



# Tribunal Performance Framework and Remuneration Plan

THIS DOCUMENT PROVIDES GUIDANCE FOR PERFORMANCE APPRAISALS AND THE  
IMPLEMENTATION OF REMUNERATION FOR APPOINTEES TO  
ADMINISTRATIVE TRIBUNALS AND REGULATORY BOARDS  
VERSION 2.1 - FINAL



Ministry of  
Attorney General

Justice Services Branch  
Tribunals, Transformation, and Independent Offices Division

# Tribunal Performance Framework and Remuneration Plan

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## Section 1.0 - Versioning

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2.0	March 03, 2020	Carmen Zabarauckas, Executive Director, TTIOD
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2.1	December 08, 2020	David Eby, QC, Attorney General

# Tribunal Performance Framework and Remuneration Plan

## Section 2.0 - Performance Framework and Remuneration Plan Background

Tribunals perform adjudicative or regulatory functions in the public justice system. Tribunals are designed specifically to address the day-to-day needs of citizens seeking to resolve disputes or clarify their rights and entitlements within a legislative framework. Because of the design and the type of issues they deal with, tribunals offer alternatives to the court system in a manner that is timely, suitable and affordable to the public.

Tribunals are part of the broader “government” but operate independently when performing their decision-making function. Tribunal independence means that they do not take direction from the minister on the substantive issues before them. However, to ensure public accountability, tribunals must submit a report to the minister responsible on such topics as the nature and number of applications or other matters they have dealt with and the tribunal’s timeliness in dealing with them. Tribunals are also accountable for their budgets and organizational operations and must disclose appointee remuneration every year to ensure the information is accessible and transparent to the public. Each tribunal employs a varying number of staff most relevant for their operations, with some exceptions<sup>1</sup>. This Tribunal Performance Framework and Remuneration Plan applies only to the appointees of the tribunals and not staff.

Treasury Board Directive ([Directive 1/20](#)) sets out the maximum rates, principles, and general policies for the administration of appointee remuneration. Directive 1/20 also specifies numerous policy objectives, one of which is to support a comprehensive framework for appropriate and consistent appointee remuneration and expense reimbursement.

This Tribunal Performance Framework and Remuneration Plan applies to all appointees to those tribunals which report to government through the Ministry of Attorney General (see table 2.0.1). It guides the performance appraisal process, sets out criteria by which appointee performance can be assessed and provides the framework for the implementation of initial and incremental remuneration.

Tribunal appointments vary by role and type to ensure that the appropriate complement of appointees is available to a tribunal to achieve its mandate. For some tribunals, legislation limits the number of appointees to the organization, while others are not subject to restrictions. In both cases the tribunal chairs are responsible to ensure that they meet their fiscal responsibilities of a balanced budget while achieving their mandate.

Different types of appointments, consistent with a tribunal’s enabling legislation are made either by an Order in Council (OIC) or a Ministerial Order (MO). Full-time (FT) appointees and Regular Part-time (RPT) appointees are classified as Category C appointees under the definition of “Order in Council Appointees” and receive remuneration in the form of salary and are also eligible for benefits.

Part-time (PT) appointees (other than RPT) are remunerated for service on an “as and when required” basis. Some tribunals have a complement of only FT appointees, some have both FT and

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<sup>1</sup> Smaller tribunals rely on shared staff of other tribunals or administrative support from their host ministry or TTIOD.

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PT appointees and others have only PT appointees. In addition, there are a small set of tribunals which utilize an appointment across two or more tribunals, referred to as cross appointments (CA).

The table below outlines the appointment types applicable to each existing tribunal for chair, vice chair and member positions, it also provides a short descriptor of the tribunal's oversight. A full description elaborating on jurisdiction, practices and procedures and complaint and appeal processes are available on the individual tribunal websites.

