Good afternoon and welcome everyone. Thank you

for joining our webinar today called JPAC Presents Justice

of the Peace Ontario. Is this your colleague? My name is

Devenderson and I'm the moderator for today's event before

re we start, I'll go over some housekeeping items for everyone joining

us today.

Today's webinar is being recorded and

following the webinar it will be posted along

with the session transcripts on the JPG website.

If you'd like to follow along with the presentation today

please be advised that PDF versions of the slide deck in both

English and French are available on the JPAC website

under the webinar menu option. I've also posted a

link to both slide decks in the chat function SO

o please be please feel free to access those if required. Closed

captioning is available for today's presentation to take advantage

of the closed captioning feature during today's

s session, please hover your mouse cursor over the video stream and then

click on the CC button to toggle Closed captioning on

or off.

For French, please click on the gear wheel beside the CC

button which will then allow you to select your preferred closed captioning

language. Please also note there will be no

camera or microphone for available for any

attendees except for myself and our presenters, but you

do have the ability to pause, rewind and resume the event at

any time if you need to step away from your machine for any reason for

r accessibility purposes, the slides will be read verbatim

Slider questions were submitted in advance and the most common

questions will be addressed at the end of the webinar.

I'm not going to turn it over to your host, Nick

assures this chair of justices of the piece

Appointments Advisory Committee and JPAC for short

to review today's agenda. Nick, the floor is all yours.

Thank you, Devinder, and thank you for everyone

who's joining us this afternoon and for showing a great interest

in our program. We are

going to cover a lot of topics today and we're going to try to do

it in a short amount of time.

But the agenda for today's webinar? We're

gonna start off with a land acknowledgement. We'll then go into

introductions where I'll introduce myself formally to you. Her

Worship Libby Guard will introduce herself a senior

Indigenous justice of the peace. We'll then discuss

the 2024 vacancies for

justice of the peace. We'll get into Jpac's mandate and

d manner of operating who we are. We'll talk

alk about our process.

We'll get into what the role of a justice of the peace is in

Ontario.

We'll talk a little bit about the justice of the peace

education. In the event that there is an appointment, we'll

then go into AQ and a session between her worship

Garg and I on a day in the life of the justice of the Peace we'll get

t into some questions and answers and then some closing remarks

OK, so now let's begin our presentation by hearing from her

Worship Libby Garg to acknowledge the land we are coming from.

Next slide. Thank you very

much, Nick. Today we'll start with the land acknowledgement and

acknowledge that today we're gathered for this webinar with individuals

joining us online from across the province of

ntario Ontario has the largest indigenous population It's

It's larger than any other province in Canada. There are approximately 1

34 First Nations in Ontario

and growing Inuit and Matey populations. Ontario is

covered by 46 treaties and other agreements.

Acknowledging the land and traditional territory is a practice of

indigenous people and can be helpful in learning about the

land, an area that we're on. Canada's history did not begin with the

arrival of the settlers or the creation of Canada or Ontario. It

recognizes that the history of the first peoples of this continent began

much earlier. I'm pleased to host this meeting today from

the town of Newmarket on the traditional territories of the Wendat

Hodono, Shone and Anesh Nabe peoples and

nd home to other First Nations since time immemorial.

We're thankful to be able to work and live in these territories and

we're thankful to the Indigenous people who have cared for these territories

s since time immemorial. Thank you very much. Next slide.

And thank you, Your Worship, for starting

our webinar in such a respectful way. So my

name is Nick Scharitzis. I'm the chair of JPAC. I was appointed as a

member of JPAC in March 2019

which point I served as a community member

on JPAC. I was then appointed lead for the Central

East Region in 2002 and then in May of this year

r, I was appointed chair of the committee for the Province of Ontario

I was called to the Ontario Bar in 2004. I'm a practicing

ing lawyer.

I'm a graduate of Osbit Hall Law School and I earned my

Bachelor of Business Administration degree from the Schuluck School of

Business at York University. I've worked as a assistant per diem

crown attorney at criminal defense lawyer at my own

n firm at Shirts's Law since 2006.

And good afternoon, everybody. I'm Libby Garc. I'm

the senior Indigenous justice of the peace and in court I'm

m titled Your Worship. I was appointed as a justice of the

peace in 2021 and prior to that I was an entrepreneur in the

restaurant and technology sectors. I was called to the

Ontario Bar in 2013 and practice criminal

law prior to transitioning into business. I'm

Silk and a proud member of the Okanogan Indian Band from

British Columbia. I'm a graduate of the University of

British Columbia's law school and earned a bachelor's degree

in both commerce and economics.

From the Solder School of Business I've served on

n numerous committees including JPAC, but

Glad you Bail Operations Committee, Glad You Youth Subcommittee

and the Indigenous Initiatives Advisory Committee, and I'm very happy to have been

invited here today. Thank you very much. Next slide.

OK, so let's jump in 2024 Justice

of the Peace vacancies. There are 50 new justice of

the Peace vacancies throughout the different regions of Ontario

including ten bilingual and seven Indigenous

vacancies. All of these vacancies are live on

the JPAC website. I encourage all of you who are

participating to download the slides at some point. Click

on the hyperlink that will take you directly to our website. The

application deadline to complete the application must be

received on.

