Webinar – JPAAC Presents:

Justice of the Peace Ontario –

What Makes a Strong Candidate?

OFFICIAL TRANSCRIPT

Webinar – JPAAC Presents: Justice of the Peace Ontario – What Makes a Strong Candidate?

1

00:04:42,180 --> 00:04:43,940

Good day and welcome everyone.

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00:04:44,020 --> 00:04:46,500

Thank you all for joining our presentation today.

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00:04:47,140 --> 00:04:48,260

My name is Lee McCormack.

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00:04:48,260 --> 00:04:50,500

I am the moderator for today's event.

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00:04:51,460 --> 00:04:56,900

Please note that this is a pre-recorded webinar followed by a live Q&A at the conclusion of the presentation.

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00:04:57,460 --> 00:04:59,700

We will be taking questions live today.

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00:04:59,860 --> 00:05:05,140

If you have any questions about a particular slide, you can submit that via slido.com.

8

00:05:05,590 --> 00:05:15,710

and you can use participant code #JPAAC2026 or by scanning the QR code that you see on the screen now.

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00:05:15,710 --> 00:05:18,870

And we'll get to the questions at the end of the session.

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00:05:19,470 --> 00:05:31,750

Today's webinar will be on what makes a strong candidate for the role of a justice of a peace and will be hosted by Nicholas Charitsis, JPAAC Chair, and Terri-Lynn Collings, JPAAC Vice Chair.

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00:05:33,850 --> 00:05:37,010

And we would like to begin with the following land acknowledgement.

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00:05:37,170 --> 00:05:44,210

Today we are gathered for this webinar with individuals anticipated to join us from all across the province of Ontario.

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00:05:44,650 --> 00:05:48,930

Ontario has the largest Indigenous population of any other province in Canada.

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00:05:49,250 --> 00:05:56,210

There are approximately 134 First Nations in Ontario and growing Inuit and Metis populations.

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00:05:56,530 --> 00:06:00,050

Ontario is covered by 46 treaties and other agreements.

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00:06:00,910 --> 00:06:09,070

Acknowledging the land and traditional territory is a practice of Indigenous people and can be helpful in learning about the land and area that we are on.

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00:06:09,550 --> 00:06:14,750

Canada's history did not begin with the arrival of the settlers of the creation of Canada or Ontario.

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00:06:15,070 --> 00:06:20,190

It recognizes that the history of the first peoples in this continent began much earlier.

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00:06:20,770 --> 00:06:36,370

Many of us are tuning in from the city of Toronto, known traditionally as Tkaronto, on the traditional territory of many nations, including the Mississaugas of the Credit, the Anishinaabeg, the Chippewa, the Haudenosaunee, and the Wendat peoples.

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00:06:36,850 --> 00:06:40,290

We are thankful to be able to work and live in these territories.

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00:06:40,610 --> 00:06:45,730

We are thankful to the Indigenous peoples who have cared for these territories since immemorial.

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00:06:46,700 --> 00:06:50,700

Before we continue, I'd just like to advise some things, some housekeeping items.

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00:06:51,500 --> 00:06:54,860

The webinar portion of today's event has been prerecorded.

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00:06:55,260 --> 00:07:02,060

Please note that recordings of the 2024 and 2025 webinars are available on the JPAC website.

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00:07:02,700 --> 00:07:08,860

After the screening of the webinar today, a live Q&A will be held with our panel of special guests.

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00:07:09,260 --> 00:07:15,180

Recording of the event and transcript will be available on the JPAC website in both English and in French.

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00:07:15,660 --> 00:07:18,460

Closed captioning is available in English and French.

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00:07:19,020 --> 00:07:31,900

As mentioned earlier, please submit your questions via Slido at slido.com with participant code #JPAAC2026 or scan the QR code displayed on the screen now.

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00:07:33,020 --> 00:07:36,300

Questions will be answered at the end of the presentation.

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00:07:37,440 --> 00:07:40,640

And on the agenda today, our hosts will introduce themselves first.