Tribunal Name	Classification Level	Chair	Vice Chair	Members	Descriptor
BC Human Rights Tribunal	4	FT		FT	Responsible for accepting, screening, mediating, and adjudicating human rights complaints in B.C.
BC Review Board	4	FT		PT	Established under the Criminal Code of Canada, and has ongoing jurisdiction to hold hearings to make and review orders where individuals charged with criminal offences have been given verdicts of not criminally responsible on account of mental disorder or unfit to stand trial on account of mental disorder, by a court.
BC Utilities Commission	5	FT		FT/PT	Responsible for regulating BC's energy utilities, the Insurance Corporation of BC's compulsory automobile insurance rates, intra-provincial pipelines and the reliability of the electrical transmission grid. In March 2020, the BCUC was also named as the Administrator of the Fuel Price Transparency Act.
Building Code Appeal Board	1	PT		PT	Hears appeals of decisions of a local authority on whether a

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Table 2.0.1 – Tribunal Classification and Appointment Type Summary					
Tribunal Name	Classification Level	Chair	Vice Chair	Members	Descriptor
					matter conforms to a building regulation under the British Columbia Building Code.
Civil Resolution Tribunal	4	FT	FT	FT/PT	Jurisdiction over strata (condominium) property disputes, small claims disputes \$5,000.00 or under, motor vehicle minor injury disputes \$50,000 or under, and some disputes under the Societies Act and the Cooperative Associations Act.
Community Care and Assisted Living Appeal Board	2	PT		PT	Hears appeals regarding community care and assisted living facilities (both adult and child care) and early childhood educators.
Employment Standards Tribunal	3	CA LRB		PT	Exclusive jurisdiction to hear and determine appeals and reconsiderations of appeal decisions arising from determinations issued by the Director of Employment Standards under the <i>Employment Standards Act</i> and the <i>Temporary Foreign Worker Protection Act</i> .
Environmental Appeal Board	4	CA FAC & OGAT	FT	PT	Conducts appeals regarding administrative decisions related to environmental and natural resource matters.
Financial Services Tribunal	3	PT	PT	PT	Hears appeals from individuals and institutions who want to contest enforcement decisions made by the Insurance Council of

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Table 2.0.1 – Tribunal Classification and Appointment Type Summary					
Tribunal Name	Classification Level	Chair	Vice Chair	Members	Descriptor
					British Columbia, Real Estate Council of British Columbia, Superintendent of Real Estate, Superintendent of Pensions, Registrar of Mortgage Brokers and Superintendent of Financial Institutions.
Forest Appeals Commission	3	CA EAB & OGAT	PT	PT	Hears appeals of certain government decisions on environmental matters and natural resource stewardship affecting forests and rangeland.
Health Professions Review Board	3	PT		PT	The majority of the Review Board’s work is driven by applications for review of certain key functions of health professions regulatory bodies (Colleges). Hears appeals filed by medical practitioners, dentists registered under the Dentists Act, midwives, or any person registered as a member of a prescribed health profession.
Hospital Appeal Board	2	PT		PT	Provides medical practitioners with an avenue of appeal from hospital board of management decisions affecting hospital privileges.
Industry Training Appeal Board	2	PT		PT	Hears appeals from decisions of the Industry Training Authority regarding apprentices, trainees and industry training credentials.
Labour Relations Board	5	CA EST	FT	FT	Interprets, applies, and administers the <i>Labour</i>

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Table 2.0.1 – Tribunal Classification and Appointment Type Summary					
Tribunal Name	Classification Level	Chair	Vice Chair	Members	Descriptor
					<i>Relations Code</i> , which governs all aspects of collective bargaining for provincially regulated employers, employees, and trade unions. Includes administration of the acquisition and termination of bargaining rights, as well as, adjudication, mediation in response to a wide range of application and complaints. Board also exercise reconsideration power over original decisions.
Mental Health Review Board	3	RPT		PT	Conducts hearings to determine if persons detained in or through a designated mental health facility in the province should continue to be detained.
Oil and Gas Appeal Tribunal	2	CA EAB&FAC		PT	Hears appeals from decisions of the Oil and Gas Commission.
Property Assessment Appeal Board	3	FT	FT	FT/PT	Hears appeals from the Property Assessment Review Panels to determine whether property is assessed at actual value, whether property is properly classified in accordance with regulations, whether assessments are equitable, whether the subject qualifies as “dwelling property” in accordance with the <i>School Act</i> and general errors or omissions of land and improvements



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Table 2.0.1 – Tribunal Classification and Appointment Type Summary					
Tribunal Name	Classification Level	Chair	Vice Chair	Members	Descriptor
					on the assessment roll and whether property is entitled to an exemption from taxation.
Safety Standards Appeal Board	3	PT		PT	Resolve appeals from decisions made under the Safety Standards Act, the Homeowner Protection Act, and Part 5 of the Building Act to determine if the decisions were fairly made in accordance with the provisions of the legislation and the principles of natural justice.
Surface Rights Board	3	PT	PT	PT	Mediates and arbitrates disputes between landowners and resource companies or free miners respecting access to private land and compensation for access to private land to explore for, develop or produce sub-surface resources.