Wednesday, July 31st.

No later than 11:59 PM Eastern

Standard Time. Please note late applications will not be

accepted by the committee. Instructions for completing and

submitting an application can be found on the JPAC website

and to be informed of future vacancies, you may subscribe to the

e Vacancy Notification section of our

website. Next slide.

Now, what is Jpac's mandate? So first

we have to look at the governing legislation.

That created JPEG. The committee was

created in 1990 under the Justices of a Peace Act

1990

The are three. There are three

specific issues that JPAC looks at

which is classifying candidates for appointment as Justice of the Peace

eporting those classifications to the attorney general and

and providing advice to the Attorney General respecting the

the process for appointing justice of the peace.

Accordance with this act next slide.

So Jpegs manner of operating it's

s important to note that the governing legislation governs

how the committee is operating. The justice of the

e Peace Act is the governing legislation, the key

functions of JPAC are at the request

of the Attorney General to advertise for the applications for

vacant justice of the peace positions to review and

and evaluate all applications that are received.

To the advertisement including interview

any of the candidates when conducting the review and

d evaluation process in accordance with the criteria that are

established so JPAC will assess a

candidate's professional excellence, their community awareness and

personal characteristics and JPAC

JPAC will recognize the desirability of reflecting the diversity

of Ontario society in the appointments of justice of the Peace

classification of candidates.

Will either be not recommended recommended

d, or highly recommended and JPAC will

provide a list of the classified candidates to the Attorney General

l with brief supporting reasons for the candidates classification

as either recommended or highly recommended

Next slide.

So who we are as a committee? JPAC

consists of up to 38 members composed of

the core committee and seven regional committees.

It's important to note that the seven regional committees of

JPAC mirror the committee's

mirror the courts of the Ontario Court of Justice. So you'll see

in the flow chart on the screen the various.

JPAC regional committees above that is the

e core committee. So as the chair of JPAC, I

am appointed by the Attorney General, then we

e have the Honourable Justice Paul Renwick who is selected

d by the Ontario Court of Justice, the Chief Justice.

And her worship Libby Guard, the senior indigenous justice of

peace, also selected by the Chief Justice of the Ontario Court of

Justice. Each of the seven regional committees are composed

of three lay members that are appointed by the attorney

general. One Law Society of Ontario licensee, either a

a paralegal or a lawyer, a regional senior justice

of the peace for the region that they're situated

in, and then the Attorney general designates a regional lead.

For each region from among the regional members from that lead, you'll

see the regions are separated into

o Toronto Central, East Central W the

t, the East region, W region, the Northeast region

n and the Northwest region. Next slide.

Let's talk a little bit about the process for

JPAC. So from start to finish, the entire

process can take between 10:50 months. We

start off by advertising the position and

generally there's a time period of about 8 weeks for

this to happen. JPAC then advertises the new

vacancies at the request of the Attorney General. So what

will happen for those of you

u that are interested behind the scenes, the chair of JPAC will receive

a letter from the Attorney General.

Indicating that there are

vacancies that have been requested by the chief

Justice of the Ontario Court of Justice that need to be filled

each year our application form is updated

d and we try to improve our application form

every year from the experience that we had the previous year

For the 2024 advertisement applications are

e required or applicants are required to submit their current

prescribed application form again by no later than Wednesday, July

21st, 2024.

At 11:59 PM Eastern Standard Time.

After the applications are submitted, you might be

wondering what happens next. There is an interview

selection process that JPAC conducts. It's between 2:00 to

three months, so after the applications are received

by you, the applicants, the regional and core committee members read

all of the applications and that's

for the core of JPAC will read every application that is

submitted from every applicant across

the seven regions.

The committee then will discuss the

applications and then determine by vote who gets an interview. So that's going

to be done on a regional basis. So each of the seven regions will

have their own selection meeting and they will

vote on who will receive an interview after

r reviewing the applications, the committee considers how

candidates meet the general selection criteria for the position

and by way of statute through the justices of the Peace Act.

JPAC is required to post

publicly what our selection criteria are. That's why it's

important for any interested parties in the position

to go online and look at our selection criteria if

f you apply for a position that's identified as bilingual

l and you're selected for an interview, you'll be required to complete a

standardized language proficiency test on which

you must achieve a superior level of proficiency

We do professional and criminal background checks.

And candidates who are invited for an interview are

required to submit proof they meet the education requirement before

e I go to the next slide, there is a component on

the application for applicants

who are members of professional bodies to list whether

they have any suspensions

Now applicants that may be coming from members

s who are of the Law Society of Ontario, they may

have either administrative suspensions.

Or regulatory suspensions, an administrative

suspension might be one where you just didn't pay your Law Society

dues on time or there was some issue

e with respect to your professional development. Not

getting the hours done. It's important that you list this

on your application, even though it's an administrative

suspension, because when the committee reviews

your application, it goes to our team at JPAC

headquarters that will be informed of any of your

administrative suspensions.

I would suggest that you put your suspension there if

you have one and it's better to disclose it rather than JPAC finding

out that you have one and not disclosing it

Next slide.

The process, so the next part of the process after we've

reviewed the applications

considered who to or voted on who to

interview, only candidates that are selected for an

n interview will be contacted. So a lot of people.