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00:07:40,960 --> 00:07:51,040

There will be a review of JPAC's mandate and manner of operating, an overview of the committee breakdown, and detailed information and tips on what makes a strong candidate.

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00:07:51,680 --> 00:08:00,480

So without any further delay, I'm pleased to present the 2026 JPAC webinar, Justice of the Peace Ontario, What Makes a Strong Candidate?

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00:08:03,300 --> 00:08:04,100

Welcome, everyone.

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00:08:04,100 --> 00:08:05,540

My name is Nick Chiritsis.

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00:08:05,620 --> 00:08:07,700

I am the chair of JPAC.

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00:08:07,700 --> 00:08:14,900

I was appointed to the committee in March of 2022, where I was the lead for the Central East region.

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00:08:15,460 --> 00:08:18,660

I became JPAC chair in May of 2024.

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00:08:19,140 --> 00:08:25,060

I'm a lawyer in the province of Ontario, called to the bar in 2004, a graduate of

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00:08:25,720 --> 00:08:33,640

Osgood Hall Law School, where I also received my Bachelor of Business Administration from York University Schulich School of Business.

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00:08:34,120 --> 00:08:41,880

I've worked as a per diem assistant crown attorney, and I've practiced criminal defense at my own firm, Sharitsas Law, since 2006.

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00:08:44,680 --> 00:08:46,440

And welcome, everyone.

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00:08:46,520 --> 00:08:50,160

My name is Terri Lynn Collins, and I am the vice chair of JPAC.

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00:08:50,760 --> 00:08:55,320

I was appointed as a JPAC member in 2019 in the Central West region.

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00:08:55,820 --> 00:09:00,580

and designated as a lead for the same region in March of 2020.

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00:09:01,660 --> 00:09:07,260

And in August of 2025, I was appointed as the vice chair of JPAC.

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00:09:08,140 --> 00:09:15,220

I am retired as of 2017 after following a 30-year career with the Hamilton Police Service.

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00:09:16,540 --> 00:09:23,980

And over that 30-year career, I wore many hats and was involved in many areas of the police service.

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00:09:24,830 --> 00:09:38,990

I've also volunteered heavily within my community here and I was involved in various committees, including the Hamilton Out of the Cold, the Ancaster Food Drive, and many other programs organized through the Hamilton Police Service.

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00:09:40,230 --> 00:09:41,070

Next slide, please.

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00:09:41,150 --> 00:09:42,590

And back to the chair.

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00:09:44,350 --> 00:09:44,830

Thank you.

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00:09:44,990 --> 00:09:53,310

In today's presentation, we want to start off with reminding all of our participants what JPAC's mandate is.

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00:09:53,780 --> 00:10:17,780

The committee is responsible for establishing the criteria for assessing candidates for the role of justice of the peace, advertising for applications for vacant justice of the peace positions, evaluating and classifying candidates for appointments as justice of the peace, reporting on these classifications to the Attorney General, and providing advice to the Attorney General respecting the process.

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00:10:18,180 --> 00:10:21,460

Justices of the peace are not appointed by JPAC.

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00:10:21,540 --> 00:10:23,300

They are in fact appointed by the Lieutenant

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00:10:23,770 --> 00:10:26,810

Governor and Council at the recommendation of the Attorney General.

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00:10:26,810 --> 00:10:27,450

Next slide.

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00:10:31,050 --> 00:10:34,170

So we're going to talk about JPAC's manner of operating.

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00:10:34,810 --> 00:10:40,330

The functions and manner of JPAC's operating are set out in the Justices of Peace Act.

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00:10:40,570 --> 00:10:53,050

The key functions as per the Act are to read applications, select candidates for interviews, conduct the interviews and perform reference checks, both formal and discrete inquiries.

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00:10:53,590 --> 00:10:59,790

When conducting the review and evaluation process in accordance with the criteria that are established by JPAC.

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00:11:00,190 --> 00:11:20,830

This committee will assess a candidate's work experience, leadership, community awareness, knowledge of the role of Justice of Peace, will dive into their personal characteristics, and JPAC also recognizes the desirability of reflecting the diversity of Ontario's population in appointments of Justice of the Peace in the province.