This Performance Framework and Remuneration Plan was developed by the Tribunals, Transformation, and Independent Offices Division (TTIOD) in consultation with the Public Sector Employers’ Council Secretariat (PSEC), the administrative tribunal chairs reporting to government through the Ministry of Attorney General, and the Crown Agencies and Boards Resourcing Office (CABRO).

The Performance Framework and Remuneration Plan serves two key functions:

- 1) It provides a mechanism and set of principles for determining the appropriate placement of each tribunal member<sup>2</sup> within the remuneration range established by TB 1/20; and,
- 2) It guides the application of initial remuneration and incremental increases based on established performance criteria.

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<sup>2</sup> All tribunal appointees are considered members, whether they are appointed as chair or vice chair.

# Tribunal Performance Framework and Remuneration Plan

## Section 3.0 – Principles

- Remuneration increases for tribunal appointees must be managed within the tribunal’s existing budget/funding and in accordance with this remuneration plan.
- Remuneration and performance appraisal decisions must not be contingent upon or related to the outcome of tribunal decisions.
- Minimum rate is automatically applied to any temporary member appointed under section 6 of the *Administrative Tribunals Act* or applicable Acts. “Temporary member” means any member appointed for a term that does not exceed 6 months.
- A tribunal chair may recommend remuneration adjustments that differ from the remuneration plan, and the Minister may make changes to this remuneration plan that are consistent with Directive 1/20 or may request an exemption to Directive 1/20 from either Treasury Board or the Appointee Remuneration Committee.
  - A tribunal chair who seeks a remuneration increase in excess of these guidelines must meet the following requirements:
    - a. recommended remuneration must not create a risk of a tribunal budget deficit;
    - b. the benefits of the proposed remuneration increase must outweigh the additional cost to the tribunal;
    - c. the guideline remuneration increase must demonstrably and significantly impede the tribunal’s ability to deliver on its legislated mandate;
    - d. there must be no other reasonable alternative to the remuneration increase capable of achieving a similar outcome;

## Section 4.0 - Performance Appraisals

A performance appraisal is required as part of any reappointment process and should also be conducted annually for a tribunal chair, vice chair and each member. Performance appraisals should consider an individual’s effectiveness and contribution to the tribunal, its mandate, and overall success.

Performance appraisals for a tribunal chair are conducted by the Deputy Attorney General, or their designate. Similarly, the chair or their designate conducts tribunal members’ performance appraisals.

Annual performance appraisals also provide an opportunity to assess whether the responsibilities and accountabilities outlined in the Notice of Position, as well as the duties and commitments as set out in the code of conduct, budget delegation letters and Memorandum of Understanding, as applicable, are being met by the individual being assessed. Performance appraisals are integral to support objective and transparent changes in remuneration for tribunal chairs, vice chairs and members.

For the purposes of tribunal chair performance appraisal, questions should be provided in advance to ensure a transparent discussion, and where appropriate, in consultation with the tribunal chair, stakeholders may be identified to provide feedback. Stakeholders could include, vice chairs, members, tribunal staff, policy ministry staff, and others, where appropriate.

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1. Performance appraisal for vice chairs and members should include the following factors, as applied by the tribunal chair in the context of their tribunal and the specific role of that member:
  - a. Levels of skills;
  - b. Knowledge;
  - c. Experience;
  - d. Level of responsibility;
  - e. Effectiveness;
  - f. Efficiency;
  - g. Compliance with the ethical guidelines created by government specifically for their particular board or tribunal, including as set out in the Candidate Profile and Declaration (code of conduct, conflict of interest, charter of expectations, and integrity and public accountability), as well as the [General Conduct Principles for Public Appointees](#);
  - h. If appropriate and requested by the chair, engaged in strategic planning, performance monitoring and reporting, organizational leadership, risk assessment, public policy, and governance; and other factors specific to the tribunal, and;
  - i. Any other factors the Chair considers appropriate.
  