They get back to us and they say, well, what's going on

with my application if you're not count

contacted by JPAC for an interview, it means that you're

e not being considered for the position during

g this process, JPAC aims to interview several

candidates for each vacancy. So the fact that we have

A50 vacancies, you can imagine

can't really tell you the exact ratio of number

of interviewees per vacancy, but I would say it's definitely more

five to one.

In my experience being on the committee, the

interview format very fast paced. It's a panel

interview. If we could just go back to the

previous slide with the flow chart. So you'll see

that the interviews are done on a regional

basis. So let's say you apply to the Toronto region

and the base courts within that region, you'll be

interviewed by each of the panelists that you see at the

bottom of the screen.

If you're so lucky as to

receive interest from multiple regions, you'll

just multiply the number of panelists by the

cells that are on the screen. So for example, Toronto East

Toronto Central East, and Central West, there could potentially be 20

people who are interviewing. That's a good sign that means

s that each region wants to hear more from you and wants to

assess your candidacy. We could go back to the slide

we were on, please.

OK, so not only is the interview fast

paced, there's a lot to cover in a short amount of

time. The interview usually goes for

between 30 to 35 minutes, sometimes a little bit longer

but we try to make all of the

interviews consistent and we try to keep them at 30

minutes.

More than likely it won't be more longer than that, unless it's a

multi regional interview which will go longer than 30

minutes.

So JPAC urges candidates to be concise and

mindful of the time frame. Questions are asked by various

committee members, core committee members

take part in the review and classification of all

applicants. If you apply to a single region, the

e interview panel will consist of the 8 JPAC

members that we covered earlier. If you apply to multiple

regions, the interview panel will be considerably

larger. Each regional panel is balanced.

With representation from members in the

justice system and outside of the justice system, there are three

judicial officers, one Law Society of Ontario

representative and four lay members from the community

in which you have applied to next slide.

Continuing on with the process and the interview, what

are we looking for? We're looking for candidates

that can demonstrate they meet the qualification criteria and

exhibit the traits, character, temperament

disposition and presentation.

And preparation needed to be successful in

the role of justice of the peace. How well

candidates handle the stress and command the interview

process. So when you have 20 people interviewing

you, yes, it's stressful, but we are trying to assess how you

an handle that stress because the stress on the

he interview magnify that, you know, tenfold that

t could be the stress in the courtroom if you're appointed justice of

the peace. We do reference checks and discrete

inquiries, so.

We do reference checks based on the

references you list in your application. We're gonna talk more about

that later on in the program, and we do discrete

inquiries as part of the application process. So a discrete

inquiry is one in which we don't necessarily

call the referee that you've listed on your application

but through the various contacts that the

JPAC committee members have, we will then inquire

e about your candidacy for the position of Justice of the Peace.

Classifications. So JPAC then meets

to discuss the totality of the information

So the application, the interview, the references, the

e discrete inquiries, and then we vote

on classification. Just gonna pause here

for a moment and I'm gonna indicate that each of these

omponents of your application to

to the position is weighed equally so your application

is one way for the committee to determine whether.

You possess the skills, abilities and qualifications the

e interview is another component and the references

the same, so we don't weigh the

application more so than the interviewer. Vice versa we weigh it

t equally and sometimes there's a candidate that has

a very strong application or perhaps a weak interview. We

don't as a result of having a week

ek interview, decide that the candidate is

not recommended.

If we see some very good things in your application

of course the interview will be judged on

its merits and on its own. And if the interview doesn't meet

at least the basic requirements that we're looking for, even with

a strong application, you won't be considered

further to go to references or classification

as either recommend or highly recommend to the attorney general

So the classifications are provided to the

attorney general at the end of the process.

And candidates are not made aware of their

classification or process status. Next slide.

And thank you, I have the opportunity to talk

about what happens when you are successfully appointed and

people who are at this stage of the application

n process often wonders well how what happens after I interview because

se that's, you know, very relevant to people, I think

that are going to be a part of this conversation

oday. And.

What often happens following an interview is that it

will be quite quiet. It'll be quite quiet until

a successful applicant is going about their day

as they normally would and they get a call from in the past the

the attorney general is how it's happened, and that's as

you can imagine, a very exciting day in day, a day that

I myself remember quite fondly and I know many of my

y colleagues do as well. But the attorney general

has called in the past and offered the appointment to a successful

applicant.

People who are not successful this go around will find out the

same way that we all find out there'll be a public press release

announcing the new appointments of the new justices of the

peace for this hiring round and the Attorney General

l can only recommend a candidate who has been classified as recommended

or highly recommended by the justices of the peace appointments

Advisory Committee to the Lieutenant governor and

Council to fill a Justice of the Peace vacancy. The appointments are

e made by the Lieutenant Governor and Council and announced on the Ontario

Newsroom website.

And you can subscribe to the Ontario Newsroom website

for these announcements. Thanks very much. Nice next slide.

I have the opportunity today to speak a little bit about the

role of a justice of the peace in Ontario and what we do day to day. I'll pause

on this first bullet point because it is a frequently asked

question and we have people coming from

a wide variety of backgrounds applying

to this position and who are appointed to this position and a

a question that often arises is what

happens between the years of 65 and 75 for justice of

the peace.