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00:11:21,710 --> 00:11:26,830

Candidates will be classified as either highly recommend, recommend, or not recommended.

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00:11:27,280 --> 00:11:38,240

And JPAC will provide a list of classified candidates to the Attorney General with brief supporting reasons for the candidates that are classified as either highly recommended or recommended.

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00:11:38,320 --> 00:11:38,960

Next slide.

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00:11:42,040 --> 00:11:42,880

Back to Terri Lynn.

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00:11:45,240 --> 00:11:45,640

Thank you.

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00:11:45,640 --> 00:11:50,080

And before we continue, I'd like to kind of give you an idea as to who we are.

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00:11:50,080 --> 00:11:51,120

Who is JPAC?

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00:11:51,760 --> 00:11:54,800

So JPAC consists of up to 39 members.

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00:11:55,100 --> 00:11:58,620

that has a core committee and seven regional committees.

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00:11:59,180 --> 00:12:01,500

The core committee can have up to four members.

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00:12:01,660 --> 00:12:21,100

That includes a judge or Justice of the Peace appointed by the Chief Justice of Ontario Court of Justice, a Justice of the Peace who is either the senior Indigenous Justice of the Peace, or another Justice of the Peace familiar with Indigenous issues, also appointed by the Chief Justice, and two members appointed by the Attorney General.

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00:12:21,780 --> 00:12:29,620

In addition to the core members, the committee will also include an alternate judge or justice of the peace to act in the absence of the core judicial members.

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00:12:30,900 --> 00:12:37,300

And now, as I said, JPAC has seven regional committees, one for each of the regions of the Ontario Court of Justice.

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00:12:38,180 --> 00:12:48,580

These regional committees consist of the regional senior justice of the peace or their delegates, no more than three other community members appointed by the Attorney General,

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00:12:49,380 --> 00:12:56,420

and a Law Society of Ontario representative who could be a lawyer or paralegal, also appointed by the Attorney General.

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00:12:58,900 --> 00:13:07,300

The Attorney General also designates one member of each regional committee as a regional lead and another member as a alternate regional lead.

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00:13:07,940 --> 00:13:09,700

Next slide, please, and back to Nick.

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00:13:11,460 --> 00:13:11,820

Thank you.

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00:13:11,820 --> 00:13:16,740

So today's webinar is going to focus on what makes a strong candidate.

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00:13:17,580 --> 00:13:24,220

Previous webinars have led up to this particular webinar as it really focuses on the individual.

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00:13:24,540 --> 00:13:33,580

We're going to start off the presentation looking at what a candidate can do before they apply to the role of justice of the peace.

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00:13:33,900 --> 00:13:36,460

We'll then get into the application itself.

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00:13:36,860 --> 00:13:38,780

We'll talk about court observations.

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00:13:39,070 --> 00:13:47,750

which the committee has deemed to be one of the most important factors in the assessment and preparation of a candidate's ability to preside and adjust the piece.

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00:13:48,070 --> 00:13:51,030

We're going to talk about community involvement and why that's important.

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00:13:51,030 --> 00:13:54,550

It's one of our criteria in our assessment of candidates.

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00:13:54,870 --> 00:14:00,550

We're going to talk about Indigenous cultural competency and why it's important for the JPAC process.

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00:14:01,190 --> 00:14:03,830

We'll get into the interview, give you some tips.

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00:14:04,320 --> 00:14:10,480

And we'll talk about personal development of a candidate's success for the role of a justice of the peace.

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00:14:10,560 --> 00:14:11,200

Next slide.

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00:14:13,680 --> 00:14:18,800

So what can a candidate do prior to applying for a justice of the peace position?

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00:14:19,840 --> 00:14:28,960

First thing I would suggest is that a candidates review the selection criteria that are created by JPAC and shared publicly on JPAC's website.

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00:14:29,780 --> 00:14:39,300

The candidate should also review the FAQ section of the JPAC website as there are a lot of materials there that can help you in preparation for your application.

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00:14:40,260 --> 00:14:44,740

You should note that a legal education is not required to become a just a piece.