2. Performance appraisals for tribunal chairs will be conducted by the Deputy Attorney General or their designate, and will include the following factors, as they relate to the context of the specific tribunal and the specific role of the chair:
  - a. Levels of skills;
  - b. Knowledge;
  - c. Experience;
  - d. Level of responsibility;
  - e. Effectiveness;
  - f. Efficiency;
  - g. Compliance, with the ethical guidelines created by government specifically for their particular board or tribunal, including, as set out in the Candidate Profile and Declaration (code of conduct, conflict of interest, charter of expectations, and integrity and public accountability), as well as the [General Conduct Principles for Public Appointees](#);
  - h. If appropriate and requested by the TTIOD staff, engaged in strategic planning, performance monitoring and reporting, organizational leadership, risk assessment, public policy, and governance;
  - i. Other factors specific to the tribunal; and
  - j. The tribunal chair must provide the following information to TTIOD,

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which will be considered by the Minister or designate in the decision making:

- i. Budget management – balanced budget/on track to address the deficit;
- ii. Timely reporting, including annual reports;
- iii. Operational performance and progression (tribunal chair to establish the baseline, which must be realistic and reflecting the reality) including:
  - Time to resolution
  - Cost per case
  - User experience, as it relates to operational process, timeliness, etc. but not the outcome of decisions.
- iv. The most recent Work Environment Survey result (if applicable);
- v. Annual performance meeting with the Minister, Deputy Minister or other ministry executive where appropriate; and
- vi. Achievements of operational efficiency.
- vii. If any of the above information (except budget management) is not available or under development, a plan for development and implementation must be provided and approved.

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## Section 5.0 - Remuneration Plan

An appointee's remuneration must not exceed the maximum rate set for the position within the classification level for their tribunal. Increases to remuneration are subject to satisfactory performance appraisals, as outlined in the framework. There is no requirement that the maximum remuneration rate be paid. The remuneration plan must be applied in a manner respectful of the established fiscal budget and discretion must be applied to avoid operating in a deficit position.

### Section 5.1 - Remuneration Placement and Adjustments

1. Initial Appointment – Subject to the qualifications below, minimum rate is applied automatically for initial appointments for chairs, vice chairs and members.
  - a. If a higher rate is more appropriate for an appointee at the time of an initial appointment due to specific circumstances, this is permitted with approval from the Minister. The request for a higher rate, with details, must be included in the appointment request package.
  - b. If a lower rate is more appropriate for an initial part time appointment due to specific circumstances such as a developmental position, the chair has the authority to make that decision without the approval from the Minister or their delegate.
2. Cross Appointment (Multiple Tribunals) – an appointee cannot hold two full-time appointments concurrently. An individual who holds a full-time appointment cannot receive additional remuneration for work performed in a separate part-time appointment, unless the appointment is considered a cross appointment and is approved by the Minister. If a new full-time appointment is approved for an individual who already holds a part-time appointment with a different tribunal, then the following applies:
  - a. If the cross appointment is for a chair appointment and the existing appointment is also a chair appointment, the conditions outlined in section 5.4 (Appointment to Multiple Tribunals) apply.
  - b. If the cross appointment is for a vice chair appointment and the existing appointment is also a vice chair appointment, the conditions outlined in section 5.4 (Appointment to Multiple Tribunals) apply.
  - c. If the new full-time appointment is to a tribunal with the same classification level as that of the part-time appointment, the new full-time appointment is considered `lateral` and the remuneration rate starts at the mid-point of the range or the previous rate in the same classification level, whichever is higher.
  - d. If the new appointment is to a tribunal that is one or more classification levels above that of the part-time appointment, the minimum rate of the higher classification level applies.
3. Remuneration increases must be applied in a progressive manner, subject to satisfactory performance appraisals as discussed above in section 4.0.

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4. For a vice chair or member, after an initial 18 month period, the tribunal chair has the authority to increase the appointee’s remuneration to the mid-point of the range, provided that a performance appraisal is satisfactory, and any and all training is complete (excluding ongoing professional development). The rate increase applies at the time of the approval and is not retroactive.
  - a. If paragraph 2 (c) above applies, then after a term of 18-months in the new position, the appointee’s remuneration will be increased to the maximum rate, provided that the performance appraisal is satisfactory and any and all training is complete (excluding ongoing professional development).
  