One thing to note is that a Justice of the Peace appointment

is a lifetime full-time appointment we don't have

e part time justices of the peace there is mandatory

y retirement for justice of the peace at 65 years

old. However, you can continue to serve full

time or on a per diem basis as a justice of the peace until

the age of 75. In this instance, you must

seek annual approval from the Chief Justice and be approved to serve as a

justice of the peace between the ages of 65 and

75.

The salary is 170

2,010.00 per year plus pensions and

d benefits. As a justice of the peace, you're an independent

judicial officer and it's important to note

this that at times it can be isolating we

have an adversarial legal system, which means

ans that in any instance where you're in court

you have very strong representatives on both sides and you're the

only person who is occupying the justice of the peace role

in your courtroom and at times.

It can be isolating you hear at times

s challenging information and while

e we have wonderful resources that help us process that

it can be an isolated position as an independent judicial officer

Our Justice of the Peace compliment is 348

hen all positions in Ontario are failed. In addition, there are

e currently 84 justices of the peace who are retired but continue to

o work on a per diem basis as a Justice of the Peace I

I have the opportunity to serve as the front door of the

Ontario justice system.

And I'll talk about it a little bit

more, but this is something that I take quite seriously the

e ability to discharge these responsibilities that have been

trusted to me as a justice of the peace on behalf of

the public and as a justice of the peace we preside

ide over a wide variety of matters. We have a

large breadth of jurisdiction that we

handle. It can range from provincial

l offenses to bail hearings.

Reviewing search warrants and production orders it

t can include criminal and provincial case management court Peace

ce bond applications, and intake of court and private

omplaints. Another thing to note is that

there is extensive travel required at the

beginning following appointment travelers required to

to Toronto for 10 weeks of initial education throughout approximately the

first year after appointment. In addition, during the first year and

throughout the career of a justice of the peace, travel is routinely required to

o preside in various courts within the region.

Where you were appointed to and occasionally throughout

the entire province. Travel is also required to various

locations throughout the province and within your region for semi annual

conferences and other seminars and annual regional meetings. The

seniority of the Justice of the Peace has no bearing on the amount of travel

required. And so as you're thinking about putting in your application

knowing that travel will be required certainly

y at the beginning for the initial education, but then continuing

s well during our.

Really fantastic ongoing education programs that we have.

It is something to note that it is a part of the

position. Thank you. Next slide.

Continuing to discuss about the role of a justice of the

peace in Ontario, one thing to note is that this is an

in person position in many instances, we've become very

comfortable with remote work in other areas, but a justice of the

peace works in person at a courthouse

and the reason for that is that in many instances or one of the reasons

ns is that in many instances we deal with vulnerable people.

Who have challenges accessing the various

services that the justice system has and also navigating the

justice system and one of the core tenants of course of our

ur legal system is that justice is done but another

er very important corollary to that is that justice

s also seen to be done and by having a justice of the peace in

n the courtroom justices both seem to be done by the public as

as well as actually having the opportunity to be in person

assisting members of the public.

All justices of the peace are required to preside and work from a

courthouse, the location of which will be assigned by the

regional Senior Justice of the Peace and can vary from day

to day and week to week. And this is important to note as well, when

we start to talk about court observations a little bit longer

is that a little bit later is that?

Regions vary quite a bit on what a justice of

the peace will do and what a given day will look like, and

having the opportunity to understand that you're working in

n person and in a varied capacity is important.

And justice of the peace cannot work from home another

r important thing to note about our role as a justice of the

peace is we need to be flexible and

d scheduling changes can happen and the ability

y to be flexible is required last minute often

morning of schedule changes to the type and location of court

t assignments are common and are determined by the regional

senior Justice of the peace based on operational needs

of the court.

Justices of the peace do not control their own

schedule. Where we go on any given day is determined by the

regional senior justice of the peace based on the courts needs on that day

and work days can be very long due to long courtless

s, unexpected court delays and intake courts are

open on weekends and all statutory holidays

meaning that justices of the peace are therefore sometimes required to

work weekends and statutory holidays in these courts

Justices of the piece are also sometimes required to work overnight

or 12 hour days to receive telewarrance.

Which are electronic search warrant applications

Another thing to note as you're preparing to submit your application

is that there are no base court transfers for a

minimum of five years and even

en then only if a base court has a vacancy and the

transfer meets the court's operational needs. So in that

t instance, what I would perhaps suggest

this for to speak to this point is that as you're

applying to.

re preparing your application and deciding which region you feel comfortable

Think about what the next five years and beyond of

your life you what you want that to look

k like, in which regions are going to be comfortable

for you as you're if you're successfully

y appointed as a justice of the peace. Thank you. Next slide.

I get to speak a little bit about the justice of the peace education

and this is a program that many of us are very proud of

It's the justice of the peace is a late bench we come from

m a wide array of backgrounds and

because of that we have a very comprehensive

and at times intense education program upon appointment

for the 1st 12 to 14 months there is dedicated

d initial education and mentorship. This is comprised

of the what I the previously mentioned 10 weeks of

of in person and in class education in Toronto.

