



Subject: Reappointment of Members

Scope: This policy covers the conditions and terms for reappointment of Tribunal Members

Purpose:

The objective of the process is to ensure a roster of Tribunal Members that:

- Attempts to reflect the cultural and gender representation of the population of BC;
- Enables the appointment of a panel in geographical proximity to the location of the parties to a dispute;
- Ensures sufficient availability of panel members so as to promote the speedy resolution of matters before the Tribunal; and
- Reflects the highest calibre of adjudication.

Process:

The Tribunal will canvas Members' interest in another appointment three months prior to the expiration of their current term. Members interested in a new term must express their interest in writing to the Vice Chair in the time period specified.

The Tribunal will assess its requirements and determine the number of potential reappointments by considering operational factors including:

- The need to retain the services of experienced members;
- The need to recruit new members with fresh perspectives;
- The likelihood of recruiting someone with comparable skills;
- The appropriate mix of culture and gender representation; and
- Other operational needs i.e. workload, cost, time and resources.

Depending on the number of opportunities available, Members seeking reappointment will be considered through a meritorious assessment of the following factors including:

- Sustained high level performance in meeting the established knowledge, abilities and behavioural competencies;
- The timeliness of decisions;
- Availability (attendance);
- Specialised skills or expertise;

- Adaptability to new trends and developments in tribunal procedures and employment law;
- Participation in and contributions to policy conferences; and
- Adherence to the Tribunal's Code of Conduct

The Vice Chair will assess these factors through a variety of measures including workload reviews, observational information, party and colleague feedback as well as a review of written decisions. Where necessary, operational factors will be used to make the final determination i.e. diverse geographic representation.

Where appropriate, Members under consideration for reappointment will be asked to complete a Tribunal Candidate Profile and Declaration form. The Chair and/or Vice Chair will review the completed form and carryout any other due diligence requirements before recommending reappointment.

The Chair, in consultation with the Vice Chair will recommend to the Appointing Authority, the renewal of Members for additional terms up to five years.