5. For a chair, after an initial 18 month period , the remuneration will be increased to the mid-point of the range, unless: (a) there are documented performance issues; (b) training is incomplete (excluding ongoing professional development); or (c) the Minister determines, in the absolute and unfettered discretion of the Minister, to establish remuneration at a different rate.
  - a. If paragraph 2 (c) above applies, then after a term of 18 months in the new position, the chair’s remuneration will be increased to the maximum rate, provided that the performance appraisal is satisfactory and any and all training is complete (excluding ongoing professional development).
  
6. Re-appointment - Either upon 1<sup>st</sup> and subsequent reappointments, or after two years, whichever occurs sooner, the maximum rate of the Directive 1/20 (or other formal Government direction) that was in force at the time of the previous appointment will be applied, provided that the performance appraisal is satisfactory and any and all training is complete (excluding ongoing professional development).
  - a. The tribunal chair may set a lower rate or maintain the current rate if the chair considers it appropriate for a member due to specific circumstances such as incomplete training or not yet meeting satisfactory performance.
  - b. If a new Treasury Board Directive (or other formal Government direction) comes into force, this framework and remuneration plan will be updated to reflect those changes.

### Section 5.2 - Category C Appointees – Full and Part-time Regular Positions

1. Minimum and maximum annual remuneration rates for full-time appointees:

Table 5.2.1 - Category C Appointee – Full-Time Remuneration Rates						
Classification	Chair		Vice Chair		Member	
	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
<b>Level 1</b>	\$124,000	\$137,00	\$105,000	\$116,000	\$87,000	\$96,000
<b>Level 2</b>	\$137,000	\$147,000	\$116,000	\$125,000	\$96,000	\$103,000
<b>Level 3</b>	\$147,000	\$168,000	\$125,000	\$143,000	\$103,000	\$118,000
<b>Level 4</b>	\$168,000	\$190,000	\$143,000	\$161,000	\$118,000	\$132,000
<b>Level 5</b>	\$190,000	\$210,000	\$161,000	\$179,000	\$132,000	\$147,000

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2. Regular full-time and regular part-time appointee remuneration is paid on a bi-weekly basis. Regular full-time and regular part-time appointees receive those benefits as set out in part 10 of the British Columbia Government's Terms and Conditions of Employment for Excluded Employees and Appointees, Category C.
3. In consultation with TTIOD, a chair may recommend an individual to be appointed to a tribunal to serve as a regular part-time appointee provided:
  - a. The recommendation is consistent with all requirements of the tribunal's enabling legislation in relation to membership and the chair clearly articulates the benefits of implementing a part-time position.
  - b. The recommendation is made in consultation with TTIOD, CABRO and the Public Service Agency, and is approved by the Minister.
  - c. Remuneration and benefits for regular part-time appointments will be prorated to the required time commitment and be consistent with the approved minimum and maximum rates set out in Table 5.2.1 of the remuneration plan. The key distinguishing feature of a regular part-time appointee from "part-time" category D appointees under section 6.1 of the Directive 1/20 is that there must be a clear and predictable commitment of hours of service per pay period.

### Section 5.3 - Category D Appointees – "As and When Required" Service

1. Category D appointees are part-time appointees remunerated for their service on an "as and when required basis," and are responsible for submitting to the tribunal invoices for work performed.
2. Approved remuneration rates are set out as full-day or half-day per diems in Table 5.3.1 and 5.3.2 below and are based on an eight-hour day. For the purposes of invoicing, alternate calculations of the approved per diem rates by partial hour, hour, flat rate per file or other appropriate calculation may be applied at the discretion of the chair, and upon approval of the Executive Director of TTIOD.
3. Remuneration for each 24-hour period should not exceed the maximum daily rate, unless previously approved in writing from TTIOD as 'extraordinary circumstances.'
  - a) Approval from the Executive Director of TTIOD must be sought prior to the application of any 'extraordinary circumstance' rate.
  - b) Each application for approval will be considered on a case by case basis. Examples of 'extraordinary circumstances' include occasionally working a compressed schedule to achieve operational efficiencies, or extraordinarily complex hearings that require an extraordinary amount of time to prepare for, hear and provide a written decision.
4. The Executive Director of TTIOD must approve access to the rates permitted under Directive 1/20, section 6.4 for appointees that hold a medical professional accreditation.

