

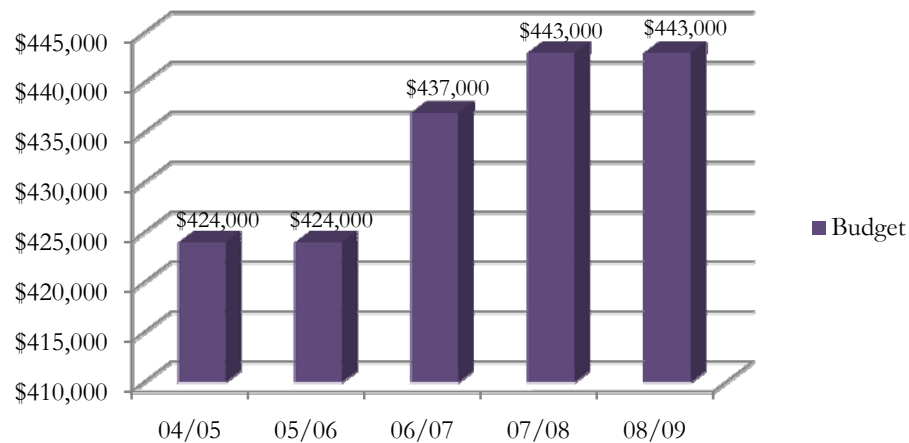


**ANNUAL REPORT OF
THE EMPLOYMENT STANDARDS TRIBUNAL
OF BRITISH COLUMBIA
FISCAL YEAR 2008/2009**

Overview

The Employment Standards Tribunal was established on November 1, 1995 under Part 12 of the *Employment Standards Act* (the “*Act*”) as an independent agency with a mandate to conduct appeals of Determinations issued by the Director of Employment Standards and to reconsider decisions made by the Tribunal.

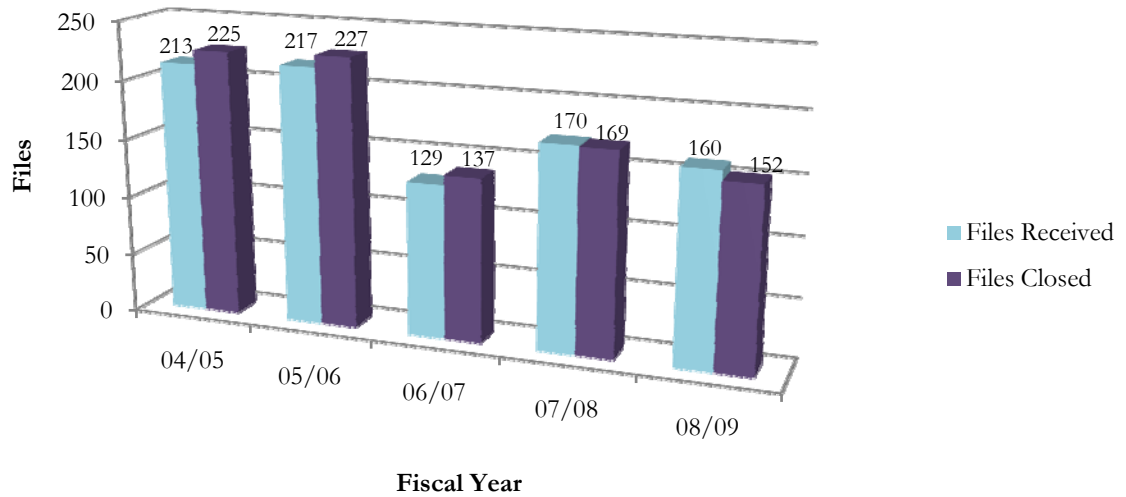
Budget



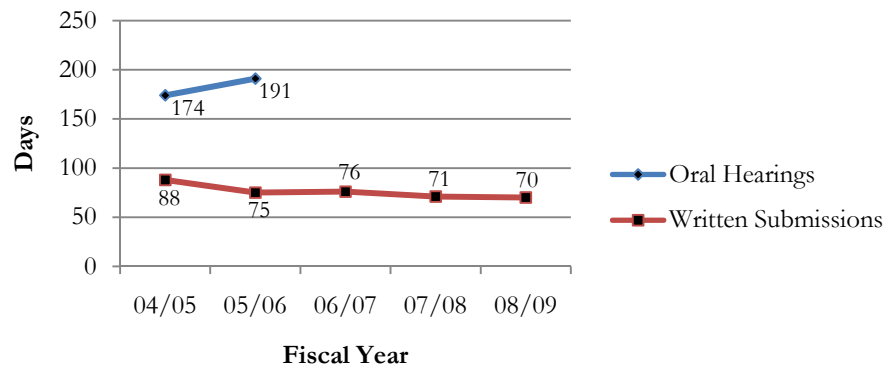
Appeals and Reconsiderations Received and Closed

Fiscal Year	Received			Closed		
	Appeals	Reconsiderations	Total	Appeals	Reconsiderations	Total
04/05	190	23	213	199	26	225
05/06	185	32	217	198	29	227
06/07	102	27	129	113	24	137
07/08	154	16	170	154	15	169
08/09	133	27	160	123	29	152