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00:14:44,740 --> 00:14:50,260

This is a lay bench and individuals from all walks of life are welcome to apply.

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00:14:50,850 --> 00:14:52,370

This is a lifetime appointment.

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00:14:52,450 --> 00:14:55,330

It's full time to the age of 65.

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00:14:55,410 --> 00:15:04,850

A candidate can continue to serve full time as a per diem Justice of Peace up until the age of 75 as an independent judicial officer.

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00:15:05,330 --> 00:15:16,050

The current salary as of July 2026 is $198,039 per year plus pensions and benefits.

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00:15:16,740 --> 00:15:21,220

There is no base court location transfer for a minimum of five years.

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00:15:21,540 --> 00:15:27,940

And even then, only if a base court has a vacancy and the transfer meets the court's operational needs.

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00:15:29,140 --> 00:15:34,820

So a candidate should consider engaging in self-study prior to applying to become a justice piece.

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00:15:35,140 --> 00:15:38,100

There are a number of public-facing websites

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00:15:38,480 --> 00:15:46,280

that offer great information so that you can understand what is the parameters of the position itself.

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00:15:46,800 --> 00:16:07,840

I would suggest that candidates look at judges and justice of the peace at the Ontario Court of Justice website, learn more about our justice system using reputable sources and public facing websites such as Legal Aid Ontario, the Ministry of Attorney General, review the Justices of the Peace Act and develop familiarity with courtroom language.

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00:16:08,520 --> 00:16:12,520

A candidate should review their social media presence prior to applying.

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00:16:12,920 --> 00:16:20,520

You should keep in mind that public content on your social media may be considered when assessing your suitability for the role.

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00:16:21,240 --> 00:16:27,880

And a candidate should address any outstanding matters prior to applying for the position of justice of the peace.

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00:16:28,280 --> 00:16:37,400

You should consider resolving any litigation or claims or any other issues that could negatively reflect on your candidacy for the appointment of a justice of the peace.

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00:16:37,770 --> 00:16:40,010

Next slide and back to Terry Lynn.

113

00:16:43,210 --> 00:16:45,610

OK, so we've talked about what you do before you apply.

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00:16:45,610 --> 00:16:48,010

So let's talk about the application itself.

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00:16:48,410 --> 00:16:53,610

And there are some common mistakes that applicants make when completing their application.

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00:16:53,850 --> 00:16:59,690

So today we are sharing them with you to prevent them from occurring in the next and future processes.

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00:17:00,490 --> 00:17:04,810

So some sections of the application will have a word count limitation.

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00:17:05,369 --> 00:17:12,650

Committee members can have hundreds of applications to review, so staying within the word count helps with the efficiency of the process.

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00:17:13,450 --> 00:17:18,170

Please make every word count by being concise in your responses.

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00:17:18,810 --> 00:17:23,530

Quality over quantity makes a difference to the committee members reading your application.

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00:17:24,569 --> 00:17:29,130

Attention to detail is a necessary requirement as a presiding justice of the peace.

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00:17:29,830 --> 00:17:42,390

It is also a useful tool for committee members to determine your ability to demonstrate attention to detail when you follow all instructions and complete all sections of the application as instructed.

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00:17:43,750 --> 00:17:51,270

The JPAC committee recognizes that AI is a tool often used when preparing documents, and it can be useful when used appropriately.

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00:17:51,750 --> 00:17:56,390

However, the committee wants to hear your voice in your responses.

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00:17:56,950 --> 00:17:59,190

The members are looking for authenticity.

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00:17:59,930 --> 00:18:06,490

They will often recognize a disconnect between your application and your performance should you make it to the interview stage.

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00:18:06,970 --> 00:18:14,330

So sometimes that disconnect can result in a not recommended recommendation.

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00:18:16,250 --> 00:18:23,770

It is completely acceptable to submit your application in French, but please note that it will be fully translated to English.

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00:18:24,250 --> 00:18:29,050

And that is because not all committee members are bilingual.

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00:18:30,250 --> 00:18:36,010

and a French language application form will also be posted on JPAC's website for your use.

