

2005/06  
Annual  
 Report

MOVING  
FORWARD

Employment  
and Assistance  
Appeal Tribunal

December 2006

Honourable Claude Richmond  
Minister of Employment and Income Assistance

It is my pleasure to present the annual report for the Employment and Assistance Appeal Tribunal for the period of October 1, 2005 to September 30, 2006. The report has been prepared in accordance with section 20(1) of the Employment and Assistance Act.

A handwritten signature in blue ink, reading "M. R. McNamara". The signature is fluid and cursive, with the first letters of each name being capitalized and prominent.

Marilyn R. McNamara  
Chair, Employment and Assistance Appeal Tribunal



# Contents

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Message from the Chair	v
<hr/>	
1. Who We Are and What We Do	1
Tribunal Members	1
The Appeal Process	2
How to Appeal	6
<hr/>	
2. How We Did in 2005/06	9
Notices of Appeal Received	9
Appeal Outcomes	12
Tribunal Members	12
<hr/>	
3. What Our Decisions Look Like	15
Case 1: Income and Assets	16
Case 2: Persistent Multiple Barriers to Employment	17
Case 3: Medical Equipment and Devices	19
<hr/>	
4. Looking Ahead	21
<hr/>	
Glossary	22
<hr/>	
Appendix A: Tribunal Staff	23
<hr/>	
Appendix B: Tribunal Members	24
<hr/>	
Appendix C: Budget Information	26
<hr/>	
How to Contact Us	28
<hr/>	





## Message from the Chair

**I**t is a pleasure to present the fourth annual report of the Employment and Assistance Appeal Tribunal.

The tribunal continues to provide a readily accessible appeal process that is fair and timely, quickly resolving questions of entitlement to benefits, while meeting our statutory deadlines. Building on this solid foundation, the tribunal has committed to an ongoing dialogue with parties and their representatives to ensure that the appeal process continues to address barriers to access.

The tribunal is also committed to an ongoing dialogue with its members, recognizing that their significant contribution of time and effort enables the tribunal to meet its objectives. As a result of this dialogue, the tribunal is developing a Member Code of Conduct, performance evaluation tools based on the code, additional training material for decision-writing and interpretation of relevant legislation, guidelines for handling common issues raised at hearings, and a mentor program, which recognizes the value of personal coaching by experienced members.

Recruitment and reappointment of existing members is ongoing, as is member training. All members will have the opportunity to attend decision-making and decision-writing workshops.

I want to thank all members and staff for their hard work over the past year. I would also like to thank parties and advocates for their comments. I look forward to working together to ensure that the Employment and Assistance Appeal Tribunal continues to provide a user-friendly, fair and accessible appeal process, and I appreciate the efforts of all in support of that objective.

A handwritten signature in blue ink, reading "Marilyn R. McNamara". The signature is written in a cursive, flowing style.

Marilyn R. McNamara  
Chair, Employment and Assistance Appeal Tribunal

# OUR MISSION

The mission of the Employment and Assistance Appeal Tribunal is to provide an accessible appeal process that delivers timely and fair decisions reviewing determinations of the Ministry of Employment and Income Assistance and, for the child care subsidy program, the Ministry of Children and Family Development.

# 1 Who We Are and What We Do

The Employment and Assistance Appeal Tribunal was established on September 30, 2002. The tribunal hears appeals of most types of decisions about assistance made by the Ministry of Employment and Income Assistance and decisions about the child care subsidy program made by the Ministry of Children and Family Development.\* It provides a streamlined and efficient one-step appeal process, and is independent of both ministries.

The tribunal consists of a tribunal chair and vice-chair, staff, and a roster of members located throughout the province. Three people are chosen from the roster by the tribunal chair to hear each appeal. The tribunal currently has 214 members. (A list of tribunal staff is included in Appendix A, and a list of tribunal members is included in Appendix B.)

The Employment and Assistance Appeal Tribunal hears appeals of reconsideration decisions that refuse, reduce or discontinue assistance and/or a supplement under:

- Sections 17 and 18 of the Employment and Assistance Act and
- Sections 16 and 17 of the Employment and Assistance for Persons with Disabilities Act.

The tribunal also hears appeals of reconsideration decisions that refuse, reduce or discontinue a child care subsidy under Section 6 of the Child Care Subsidy Act.

## Tribunal Members

Employment and Assistance Appeal Tribunal members are selected from throughout the province to ensure that hearings can take place in every region. To be considered for appointment to the tribunal, candidates must have:

- an understanding of the essential elements for the conduct of a fair and objective hearing
- excellent analytical, communication and interpersonal skills

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\* Transfer of the administration of the Child Care Subsidy Act from the Ministry of Employment and Income Assistance to the Ministry of Children and Family Development was completed in October 2006.



- very good writing skills and conflict resolution skills
- a proven ability to work well in group settings, and
- the ability to read and understand legislation.

In addition, to ensure independence and hearings that are fair and just, members must not:

- be or have been an employee of the Ministry of Employment and Income Assistance for the past six months
- be an employee of the provincial government
- be a recipient of benefits under any of the acts for which the tribunal has responsibility, or
- have any real or perceived interest in matters that come before the tribunal.