Appeals and Reconsiderations Received and Closed

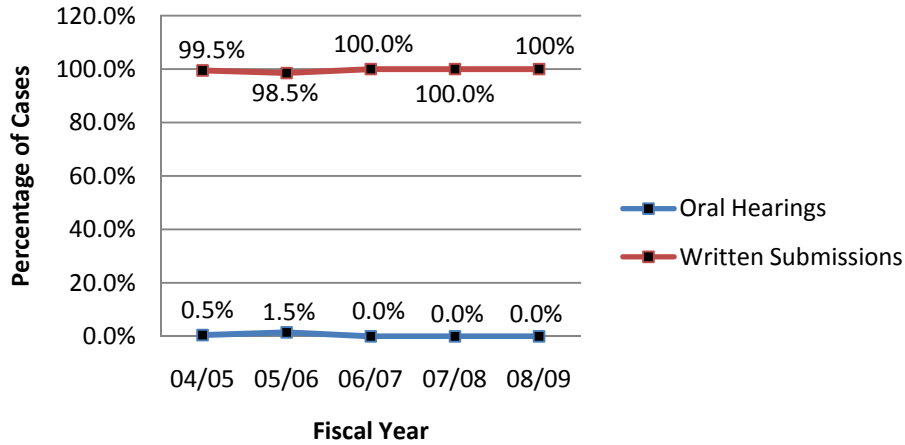


Average Time to Decide Appeals and Reconsiderations



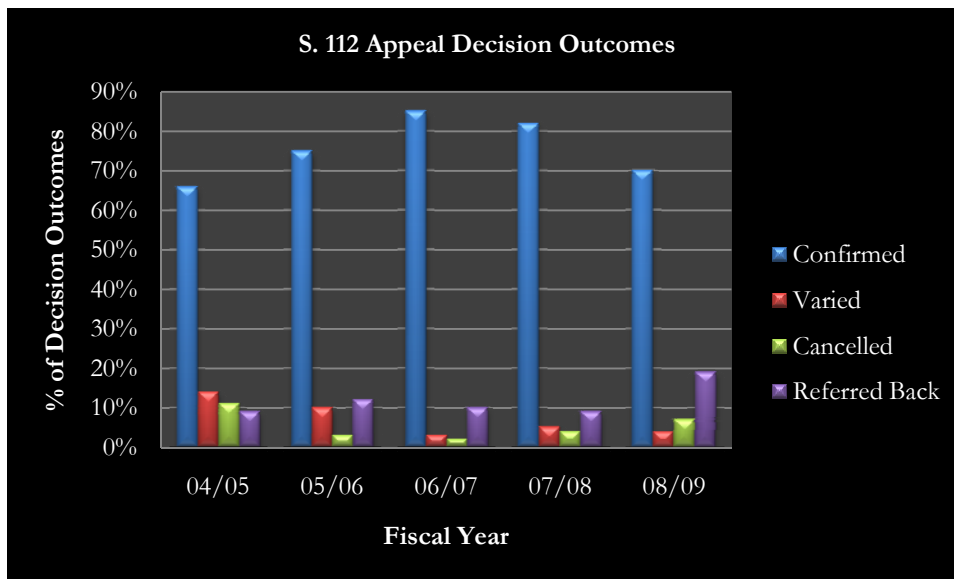
Generally, a case before the Tribunal is decided within 90 days of receipt where the case is decided solely on the basis of written submissions from the parties.

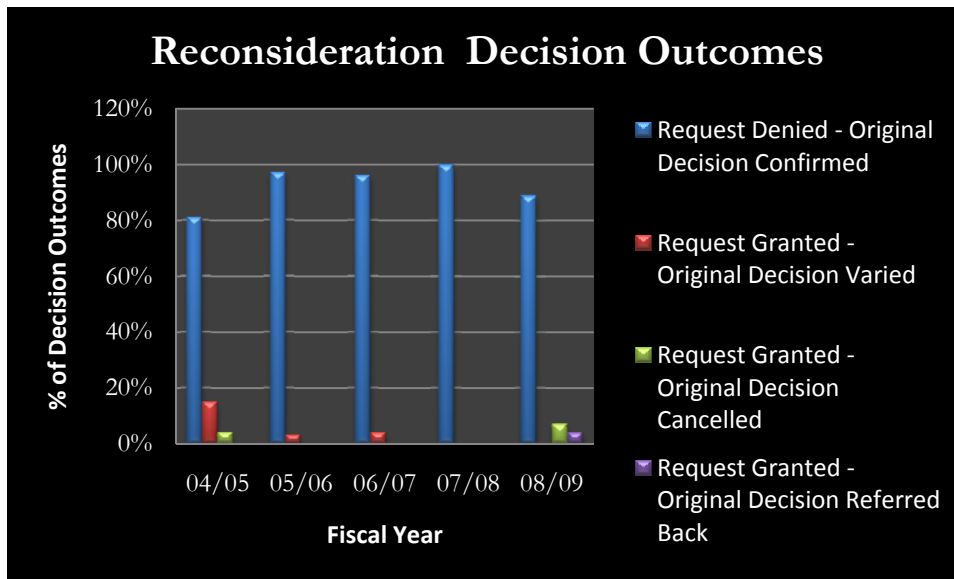
Written Submissions v. Oral Hearings



The Tribunal may decide cases based on either written submissions only or by a combination of an oral hearing and written submissions. Since fiscal year 03/04, Tribunal decisions are based primarily on written submissions only.

S. 112 Appeal Decision Outcomes





Reconsideration Outcomes	04/05	05/06	06/07	07/08	08/09
Request Denied - Original Decision Confirmed	81%	97%	96%	100%	89%
Request Granted - Original Decision Varied	15%	3%	4%	0%	0%
Request Granted - Original Decision Cancelled	4%	0%	0%	0%	7%
Request Granted - Original Decision Referred Back	0%	0%	0%	0%	4%

The reconsideration requests resulted in the Tribunal, on average, confirming 86% and altering or cancelling 14% of the affected original decisions.