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00:18:36,650 --> 00:18:37,530

Next slide, please.

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00:18:40,650 --> 00:18:55,610

When there are Indigenous base court vacancies identified in the process, preference is given to applicants who identify as First Nations, Metis, Inuit, and demonstrate A meaningful connection to an Indigenous community.

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00:18:56,730 --> 00:18:57,210

Interview

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00:18:57,890 --> 00:19:24,450

Candidates must provide documentation supporting their self-identification, which may include government-recognized documentation, alternative evidence of kinship or community connection, and where documentation is unavailable, applicants may submit a personal statement of up to 400 words describing their Indigenous identity, community affiliation, lived experience, and journey of reconnection.

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00:19:25,310 --> 00:19:38,030

The committee recognizes that impacts of colonization, displacement, and other historical factors may affect an individual's ability to maintain community connections or obtaining formal documentation.

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00:19:38,910 --> 00:19:39,870

Next slide, please.

137

00:19:44,350 --> 00:19:47,390

So we'll talk about base court vacancy selection.

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00:19:47,390 --> 00:19:54,270

And this we often see errors when candidates are completing this section.

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00:19:55,180 --> 00:20:08,860

Some of the common errors that we see are rather than numbering your selections from one through 6, we will see candidates mark Xs in the vacancies they're selecting or zeros or sometimes check marks.

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00:20:09,100 --> 00:20:18,300

What we ask for is that you number and follow the instructions and number the vacancies that you're choosing from one through 6.

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00:20:19,900 --> 00:20:30,380

And with your work experience section, legislation dictates that anyone applying for a Justice of the Peace position must have a minimum of 10 years work experience.

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00:20:30,860 --> 00:20:35,100

And applicants must clearly demonstrate this in their application.

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00:20:35,580 --> 00:20:39,100

Anything less and your application will be considered deficient.

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00:20:39,900 --> 00:20:44,860

Do not assume that committee members will make any inferences when reading your application.

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00:20:45,340 --> 00:20:49,020

So this information that you provide should be clearly articulated.

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00:20:51,470 --> 00:21:06,670

In the section where you have to demonstrate or articulate a complex decision that you made, you will be asked to make a decision or sorry, describe a decision that you made that had a level of complexity.

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00:21:07,230 --> 00:21:16,670

Make every effort to ensure that the example is relevant, recent and made by you alone and articulate the impact of your decision.

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00:21:17,490 --> 00:21:31,890

Avoid using examples where you were part of a team, like on a board or a committee, and your response should clearly identify the factors that you considered, your decision-making process, and the final outcome.

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00:21:34,690 --> 00:21:42,930

And court observations, as we said earlier, you will be required to attend court to observe justices of the peace during proceedings.

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00:21:43,410 --> 00:21:45,890

And there is a section within the application

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00:21:46,230 --> 00:21:53,710

where you can indicate when you attended, what court you visited, and what you learned about the Justice of the Peace role.

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00:21:54,990 --> 00:21:59,990

It is recommended that your visits are made over the course of many days and in front of different sitting

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00:22:00,110 --> 00:22:01,470

justices of the peace.

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00:22:02,430 --> 00:22:15,550

Doing this will provide you with a clearer picture of the depth and breadth of the role, and you should then be able to clearly articulate key insights into what you learned rather than just what you saw.

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00:22:15,990 --> 00:22:17,310

That's very important.

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00:22:18,350 --> 00:22:28,830

Please only include court observations made within the last 15 months because any observations beyond that will not be considered during the evaluation process.

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00:22:29,770 --> 00:22:30,730

Next slide, please.

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00:22:34,490 --> 00:22:38,490

In the application, there is a section that addresses your education.

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00:22:38,490 --> 00:22:46,490

So it is important to include all post-secondary transcripts, credentials, and where necessary, equivalency documentation.

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00:22:47,290 --> 00:22:54,410

And this documentation, we will be asking you to provide should you make it to the interview stage of the process.

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00:22:56,660 --> 00:23:03,300

And references are very, very important to the committee members.

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00:23:04,100 --> 00:23:10,580

They will be contacting your references, so it is important that you complete this section, leaving no blank spaces.