Tribunal members are also required to commit to attending training, abiding by the Code of Conduct, following the tribunal's practices and procedures, and maintaining confidentiality. All members must have participated in an orientation training session before they can hear an appeal.

**Note:** In order to maintain a roster of tribunal members throughout the province, the tribunal recruits new members from time to time. Anyone interested in being considered for appointment to the tribunal should refer to either the Employment and Assistance Appeal Tribunal website ([www.gov.bc.ca/eaat/popt/recruitment](http://www.gov.bc.ca/eaat/popt/recruitment)) or the Board Resourcing and Development Office website ([www.fin.gov.bc.ca/ooop/brdo/](http://www.fin.gov.bc.ca/ooop/brdo/)) for information on how to apply.

## The Appeal Process

The tribunal hears appeals of reconsideration decisions made by the Ministry of Employment and Income Assistance and, for the child care subsidy program, the Ministry of Children and Family Development. Before coming to the tribunal, people must first request a reconsideration decision. The appeal process, which is set out in the Employment and Assistance Act and Regulation, is the same, regardless of which ministry made the reconsideration decision.

People who apply for or receive assistance under the BC Employment and Assistance Program can ask for reconsideration of decisions that resulted in a refusal, reduction or discontinuance of income assistance or a supplement. (More information about the Ministry of Employment and Income Assistance's reconsideration process is available from ministry offices and from the ministry's website, [www.gov.bc.ca/eia.](http://www.gov.bc.ca/eia.))

People who apply for or receive a child care subsidy can ask for reconsideration of decisions that resulted in the refusal, discontinuance or reduction of a child care subsidy. (More information about the Ministry of Children and Family Development's child care subsidy reconsideration process is available from the ministry's website, <http://www.mcf.gov.bc.ca/childcare>.)

Those who disagree with an outcome of their request for reconsideration from either ministry can, in most cases, appeal to the Employment and Assistance Appeal Tribunal. They must submit a Notice of Appeal form to the tribunal within seven days of receiving their reconsideration decision.

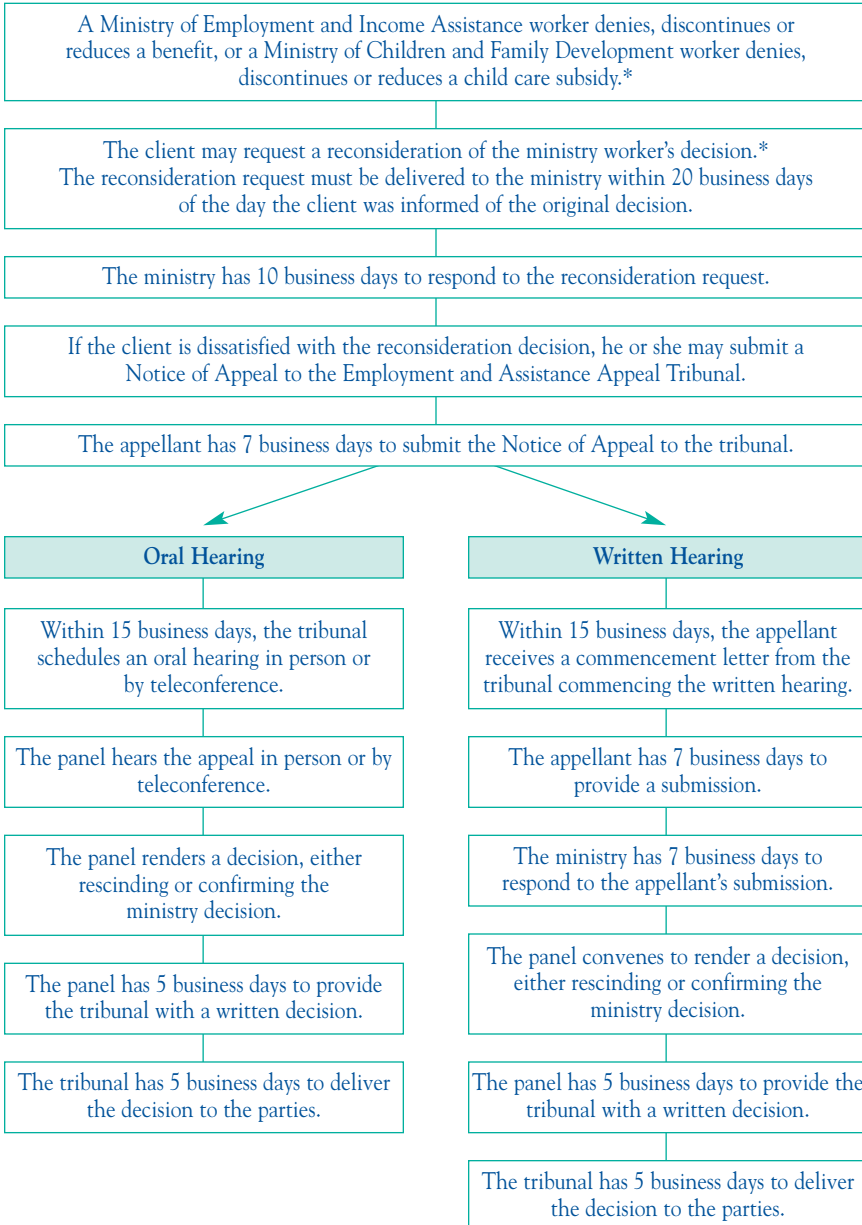
Upon receipt of a completed Notice of Appeal, the tribunal decides whether the matter can be appealed. Factors that are considered include whether the Notice of Appeal was submitted within the prescribed timelines and whether the issue is appealable under the legislation.