There's also shadowing and mentoring by experienced

justices of the Peace in the court locations to which you're assigned and you'll

l preside over various courts when you're ready and in

increments as the initial education program progresses

There's also ongoing education and continuous professional development as

s a justice of the peace.

Thank you very much. Next slide, oh

thank you, worship, but now we go

to what I consider my favorite part of this

webinar that we've prepared for you and

d it's very unusual for sitting justice of the peace to

be able to speak openly and publicly

about the position we actually had to seek special

l approval from the Chief Justice of the Ontario Court of Justice

to make this segment possible for all of our participants today. And

I did ask Her worship to be as candid as possible

with her answers to these questions.

And I'm gonna start off your worship by asking you

Thank you very much and I'm very happy to have this

opportunity and something that I've alluded to already

y is that every day is different so and that

t can also depend on which region you're assigned

to. A day in the Toronto region May

be very different than the day in the Northwest region and

understanding the nuances of your various regions as

you're looking forward to your.

Court observations as a key component of your

application is important to understand the various

nuances and you what

makes each region unique. Ontario is a very

broad, large province and the regions

are similar but there are differences of course, but for me every

y day is different.

In on one day you could be presiding over

a very complex environment, environmental

Protections Act trial.

And that can be a multi day trial and then the next day perhaps you're

in the intake office, which is still technically

court. However it's a different dynamic you're in a more intimate setting with

ith members of the public hearing perhaps Form 2 applications

ns under the Mental Health Act. And there's just a

ot of variety in the work that we do

do. However, regardless of what we're doing, the work always

involves making decisions

and for people who are successfully appointed this to this

osition, occupying the position comfortably.

Of the decision maker when we're called upon to make a decision is

something that.

People who are most comfortable in this position are

comfortable doing, and sometimes that's challenging to come down on

one side or another of an issue, especially the issues that

we hear are, as you can imagine, complex and

challenging. And in many cases they're the

right answer. There is none. So what we're

re often doing is balancing interests and weighing, weighing various

factors.

In order to arrive at this at a

decision applying our life our

r learned, our lived experiences

to various scenarios are coming in front of us arriving at reasoned

ned decisions that are based in law, of course

as a paramount consideration, but it's very different

rom the intake office to the courtroom bail court

busy case management docket It is

is a fast-paced position to be able to occupy.

With a lot of variety, and it's very, very

rewarding. So you've now

settled into the role, you've been appointed and now you're

getting more comfortable in the role of justice

of peace. What do you enjoy most about being a justice of the Peace?

Oh.

We called it before the front door

to the justice system and I said that I take that

role and that trust placed in me in this position very

seriously and.

That would probably be it. The

variety of work that I've already alluded to and providing a

public service to a diverse group of people, but being

that front phase of the justice system in many instances for

the vast degree or for the vast

majority of Ontarians.

Their perception of the justice system will

be their experience in the courtroom

of a justice of the peace. And what I mean by that is we

see people at the very beginning of their matter

in large, complex criminal matters that will ultimately

have a trial in front of a judge. We see people before they

have a lawyer when they don't quite

understand what's going on and how to navigate the justice system

m. And we have the opportunity at that point to provide the

public service.

Of helping those people navigate the justice

system and they may not see a courtroom again because at some point their

lawyer's going to take over for people who are not self represented until the

day of their trial. So their perception of the justice

system is the justice their experience in the courtroom of justice of

the peace same thing in provincial offenses act I mentioned the

the Environmental Protection Act and other complex matters

that come before us for trial under the provincial offenses

act However, we also see.

Regular seedy matters

failing to stop at a stop sign. And these are people who are

everyday people going about their life and come into

contact with the justice system and their trial would be in front of a justice of

the peace. So again, for the vast majority of people who live in

n Ontario, their perception of the justice system is in

front of a justice of the peace and that is an

incredibly humbling position to be in. Very

y rewarding and it's a great opportunity

y to be able to discharge.

Trust placed in this position and

it is very it's a nice

e way to be able to show up to

work in those environments and in the vast

t variety of matters that we deal with

And every position there's good days and bad

days, but what would you consider most challenging

out being a justice of the peace so to

o the extent that of course it's.

Overwhelmingly rewarding from my point of view, of course

as any as anything, it is challenging.

I mentioned previously that the role can be isolating you're

e dealing with people who are in crisis at times at 1:00

of the lowest points in their lives, and you're working

as a independent judicial officer in

court and this can at times be challenging. There's nobody

y necessarily to immediately balance

an idea off of At the end of the day, you're

the person who is occupying both the decision maker context and

d often making decisions.

Very, very quickly contemporary

yes to hearing information, but you're also hearing

hallenging, challenging information.

Another challenging aspect is being a small part of a

much larger legal system. I mentioned the breadth of matters over which

we have jurisdiction, but we have limited

jurisdiction. So we have limited jurisdiction over a wide

variety of matters and.

In this instance we are a small part of course the

the much larger legal system.

And the legal system is distinct from other

public social support systems, and it's challenging at times

especially people who are successfully appointed to this role

have been involved in their community. They care about people we

We like people and we like the opportunity to serve people and many

y of us in this world have a great degree of empathy. However

the legal system is distinct from other public social

support systems and it's challenging sometimes to.