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00:23:11,460 --> 00:23:21,460

You will need to provide 2 references that can speak directly about your work experience and two community referees who are familiar with your community service involvement.

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00:23:22,660 --> 00:23:25,860

We ask that you choose your referees carefully.

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00:23:26,610 --> 00:23:36,850

They will be asked whether they understand the role of the justice of the peace and how your work or community service involvement is relevant to the role of a justice of the peace.

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00:23:37,650 --> 00:23:46,290

Some candidates have suggested that their references also attend court to observe justices of the peace to gain further insight into the role.

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00:23:47,970 --> 00:23:51,730

And finally, the attestation at the end of your application.

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00:23:52,270 --> 00:23:57,550

Once you've completed your application, make sure that you complete the entire attestation section.

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00:23:57,550 --> 00:23:58,990

Read it very carefully.

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00:23:59,390 --> 00:24:07,550

Do not leave any blanks as an incomplete attestation may result in your application not being considered.

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00:24:08,270 --> 00:24:09,870

It is always good.

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00:24:09,870 --> 00:24:21,310

It's a good point of best practice, I would say, to have multiple sets of eyes to review your completed application before submission.

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00:24:22,800 --> 00:24:23,680

Next slide, please.

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00:24:26,160 --> 00:24:28,000

Let's talk about court observations.

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00:24:28,000 --> 00:24:38,240

And before we get into that and what is expected of you, I just want to give you some background as to what a justice of the peace, what they're involved in the court process.

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00:24:38,720 --> 00:24:51,120

So in respect to criminal law, justices of the peace reside over virtually all judicial interim release hearings, and that is also called bail hearings within the province of Ontario.

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00:24:51,570 --> 00:24:53,890

and the majority of criminal remand courts.

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00:24:54,610 --> 00:24:56,770

They also provide over other criminal hearings.

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00:24:57,410 --> 00:25:02,210

They receive information and that's the document which commences a criminal proceeding.

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00:25:03,170 --> 00:25:17,810

They confirm or consider the issuance of process by either a summons or a warrant and they are responsible for receiving and considering the denial or issuance of search warrants and other matters of criminal process.

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00:25:19,410 --> 00:25:28,930

Justices of the peace exercise jurisdiction over the majority of provincial regulatory offences and municipal bylaw prosecutions.

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00:25:28,930 --> 00:25:32,930

And I can tell you there are many provincial regulatory offences they preside over.

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00:25:33,650 --> 00:25:40,530

As in criminal proceedings, justices of the peace receive informations and warrant applications.

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00:25:41,010 --> 00:25:45,410

They consider the issuance of process and preside at hearings and trials.

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00:25:46,580 --> 00:25:55,060

And as previously stated, you will be required to attend court proceedings in person to observe Justices of the Peace.

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00:25:56,020 --> 00:26:04,980

Information on how to access court proceedings can be obtained by opening the link provided here on the screen or by accessing the JPAC website.

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00:26:06,340 --> 00:26:15,140

You are required to observe Criminal Bail Court, Criminal Case Management Court, Provincial Offences Early Resolution Court,

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00:26:15,880 --> 00:26:20,840

and Provincial Offences Court in each of the vacancies you are applying to.

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00:26:21,400 --> 00:26:25,080

And this is clearly stated within the application.

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00:26:27,400 --> 00:26:38,360

Observations need to be done before you apply, but it is highly recommended that you continue to make observations after you apply to better enhance your understanding of the role.

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00:26:39,440 --> 00:26:40,360

Next slide, please.

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00:26:42,280 --> 00:26:44,600

Now, the reason that we suggest that

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00:26:45,080 --> 00:26:53,320

is that attending after your submission can provide valuable insights into what a justice of the peace does.

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00:26:54,440 --> 00:26:58,760

It bridges the gap between theoretical knowledge and judicial practice.

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00:26:59,440 --> 00:27:08,440

It provides familiarity with courtroom etiquette, case flow, evidentiary issues, and procedural requirements.