If the matter is eligible for appeal, a three-person panel is appointed, and the hearing is commenced within 15 business days of the Notice of Appeal being delivered to the tribunal. Most hearings are conducted in person, usually in or near the appellant's community. Hearings can also take place by teleconference, or, if both parties consent, in writing.

The panel reviews the ministry's reconsideration decision and appeal record, considers the evidence provided by the appellant and the ministry, and renders a written decision generally within five business days of the hearing. The tribunal office sends a copy of the decision to the appellant and the ministry within five business days of receiving it from the panel. Decisions of the tribunal are final.

Examples of tribunal decisions from 2005/06 are included in chapter 3, "What Our Decisions Look Like."

# Appeal Process



\* The person wanting to appeal a decision by a ministry worker must send his or her reconsideration request to the ministry responsible for the benefits he or she is seeking.



## How to Appeal

1. If you disagree with the outcome of a reconsideration decision of the Ministry of Employment and Income Assistance or, for child care subsidies, the Ministry of Children and Family Development, and you wish to appeal to the Employment and Assistance Appeal Tribunal, get a Notice of Appeal form from your local ministry office, from the tribunal, or from the tribunal website ([www.gov.bc.ca/eaat](http://www.gov.bc.ca/eaat)).
2. Complete the Notice of Appeal form and send it to the tribunal either by fax or by mail, **within seven business days of the day you received the ministry's reconsideration decision**. You may not begin an appeal after that time.
3. The tribunal will determine whether the matter can be appealed. If the matter can be appealed, a three-person panel will be appointed to hear your appeal, and the hearing will commence within 15 business days after the tribunal received your completed Notice of Appeal.

### Type of hearing

4. The tribunal will attempt to accommodate your request for type of hearing, as indicated on your Notice of Appeal: oral (in person or by teleconference) or in writing.

#### Oral hearing – In person

5. If your hearing is proceeding as an oral hearing in person, the tribunal will send you a Notice of Hearing at least two business days before the hearing is to take place, notifying you of the date, time and place of the hearing. Hearings will take place at a location within reasonable distance of the parties wherever possible. Both you and a ministry representative have the right to present evidence and make arguments in support of your case. You also have the right to call witnesses to give evidence related to material in the appeal record, and to have a representative assist you during the appeal process.

#### Oral hearing – By teleconference

6. If your hearing is proceeding as an oral hearing by teleconference, you will receive from the tribunal a Notice of Hearing at least two business days before the hearing is to take place, notifying you of the date and time of the hearing and instructions for accessing the teleconference. As in an in-person oral hearing, you have the right to present evidence and make arguments in support of your case, to call witnesses to give evidence related to material in the appeal record, and to have a representative assist you during the appeal process.

### Written hearing

7. If you requested a written hearing, and the ministry agrees to a written hearing, the tribunal will send you a letter establishing a schedule for making a written submission to support your case. You will be given seven business days to provide your submission. On receiving your submission by the deadline, the tribunal will forward it to the ministry, and give the ministry seven days to provide a written response. The tribunal will then forward both submissions to the panel for review.

### Decisions of the panel

8. The panel will provide the tribunal chair with a written decision within five business days of the conclusion of the hearing. Upon request of a panel chair, the tribunal chair may extend the time limit by no more than 10 additional days if the tribunal chair is satisfied that the panel is making all reasonable efforts to provide the tribunal chair with its determination in a timely manner, and the best interests of the parties are served by the extension. The decision will either confirm or rescind the ministry's reconsideration decision. The tribunal chair will mail a copy of the decision to the parties within five business days of receiving it from the panel. Decisions will not be provided by the tribunal over the telephone. Panel decisions are final.

**Note:** For more detailed information about the appeal process, go to the "Practices and Procedures" page of the tribunal's website, [http://www.gov.bc.ca/eaat/popt/practice\\_and\\_procedures.htm](http://www.gov.bc.ca/eaat/popt/practice_and_procedures.htm).

# OUR VISION

The Employment and Assistance Appeal Tribunal will be known for:

- Providing an independent, community-based, fair, timely, caring and ethical process to hear appellants' disagreements with decisions of the Ministry of Employment and Income Assistance and, for child care subsidies, the Ministry of Children and Family Development
- Supporting members to provide quality service to promote public confidence in the integrity and competency of the tribunal
- Creating a healthy work environment that supports staff to provide quality service and to continually learn and develop knowledge, skills and expertise

## 2 How We Did in 2005/06

In its annual Operational Plan, the tribunal establishes performance measures or targets. The tribunal continues to meet the target of commencing 100% of appeals within the 15-business day statutory time limit.