Have a certain array of a certain number

of tools in your toolbox to apply to a given situation.

And maybe those tools aren't the tools that

you want to apply, so that can be challenging too. And as I

mentioned many times, we preside over

a large breadth of matters within our jurisdiction And 1:00

of the challenges we talk about what does a day look like in the

life of a justice of the peace? And the answer is that it

varies. And because of that, you have to be able

to be able to preside in

one court. So for example, provincial offenses presiding

over a trial one day.

And perhaps search warrants the next day reviewing search

warrants and then perhaps not return to the search

warrant assignment for a month and 1/2

alf. Perhaps your rotated through other assignments because of the court's needs during

that time. But when you return to search warrants you have to be

able to be the expert in

n the room without the muscle memory that necessarily comes

from daily practice in an area. So that can be challenging

We have a large array of matters that we preside

over.

And being able to

return to a space and occupy as the expert

as a decision maker and know where you where to

go quickly to access the information that you need can be

challenging for sure.

Well, thank you worship. This is very helpful

for our viewers that are considering applying for the

position, especially in their application and

you know the information you provided us is going

g to help applicants.

As they go through the application

deciding whether to apply and what to

o note as their understanding of the role of just the piece

it really sounds like what as I'm listening to

you speak that just the piece, it's not

t a job, it's not a vocation or career. It's more

e of a calling and it gives you a sense

of purpose and meaning. It's almost like a way of life

that becomes a core part of who you are.

And what you feel you can contribute back to the world do

o you feel like it's kind of like that for you? I think that

that's an excellent way to put it. And we talked

about what happens at the appointment stage where you

get that call one day for six people who are successful

this round. And I say successful this round because just there's so many

factors in the application process that if you're

not successful this round, that doesn't mean that if you have that

resilience and you learn from your application this time

and apply it to your application next time, you won't be successful next round.

For people who are successful this round, when they do get that call as

s it's happened in the past from the attorney general, your

life does change. You are now a judicial officer. We'll go through

in the FAQs what that means in some instances

regarding what can and can not continue

from your previous life. But it does change your life and it is as you

mentioned. I think that's a really nice way to put it as a, as a calling and

d something that is a way of life as a judicial officer because

u don't even in your community, you always.

Have that hat on if

f you will. OK, let's go to the next slide, please.

So do you have what it takes to be a justice of

peace? So there are minimum qualifications for

consideration for an appointment as adjusted apiece

and those are set out in Section 2, subsection 1

1, subsection 1.2 and subsection

1.3 of the Justices of the Peace Act

For those who are following along and might be within the

the judicial system, I do encourage you to look at the Act.

And you will see the minimum

qualifications for the position and for those of you

who are not part of the justice system, if you do have

questions at the end of the webinar

ar there'll be instructions on how you can submit further questions

to JPAC. So in addition, JPAC has general

selection criteria in the website Outlines what

t the skills, abilities and personal characteristics that are

desired and just in the piece, what they are.

Specifically, it is absolutely

crucial to demonstrate decision making capacity

and good judgment, including high ethical standards and

work and in personal life.

It's important that the applicant has a demonstrated

understanding of and the connection to the community

Cultural competency, understanding of diversity

and issues specific to each community to which a candidate is

s applying.

So for example in previous

s interviews that I've been involved in applicant

t who had applied for the base court

in the Central East region in Berry, it comes up

in the interview like what is the

more prominent or the most prevalent social

economic issue in the community you're applying in and

d it it's obvious that at the time we did the

interviews, there was an opioid pandemic in.

And Barry, there's proportionately the number of

people that were suffering and who were dying from opioid

overdose in Barrie.

In connection to the rest of the GTA was proportionately

higher. So it's important as an applicant that you're aware and in

tune with those issues in your specific community

Next is understanding the role and the

piece that we just did with her worship with respect to a day in

the Life.

It really does capture the role

in its entire, but how can you demonstrate as an

applicant that you understand the role so in the application

n there are court observations you

u should log on. Court observations give one

a true appreciation of the complexities and challenges

including the requirement to make difficult decisions in

a fast paced and constantly changing environment ability

y to learn and use new technology.

Most courts are

virtual and you gotta be able to bounce between one core to

the other on computer screen so

o we want everyone who is applying to feel comfortable

with technology, the ability to work independently

as mentioned by her Worship earlier in isolating

situations, importance of confidentiality and

iscretion.

You'll be hearing facts as adjusted the piece whether

r it be at a bail hearing or at a trial about the.

Personal circumstances of individuals

that perhaps their own family members don't even know about so

o it's very important to have discretion and to

maintain the highest level of confidentiality.

Understanding the impact on a personal level, the

flexibility required to travel long hours. Witness

trauma, psychological and physical demands that as adjusted the piece you

might hear the most gruesome details in

thin allegations.

At a bail hearing and you've gotta be able to cope

with that. You've gotta be able to after hearing the

allegations, you've gotta be able to move on from them

and really focus on your role and

d being able to understand the facts in the case you can't be stuck on

the details that might be really traumatic to you in

hearing them for the first time, having empathy and

compassion, patience and integrity and having

transferable skills, being able to take from your.

Current.

Employment or volunteer work the skills that you've

developed and applying them to the role of justice of

f peace. Next slide.

