
xxxx	SE	0.980
xxxx	EM	0.755
xxxx	SE	1.378
xxxx	EM	0.941
xxxx	SE	0.688
.		
.		
.		

if employment income exceeds self-employed income, STATUS = EM; otherwise STATUS = SE