This year, the tribunal also aimed to provide members with the opportunity to attend decision-making and decision-writing workshops. To date, these training sessions have been offered in seven communities.

Here is a brief summary of the results of our work for the reporting period of October 1, 2005 to September 30, 2006.

### Notices of Appeal Received

Notices of Appeal received	1,236
Appeals assessed as not within the jurisdiction of the tribunal (i.e., not proceeding to hearing)	132
Appeals dismissed (before or during hearing)	38
Files carried over (i.e., Notice of Appeal received before September 30, 2006 but proceeding to hearing after or not assessed by September 30, 2006)	68








## Notices of Appeal received – by type

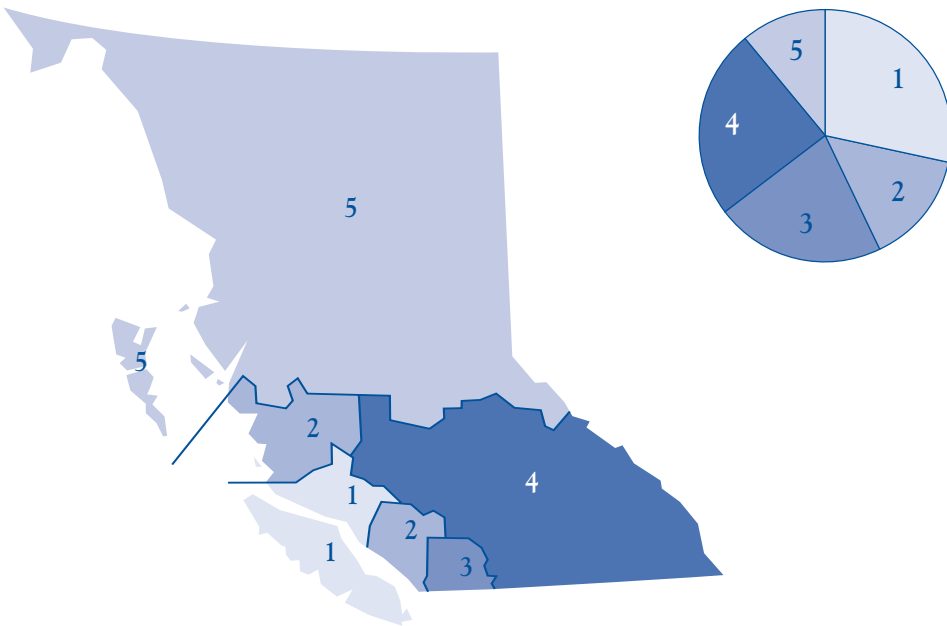
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Disabilities – Persons with disabilities (PWD)	458
Disabilities – Persons with persistent multiple barriers (PPMB)	121
Eligibility – Deductions on income/earnings exemptions	30
Eligibility – Dependency/living Arrangements	22
Eligibility – Eligibility audit	5
Eligibility – Excess income/assets	73
Eligibility – Failure to accept/pursue income/assets	6
Eligibility – Failure to provide information/verification	28
Eligibility – Residency	3
Eligibility – Time limit for IA	2
Eligibility – Undeclared income/assets	18
Employment – Dismissed/quit/refused employment	12
Employment – Employment Plan/failure to look for work	99
Employment – Requirement for two year financial independence	11
Health Supplements – Dental supplement	23
Health Supplements – Diet/natal supplements	2
Health Supplements – MSP/Other health supplements	11
Health Supplements – Medical Equipment	64
Health Supplements – Medical Supplies	8
Health Supplements – Medical Transportation	10
Health Supplements – Monthly Nutritional Supplement (MNS)	55
Health Supplements – Short-term nutritional supplement products	3
Health Supplements – Therapies	8
Other – CIHR/under 19	3
Other – Child care	20
Other – Crisis supplement	54
Other – Family maintenance	5
Other – Hardship	2
Other – Other	80

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## Notices of Appeal received – by region

	Region 1	<b>Vancouver Island</b>	351
	Region 2	<b>Vancouver Coastal</b>	179
	Region 3	<b>Fraser</b>	269
	Region 4	<b>Interior</b>	301
	Region 5	<b>North</b>	136



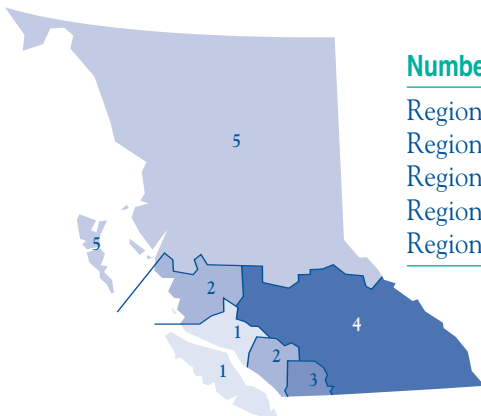
## Appeal Outcomes

The total number of Notices of Appeal received differs from the number of appeals closed, because of files carried over from the previous year or into the following year, and various other factors. (The number of decisions confirmed and the decisions rescinded do not equal the number of appeals heard for the same reason.) The following statistics relate to appeal files that were closed in 2005/06.