Let's talk a little bit about preparing your application

As you all know, the deadline of course is July 31st, 11

59 PM Eastern Standard Time.

Refer to the JPAC website for application

form and instructions. Review again the selection

criteria as to what we're looking for. Review the

Frequently Asked Questions component of the JPAC website.

Pay close attention to instructions. I can't

under score this enough.

The instructions on the application form

are key if there's a box

x in the application asking you to put in your first name, put

in your first name, don't put in your last name, and vice versa

If you go to the frequently asked questions of our website

back one slide please.

If you go to the frequently asked questions of our website

you can find out how to observe courts, the

Ontario Court of Justice, Criminal and Provincial Offenses Act

t locations are all located there, each of which has

a link to appear by zoom if you

can't appear in person observing Quartz

z is a very important part of preparing a

good application. You should start early and plan ahead, you know

just because you were coming from inside the justice system if

you're a paralegal.

Or an assistant prosecutor, that is

applying to the position. Don't assume that we

know what goes on in court. List it the

e more court appearances you make, the better. If

we see two or three or even 4 pages of court appearances

in your application, it makes for a better application

The next bit of advice is begin compiling your transcripts and

proof of post secondary education.

And translate it if necessary, because if you are

selected for an interview, JPAC will

definitely be asking for that. Referees will talk more

about that in the later part of this

presentation, but provide their current and

phone numbers and email addresses because when we do call them we

e rely on the information that you provide us. So if you give a

wrong phone number of your referee, we just won't be able to

o reach them. We need people that can speak

to the information you provided in your application.

To your professional community engagement find

d referees who want to be referees for you and can speak to

your skills, character and attributes. Next slide.

And submitting your application again can underscore enough pay

attention to detail. Use Jpac's prescribed

application form Incomplete applications

ns and applications with missing information or documentation will not be

considered by the committee. Use the

required file naming convention when you save your application and

d e-mail it.

Not miss the deadline and only submit one

application per candidate at the email address on your

screen if you're applying to several regions and several base

e courts, one application is sufficient do

o not make several applications for those positions and if you

have any questions, contact us at jpac.info at

ntario.ca. The email inbox is

regular, monitored regularly, and we do get back to our inquiries

es next slide.

OK, now preparing for the virtual interview

So if you've gone through the

application form and the committee votes on you

moving forward to an interview, the interview is virtual

entirely virtual. So what you

need to know is that the interview will happen on

Microsoft Teams. If you're selected, you should

appear from a quiet, private location, free from distractions

such as pets or other individuals passing through the frame of you.

You must attend your interview alone and should not have

anyone else in the room with you also during the interview

w, the only thing you can bring with you is paper copy of your

application. Please don't bring any prepared notes, any cheat

t Sheets for the application. We

will as a committee, see that you're not

complying and we will make note of that when we are considering

ering whether to recommend you to the Attorney General.

Technical tips arrange for a place with good Internet

connection, test the connection and take advantage of

the offer that JPAC support staff offer, which is to do a

test run prior to your interview and then save the

e-mail with the link for the virtual interview next slide.

So apply and spread the word

to your friends and colleagues if you're interested in the position and you think

k you have what it takes and you have the qualifications, apply. Ensure you're

able to preside in the location or region you're applying to. This is

important. It was underscored earlier, but no court location

transfers will be accepted within 5

ive years with the base court that you've been appointed to. So and

even then, transfer is only possible

if there is a need for it in another court.

Encourage others to apply. Share the message far

and wide. JPAC is looking for a diversity of applicants

from all corners of the province. Next slide.

OK, thank you. And this brings us into our frequently asked

questions portion and thank you to everybody who submitted questions

beforehand. These questions have been collected and the some

of the core topics have been distilled, which we'll go through now

w. The first question is can I continue to work in my current position

r take on another part time job?

After I'm appointed as a justice of the peace and the answer

r is that on appointment, a justice of the peace must cease other employment and shall

not engage in other remunerative work without the approval

of the justices of the Peace Review Council and in many

y instances, the answer to the slide underscores what we were

talking about earlier about how appointment as the justice of

the peace does change how you

show up in many instances in public life

you must disclose any professional organizations or

or associations to which you are or have been a member.

And as far as the timeline from

appointment to when you assume the responsibilities of a justice of the peace, it

typically takes approximately 2 weeks from notification of the

appointment to assuming the role of a justice of the peace

and for depending on what career you're coming from prior to that May

y be more or less challenging to meet in those timelines. And that's something to be

aware of. Justices of the peace must avoid any conflict of

interest or the appearance of a conflict of interest justices

s of the peace must not participate in any partisan political

activity.

Including financial contributions to any political

party and justices of the piece may still be involved in community

activities, and this is important for many of us

who are successfully appointed a large component of

of that is our community involvement and for many of us, giving

g up that community involvement in instances where it's not compatible with our

appointment is a challenge of being

appointed to this role. However, in many instances where it's

possible to be involved in community activities, that's encouraged.

We serve the community and involvement in community is

we're compatible with judicial office is helpful

to make sure that we keep our finger on the pulse of what's going on in our

community and the live issues. Thank you next slide all

ll right, thank you, Your worship question #2 that's come in

I'm currently working outside of the justice sector and do

not have any legal background should I apply so the

o the answer is yes, although we do get several applicants from

within the justice system you do not require.