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5. Minimum and Maximum Part-Time appointee full day rates are set below:

<b>Table 5.3.1 – Category D Appointee - Part-Time – Minimum – Maximum Full Day Rates</b>						
<b>Classification</b>	<b>Chair</b>		<b>Vice Chair</b>		<b>Member</b>	
	<b>Minimum</b>	<b>Maximum</b>	<b>Minimum</b>	<b>Maximum</b>	<b>Minimum</b>	<b>Maximum</b>
Level 1	\$550	\$600	\$450	\$500	\$400	\$425
Level 2	\$600	\$650	\$500	\$550	\$425	\$450
Level 3	\$650	\$725	\$550	\$625	\$450	\$500
Level 4	\$725	\$800	\$625	\$700	\$500	\$575
Level 5	\$800	\$900	\$700	\$800	\$575	\$650

6. Minimum and Maximum Part-Time appointee half day rates are set below:

<b>Table 5.3.2 – Category D Appointee - Part-Time– Minimum - Maximum Half Day Rates</b>						
<b>Classification</b>	<b>Chair</b>		<b>Vice Chair</b>		<b>Member</b>	
	<b>Minimum</b>	<b>Maximum</b>	<b>Minimum</b>	<b>Maximum</b>	<b>Minimum</b>	<b>Maximum</b>
Level 1	\$275	\$300	\$225	\$250	\$200	\$213
Level 2	\$300	\$325	\$250	\$275	\$213	\$225
Level 3	\$325	\$363	\$275	\$313	\$225	\$250
Level 4	\$363	\$400	\$313	\$350	\$250	\$288
Level 5	\$400	\$450	\$350	\$400	\$288	\$325

7. Part-Time appointees may be reimbursed at the chair’s discretion by partial hour, hourly, full or half-day per diem rates for:
- a) attending required professional development or training;
  - b) undertaking recruitment or outreach activities;
  - c) mentoring and/or onboarding staff or members; and
  - d) performing administrative and other duties for the purpose of achieving the tribunal’s statutory objectives and improving access to justice.
8. Appointees may not be remunerated more than one half of the applicable daily rate for attending a tribunal hearing or in-person meeting that lasts four hours or less.
9. At the chair’s discretion, a part-time appointee who must travel to and from a hearing or meeting where the location of the hearing or meeting is more than 32kms from the appointee’s residence, outside of regular business hours, may receive reimbursement for travel and chair approved meal expenses within the approved [Group II Rates](#), as set out in Core Policy and Procedures Manual.
10. If a part-time appointee is assigned a hearing which is cancelled on short notice (less than 48 business hours in advance of scheduled hearing), the chair may remunerate by assigning other duties, in lieu of the hearing. If 48 business hours’ notice is insufficient based upon the business model for a tribunal then the chair must seek an exemption from the Executive Director of TTIOD prior to providing compensation.



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## Section 5.4 - Appointment to Multiple Tribunals

1. If a full-time chair or full-time vice chair is cross appointed to two or more tribunals, the full-time remuneration is set at the top of the range for the tribunal with the highest classification level at the time of the cross appointment and until the cross appointment is concluded, at which time the remuneration rate reverts to the applicable remuneration rate for the current tribunal.
2. The Minister may approve additional remuneration for cross appointments consistent with Directive 1/20.

## Section 6.0 – Payroll Deductions

### Employment Insurance (EI)

The service of appointees to which this remuneration plan applies is not insurable and therefore remuneration is not subject to EI deductions.

### Canada Pension Plan (CPP)

The service of Category C appointees is considered pensionable work and remuneration is subject to CPP deductions.

The service of Category D appointees (“as and when required”) is not pensionable work and therefore remuneration is not subject to CPP deductions.

### Income Tax

Appointee remuneration is taxable income and income tax may be payable in accordance with the federal *Income Tax Act* unless the total remuneration for the tax year for the appointee (from all sources) is less than the basic personal amount (see CRA website for the applicable amounts each year).

### GST/HST

Appointees to tribunals are considered to be “office holders” under the *Excise Tax Act*, not employees or contractors, and therefore appointee remuneration is not subject to GST/HST.

Appointees with complicated tax situations should seek tax advice from a qualified tax specialist, at their own expense.

More information regarding Excluded Terms and Conditions for Appointees can be found online at: <https://www2.gov.bc.ca/gov/content/careers-myhr/managers-supervisors/employee-labour-relations/conditions-agreements/excluded-employees-appointees>