Appeals heard	1,120
Decisions confirmed	697
Decisions rescinded	426

## Tribunal Members

Members appointed	17
Members who received initial training	14
Members who received training in decision-making/writing	41
Members reappointed	76
Total members as of September 30, 2006	214



### Number of members by region

Region 1	Vancouver Island	63
Region 2	Vancouver Coastal	30
Region 3	Fraser	29
Region 4	Interior	73
Region 5	North	19



# OUR VALUES

In carrying out its mission,  
the Employment and Assistance  
Appeal Tribunal is guided by  
the following values:

Fairness  
Impartiality  
Excellence  
Efficiency  
Timeliness  
Accessibility  
Accountability  
Transparency  
Independence

## 3 What Our Decisions Look Like

The role of a panel appointed to hear an appeal is to decide whether the ministry's decision is "reasonably supported by the evidence" or is "a reasonable application of the applicable enactment in the circumstances of the person appealing the decision."

Under section 24 of the Employment and Assistance Act, the panel must:

- (a) confirm the decision if the panel finds that the decision being appealed is reasonably supported by the evidence or is a reasonable application of the applicable enactment in the circumstances of the person appealing the decision, and
- (b) otherwise, rescind the decision, and if the decision of the tribunal cannot be implemented without a further decision as to amount, refer the further decision back to the minister.

The panel attempts to reach a unanimous agreement on a decision if possible. There is, however, no requirement that all panel members agree, and panel members may issue separate concurring or dissenting reasons if they feel that is necessary. A decision of a majority of a panel is the decision of the tribunal.

The panel's written decision:

- specifies the decision under appeal
- summarizes the issues and relevant facts considered in the appeal
- sets out the reasons on which the panel based its determination, and
- specifies the outcome of the appeal.

The following are examples of panel decisions made in 2005/06.

# 1

## Case 1: Income and Assets

<b>Ministry's decisions</b>	Tuition fees paid by a relative are unearned income and deducted from the monthly assistance allowance
<b>Summary of facts</b>	In two appeals, heard by different panels, relatives of income assistance recipients paid for the recipients' dependant children to attend BC independent schools. Independent schools offer an alternative to the public education system. The vast majority of these schools receive funding from the government at a percentage of the per student grant provided for public schools. In one case, the relative paid money directly to the school, and in the other case, the relative paid money into a joint bank account solely for payment of the school fees. The ministry determined that these funds were unearned income and were to be deducted from the recipients' monthly benefits.
<b>Tribunal's decisions</b>	Ministry's decisions rescinded
<b>Reasons for decisions</b>	<p>In both appeals, the ministry argued that the definition of "unearned income" in the regulation – "any income that is not earned income, and includes, without limitation, money or value received" – included the money paid to the schools, since the children and, therefore, the family unit received value from the gift. Section 8 of Schedule B of the Employment and Assistance Regulation gives the minister discretion to exempt education-related unearned income in the form of "student financial assistance." In both appeals, the ministry argued that the exemption applied only to funding at a post-secondary level.</p> <p>The panels concluded that the ministry did have discretion under the regulation to exempt the tuition payments. The panels found that the regulation did not limit the exemption to post-secondary education funding.</p> <p>The panels rescinded the ministry's decisions on the basis that they were not reasonable interpretations of the legislation.</p>

## 2

### Case 2: Persistent Multiple Barriers to Employment

<b>Ministry's decision</b>	Request for designation as a Person with Persistent Multiple Barriers (PPMB) denied
<b>Summary of facts</b>	<p>The appellant's doctor indicated that the appellant's primary medical condition was depression, followed by a sleep disorder; he also indicated that the condition was treatable with anti-depressants, which he prescribed. The doctor stated that there were no physical restrictions to the appellant's ability to work, although she needed to get her depression and insomnia under control. In the doctor's opinion, the appellant's medical condition precluded her from searching for, accepting or continuing in any kind of employment.</p> <p>The ministry explained that physicians are to report on medical conditions, not determine whether the medical condition precludes a person from employment. The legislation clearly states that it is the minister who must make this determination.</p> <p>The appellant's medical condition was not treated, because her medication had been stolen and she stated that she could not afford to buy any more. The appellant and her advocate said that the appellant had attended many interviews, but because of her need for dental work, was never chosen for work. The appellant scored 13 on the employability screen.</p>
<b>Tribunal's decision</b>	Ministry's decision confirmed
<b>Reasons for decision</b>	<p>Section 2 of the Employment and Assistance Regulation sets out the eligibility requirements for PPMB designation. To qualify, a person must meet the requirements set out in subsection (2) and subsection (3) or (4). The appellant met the requirements in subsection (2), as she had received income assistance for at least 12 of the last 15 months. To have subsection (3) apply, a person must score at least 15 on the employability screen. Because the appellant scored 13, her eligibility had to be determined by subsection (4), which requires that a person have a medical condition, other than an addiction, that is confirmed by a medical practitioner, and that has continued for at least one year</p>



and is likely to continue for at least two more years. The ministry agreed that this criterion, as well as that of subsection (2), was met by the appellant.