Any legal education to

apply for this position, we're not going to ask you at the interview

to recite case law or to recite the Canadian

Charter of Rights and Freedoms or anything like that. There is an

extensive onboarding education and mentorship program

once one is appointed to the position and

that is as Her Worship mentioned earlier

r, very, very extensive and that's where all the training comes

in. Successful candidates do come from a diverse range of

professional backgrounds, including.

But not limited to the education law

w enforcement, business and other fields

in the employment sector. JPAC

is looking at you as an individual and at your ability

to make decisions. So if you are on the webinar and are not

within the justice system or not working within the courts, please

consider this as an opportunity to

apply, despite what your background is. Next slide.

Who can I choose as my references? So we talked about this earlier

References also known as referees. They should

be able to speak to your professional qualifications and your

community service. So if

f you're working in an organization, don't just

list the CEO of the organization or the

company because it sounds like an important title if you don't have any

y interaction with the CEO, you need to pick a

reference that understands who you are.

That understands your skills and abilities unless

s you report directly to the CEO, don't give us

the most senior person that you can think of as a reference we want to hear

r from people that know who you are

ow what you can contribute and also we

so we want to be able to have individuals

that can comment on whether or

you would make a good justice of the peace in order to do that your

your reference should know a little bit about the position as well, so.

JPAC committee members

calling your referee and asking them would you make a good justice of the peace your

r referee should know that a justice of the peace does more than marriage

ceremonies, that justice of the peace does all the things

that we discussed in this seminar. So

if your referee doesn't know anything about the position, they may

not be a suitable referee for you and references can

n come from within and outside the justice system. Next slide.

Next question that came in is why is community service a

consideration in the application process? How

will limited or lack of volunteer experience impact my application? So a

demonstrated knowledge of an appreciation for the community is one of the

criteria considered by JPAC. I gave the example of

the application in the base court location for Barry. You know you

have to know the community you're applying in public service is at the

e core of the Justice of the Peace position. Candidates should

d demonstrate they have an active connection to the community.

And awareness and understanding of regional and social issues

that give rise to the cases coming before the courts

from that region or from that community. Volunteer experience is one of

the best ways to demonstrate this next slide.

And finally, how can a candidate observe

court and what emphasis is placed on court observations in the

application process? Nick previously mentioned the

application process and how each component of it

is very important and in Ontario

o and generally, we have an open core principle

which means that members of the public subject to certain judicial

l orders are welcome. Court proceedings can be accessed

virtually or in person and are open to members of the public

again subject to any legislation.

Or judicial order or direction details can

be found by reviewing instructions on the frequently asked questions. How

w can I observe justices of the Peace

presiding in court? Ontario Court

of Justice, Criminal and Provincial Offenses Act court locations

addresses and contact information are all listed

there. The application process in general is that by observing court

applicants should appreciate and understand the role of a justice of the peace

Jpg highly recommends that you visit every court for which

you are applying.

And again, that goes back to the various nuances

of the different regions. Make sure they understand the regional issues as was

previously mentioned and the various nuances of

the various courts and most of the successful candidates have

e demonstrated an understanding of the role of the justice of the

peace after many hours of court observation. Court doesn't

unfold in 30 minute increments and by having

g multiple hours of court observations, you're able to understand and articulate in an

interview and through your application that you understand the cadence of

court and the various.

Areas where justice of the peace presides.

Thank you very much. Next slide and

thank you, Your Worship. This brings us to the end of the webinar

I'd like to thank her worship, Libby Garg for her

participation in the webinar as well as Davinder

RMC who made all of the slides transition

transition very, very effectively and the behind the scenes people, Miriam

handeroff and Olga Garces from

rom JPAC staff very much appreciative of all the work

k you've done.

To help us put this webinar together, I'd also

like to thank the Office of the Chief Justice for allowing us

to include Her Worship Garg in the presentation and to

o all of you, the participants, for taking an hour of

your time this afternoon to hear from us

about the process, I'd like to remind all

l participants that the slides are available for download and

finally, the application deadline for this

s process. Justice of the Peace.

July 31st of this year

at 11:59 PM Eastern Standard Time. Thank you all.

Alright, thank you very much to everyone that attended today's

presentation, submitted your questions and thanks

to our presenters and Nick Sharustis

Chair of JPAC and her warship Libby Garg, if there are any outstanding

g questions, please refer to Jpac's website

at www.ontariocourts dot

ocj/jpac and

go to the Frequently Asked Questions page if you have any additional

l questions, please email the committee at JPAC dot

fo@ontario.ca. We have also sent out a

out a broadcast message with that information.

Today's event has been recorded and the recording

will be posted on the JPAC website for later

viewing. If you haven't done so already, please

make sure to review the current advertisement of the new Justice

of the Piece of Vacancies and sign up for our emails also

o available on the JPG website. Many thanks to a

wonderful presentation and thank you to everyone for

attending. With that today that is

for that is that is it for today's justice

of the Piece webinar hosted by JPG and we look

k forward to receiving your application.

Please have a great rest of your afternoon take

e care and stay safe.