In addition, the medical condition must be, in the opinion of the minister, a barrier that precludes the person's ability to search for, accept or continue in employment. The ministry argued that while the doctor stated that the appellant's medical condition precluded her from these tasks, it is the minister who must make this determination, and it was the ministry's view that this criterion had not been met. Despite her barriers to employment, there was no medical evidence to show that the appellant could not work.

The panel noted that the doctor had confirmed that the appellant had a medical condition, depression, which needed to be controlled, and had also indicated that there were no physical restrictions on her ability to work. The panel found that she had a treatable condition that was not being treated because her prescribed medication had been stolen. The appellant was unaware that the medication was available at no cost through PharmaCare. The panel noted that the appellant was also unaware of the availability of dental benefits.

The panel concluded that the ministry's decision was a reasonable application of the legislation in the circumstances of the individual, as the appellant had a treatable condition and resources were available to obtain treatment. For this reason the ministry's decision was confirmed.

# 3

## Case 3: Medical Equipment and Devices

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**Ministry's decision**

Request for a manual tilt wheelchair denied

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**Summary of facts**

The appellant has spastic diplegia and a developmental disability and was a recipient of assistance under the Employment and Assistance for Persons with Disabilities Act. The ministry had provided the appellant with a wheelchair in 2003. Since that time, the appellant had experienced significant physiological changes, including changes to the alignment of his hips and spine. As well, he was experiencing posture problems and severe skin irritation. His wheelchair had been altered a number of times in an attempt to make him more comfortable. Witnesses advised that two people were required to load the appellant and his wheelchair safely into a van and that two people were not always available. The appellant requires transportation in order to receive therapy and attend doctor and dentist appointments. His advocates said that getting out in the fresh air and into the community is an important part of his quality of life. Witnesses also advised that the appellant was considerably less agitated during loading and unloading when the manual tilt wheelchair was trialed.

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**Tribunal's decision**

Ministry's decision rescinded

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**Reasons for decision**

Schedule C of the Employment and Assistance for Persons with Disabilities Regulation states that the minister may provide a wheelchair if it is prescribed by a medical practitioner, it is medically essential for basic mobility, an occupational or physical therapist does an assessment and confirms the need for the equipment, pre-authorization is received from the minister for the equipment, and there are no resources available to the family unit to pay for the equipment.

The ministry's position was that getting the wheelchair safely in and out of a van used to transport the appellant to various activities was not part of "basic mobility," and so there was no requirement to provide the manual tilt wheelchair.

The panel determined that the appellant's wheelchair was no longer sufficient for his needs as a result of the physiological changes that had occurred and the safety concerns. The panel found that the manual tilt wheelchair was medically essential for his basic mobility and that the appellant met the legislative criteria with the exception of pre-authorization, which would subsequently be addressed.

The panel rescinded the ministry's decision on the basis that it was not a reasonable application of the legislation in the circumstances of the appellant.

## 4 Looking Ahead

The tribunal is developing a Member Code of Conduct, which is expected to be adopted by the current members and implemented early in 2006/07. The code will outline rules of conduct and the responsibilities of members; it will be based on the fundamental principles of a fair hearing and recognize the requirement of independence in adjudicative decision-making. New members will receive a copy of the code along with other appointment documents.

A performance evaluation tool, based on the code, will be developed. Members will also be able to use the tool to evaluate themselves to identify where additional training or coaching would be of assistance. In addition, evaluations will provide an objective basis for making recommendations respecting reappointments.

Ongoing training is essential for supporting members in providing the public with an effective and efficient appeal process. Training material was developed in 2005/06 to assist members in achieving excellence in decision-making and decision-writing. In 2006/07, the tribunal will develop new training material on the interpretation of relevant legislation and explore new training methods, such as on-line training, in addition to conducting ongoing in-person training sessions.

The mentor program that the tribunal introduced in 2005/06 will be expanded in 2006/07. The program recognizes the value of coaching by experienced members. Mentors are assigned as members of panels to assist new members, particularly those who are first-time panel chairs. On request of a member, mentors may also provide feedback using the performance evaluation tools that will be developed for this purpose.

A new complaint process will be fully implemented in 2006/07. The process will allow concerns expressed by parties to a hearing about the conduct of an appeal to be dealt with expeditiously. It will also ensure that the independence of a member is not compromised.

Members and parties and their representatives have expressed a desire to receive more information on decisions made by the tribunal. Summary decisions that protect the privacy of individuals are being prepared for posting to the tribunal website.

The Member Code of Conduct, performance evaluation tools, training, mentoring and complaint process will all assist the tribunal in addressing identified needs and will contribute to the provision of a user-friendly, fair and accessible appeal process.

# Glossary

**T**hese are terms that you will find in this report, on our website and in our other materials.

**act:** the Employment and Assistance Act

**advocate:** an individual who serves as a spokesperson for one of the parties, typically the appellant

**appeal record:** the information and records that were before the Minister of Employment and Income Assistance or the Minister of Children and Family Development when the reconsideration decision under appeal was made

**appellant:** a person who commences an appeal under section 21 of the act

**business day:** a day between the hours of 8:30 a.m. and 4:30 p.m. other than Saturday, Sunday or a statutory holiday

**independent:** the activities of the tribunal are separate and operate at “arms length” from both ministries

**minister:** the Minister of Employment and Income Assistance or the Minister of Children and Family Development, depending on context

**ministry:** the Ministry of Employment and Income Assistance or the Ministry of Children and Family Development, depending on context

**Notice of Appeal:** the appeal form that must be submitted to the tribunal in order to commence an appeal

**oral hearing:** a hearing that is conducted in the presence of the parties and the panel members or by teleconference

**panel:** a panel of three persons appointed by the tribunal chair to hear an appeal under the act

**panel chair:** the panel member designated by the tribunal chair to chair a specific hearing

**party:** in relation to an appeal to the tribunal, the appellant or the minister whose decision is under appeal

**quasi-judicial:** an activity, process and/or body that is similar to that of a court of law, but without the formality and structure (judge, lawyers, jury) of a court of law

**reconsideration decision:** the final ministry decision pertaining to the initial request, and the decision that may be appealed to the tribunal

**representative:** an agent, lawyer or advocate representing a party during the appeal

**tribunal:** the Employment and Assistance Appeal Tribunal established under section 19 of the act

**tribunal chair:** the chair of the tribunal appointed by the Lieutenant Governor in Council under section 19 of the act

**witness:** a person who provides evidence at a hearing

**written hearing:** a hearing that is conducted through the submission of written documentation

# Appendix A: Tribunal Staff

(as of September 30, 2006)

Melrose Boado  
Kelly Brubacher  
Chris George  
Shileen Grant  
Thomas Guerrero  
Tracie Horne

David Hosking  
Susan MacKenzie  
Dorothy MacLeod  
Marilyn McNamara  
Glenna McEwen  
Lynda Parent

Brenda Rochon  
Linda Sturtridge  
On leave:  
Kimberley Bowman  
Frances Sasvari



# Appendix B: Tribunal Members

(as of September 30, 2006)

## Region 1 –

### Vancouver Island

Doug Allan  
Vaughan Allin  
Denise Barber  
Bonnie Barrie  
Maurice Bauche  
William (Bill) Bell  
Glenys Blackadder  
Deborah Bromley-Anvelt  
Noreen Butt  
Marvin (Mac)  
Carpenter  
Sheila Colbert-Kerns  
Beverly Coleman  
David Coombe  
Douglas Courtice  
Dayle Crawford  
Eric Dahli  
Janice Dalgarno  
Andrea Duncan  
James Dunn  
Judith Dyrland  
Susan Edwards  
Thomas Ellwood  
Ken Flannagan  
Eleanor Gee  
Richard Grounds  
Peter Gustar  
Margaret Haigh  
Zig Hancyk  
Leslie Hanes  
Gina Hepp  
Kitty Hoffman  
Joyce Johnston  
Avo Lepp  
Victor Lotto  
Richard Macintosh  
M. (Layne) Marshal

Richard (Dick)  
McCarthy  
Judith McFarlane  
Kathleen McIsaac  
Marilyn McNamara  
Marilyn McPherson  
Jane Nielsen  
Buncy Pagely  
Rita Parikh  
Mary-Ann Pfeifer  
Ken Porter  
Marie Potvin  
Robert (Bob) Purgavie  
Mohindar Rattan  
Garnet Renning  
Phyllis Senay  
Paul Skobleniuk  
Patricia Smith  
Gail Stewart  
Jacquie Tarasoff  
Mary (Dianne) Thomas  
Trevor Thompsett  
Fred Thompson  
Brian Thurber  
Guy Verreault  
Bruce Webber  
Raymond Welch  
Ian Wilson

## Region 2 –

### Vancouver Coastal

Kathleen Adams  
Jane Agg  
Gail Brown  
Kelly Connell  
Anthony Dibley  
Alistair Duncan  
John Fleming  
William (Bill) Frost

Uli Haag  
Allan Hewett  
Rowland (Roy) Johnson  
Monique Joubarne  
Bijou Kartha  
Denise LeGrand  
Michal Mivasair  
Maureen Mochuk  
Sheldon Nider  
Ethel Niessen  
Arthur (Art) Perret  
Don Peters  
Louis Peterson  
Stewart (Stu) Pike  
Alison Sawyer  
Maria Shawcross  
Martha Warren  
C. L. (Elaine) Wass  
Kenneth Wilson  
Alfred Woo  
William Wright  
Norman (Reece)  
Wrightman

## Region 3 – Fraser

Sheila Begg  
Richard Bogstie  
Richard Brock  
Mary Bruce  
Marion Campbell  
Shelley Chrest  
David Coulson  
Jean Davidson  
Peter Davison  
Hugh Gaffney  
Raj-Mohinder Gurm  
Adrian Harper  
June Harrison  
Carol-Ann Hart

Lachlan Heron  
Beverly Kennedy  
Alan Kliewer  
Mebs Lalani  
Donna Leemet  
Allen Lees  
Bernie Leong  
Aart Looye  
Marcia McKay  
Henry Neufeld  
Lawrence (Larry)  
Plenert  
Andrew Rasheed  
Kundan Sangha  
Christopher Saunders  
Corey Van't Haaff

**Region 4 – Interior**

Peter Allik-Petersenn  
Jaymie Atkinson  
Lorianna Bennett  
Linda Berg  
Gail Bernacki  
Gus Boersma  
Brenda Campbell  
Dale Carlson  
George (Bill)  
Carruthers  
Brien Cates  
Sandra Chapman  
Marguerite Church  
Paula Cooper  
Linda Cross  
Lynda Cunningham  
Elizabeth Cytra  
Kimberly (Kim) Darling  
Ingrid Davis  
Beverley (Bev) Deets  
Jennifer Dent  
John Dormer  
Alex Dyball  
Barbara Ellemers  
Ruth Embree

Stewart Enderton  
Robert (Bob) Fergusson  
Elizabeth Fleet  
Robert (Bob) Forbes  
Arthur (Archie) Gaber  
David (Bruce) Gardiner  
Maxine Glover  
Peter Grauer  
Douglas Gresham  
Larry Grist  
Robert Groves  
David Handy  
David (Dave) Hanna  
Sheila Hart  
David Head  
William Heflin  
Bev Hibberson  
Kathleen Higgs  
Brian Hornidge  
Larry James  
Peter Knittel  
Cindy Lombard  
Gary Lotochinski  
Doris Low-Renwick  
Janet McCoy  
Grace Mills-Hodgins  
Pierre Morazain  
Richard Morley  
Wayne Murphy  
Finn Nielsen  
Gautam Parghi  
Michael Patterson  
Nora Perehudoff  
Kathleen (Mary)  
Pickering  
Glenn Prior  
Laurent (Larry) Rivard  
Glen Shuttleworth  
Brian Smith  
Ron Sullivan  
Thomas Thompson  
Sheila Toth  
Robin Tracy

Steve Uzick  
John Wakefield  
Barry Watson  
David (Dave) Wilbur  
Joy Williamson  
Paul Wortley  
Heidi Zetzsche

**Region 5 – North**

Kenneth Anderson  
Denene Broza  
Wayne Carkner  
Mary Chen  
Francis (Frank)  
Donahue  
Karl Ellingsen  
William (Bill) Farr  
Kerri Fisher  
Daniel Gilgan  
Steven Merrick  
Suzette Narbonne  
Corrinne (Lee) Ongman  
William (Bill) Oppen  
Delina Petit-Pas  
Andrew (Andy) Roth  
Andrew (Andy)  
Shepherd  
Linda Smerychynski  
Frances Stanley  
William (Bill) Woolsey



# Appendix C:

## Budget Information

**Note:** The provincial government's fiscal year begins April 1. The tribunal's reporting year begins October 1. Budget tables for two fiscal years are shown so that a full tribunal fiscal year is reported.

### April 2005–March 2006

Operating Budget	
Salaries and Benefits	\$ 857,000
Boards, Fees and Commissions	\$ 150,000
Staff Travel	\$ 30,000
Professional Services	\$ 100,000
Information Systems	\$ 20,000
Office Expenses	\$ 105,000
Statutory Notices	\$ 3,000
Facilities	\$ 96,000
Transfers Under Agreements	\$ 458,000
<b>Total</b>	<b>\$1,819,000</b>

FTE Allocation 14

### April 2006–March 2007

Operating Budget	
Salaries and Benefits	\$ 857,000
Boards, Fees and Commissions	\$ 120,000
Staff Travel	\$ 30,000
Support Services	\$ 86,000
Professional Services	\$ 100,000
Information Systems	\$ 10,000
Office Expenses	\$ 165,000
Statutory Notices	\$ 3,000
Amortization	\$ 11,000
Facilities	\$ 112,000
Transfers Under Agreements	\$ 525,000
<b>Total</b>	<b>\$2,019,000</b>

FTE Allocation 14



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## How to Contact Us

Call us at (250) 356-6374 or toll-free at 1-866-557-0035

e-mail us at [eaat@gov.bc.ca](mailto:eaat@gov.bc.ca)

visit our website at [www.gov.bc.ca/eaat](http://www.gov.bc.ca/eaat)

or ask for a brochure at your local Ministry of  
Employment and Income Assistance office.

For TTY relay service, call Enquiry BC:  
in Vancouver at 604-775-0303 and  
in the rest of the province at 1-800-661-8773.