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00:27:09,160 --> 00:27:14,280

It can assist in understanding how experienced judicial officers demonstrate active listening,

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00:27:14,740 --> 00:27:19,300

decision-making, questioning techniques, and judicial delivery.

198

00:27:19,860 --> 00:27:43,940

Understand that decisions may not always be widely accepted but are grounded in law and supported by sound reasoning in a fast-paced environment, and they can also help develop an awareness of the importance of judicial fairness and access to justice, as you will be exposed to cases involving self-represented litigants, vulnerable individuals,

199

00:27:44,700 --> 00:27:46,940

and members from our diverse communities.

200

00:27:47,820 --> 00:27:48,860

Next slide, please.

201

00:27:48,940 --> 00:27:49,900

And back to Nick.

202

00:27:52,220 --> 00:28:08,940

I want to talk about community involvement in this presentation as this is one of the criteria that JPAC looks at when assessing a candidate, both at the review of the application and in the interview stage.

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00:28:09,470 --> 00:28:16,910

So community involvement, a candidate should really demonstrate meaningful community engagement and service.

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00:28:17,550 --> 00:28:21,990

This should be a lifelong commitment to service.

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00:28:21,990 --> 00:28:26,670

This shouldn't be coinciding with the application or the process.

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00:28:27,150 --> 00:28:30,030

The committee will certainly be able to see

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00:28:30,710 --> 00:28:39,190

candidates who are committed to their community and participating in their community beyond the time frames of the application process.

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00:28:39,670 --> 00:28:48,390

So a candidate should showcase a strong understanding of and a connection to the diverse communities in which they wish to serve.

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00:28:49,000 --> 00:29:01,240

A strong candidate has a proven commitment to helping others and making positive contributions to society and actively participates in initiatives that strengthen community well-being and public trust.

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00:29:02,680 --> 00:29:12,600

Candidates should describe the attributes and social issues of that particular community and how those issues might be presenting themselves in court.

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00:29:13,140 --> 00:29:19,940

You should be specific to your region and the community in which you are applying as it would affect the role of a justice of the peace.

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00:29:20,420 --> 00:29:25,540

And you should know how these issues in your community might manifest themselves in courts.

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00:29:26,100 --> 00:29:35,540

So you could take your specific community that you are applying to, look at the social and economic issues, look at some of the challenges in the community,

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00:29:35,930 --> 00:29:47,850

and identify how those challenges in that community result in people attending the courts and what a justice of the peace need to do with those people that are attending before the courts.

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00:29:48,570 --> 00:29:54,090

Candidates should exhibit leadership and high achievement in both professional and community settings.

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00:29:54,330 --> 00:30:00,330

They should have a track record of ethical decision making, integrity, accountability and respect for others.

217

00:30:00,330 --> 00:30:00,970

Next slide.

218

00:30:03,970 --> 00:30:13,490

Continuing on with community involvement, candidates should really understand the realities of serving the public across a broad geographic region.

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00:30:14,130 --> 00:30:23,090

A candidate should have the willingness to travel extensively if they're appointed a justice piece for training, court assignments, conferences and regional meetings.

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00:30:23,490 --> 00:30:27,650

This demonstrates commitment to serving communities wherever the need exists.

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00:30:28,450 --> 00:30:32,290

Candidates should show flexibility and dedication to public service.

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00:30:32,640 --> 00:30:43,120

should recognize that justices of the peace work in person from assigned courthouses and may be required to serve at different locations based on the operational needs of the court.

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00:30:44,080 --> 00:30:50,080

Candidates should consider that there is a value accessibility and responsiveness to community needs.

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00:30:50,560 --> 00:30:55,200

This means that a candidate should understand the effective judicial service

225

00:30:55,730 --> 00:31:03,810

requires direct engagements with the public and adaptability in serving diverse populations through the region and throughout the province.

226

00:31:03,890 --> 00:31:04,250

Next slide.

227

00:31:04,250 --> 00:31:13,970

I want to focus on Indigenous cultural competency, as this is an important consideration of the committee.

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00:31:14,530 --> 00:31:24,210

All candidates for the role of Justice of the Peace should note that there is a senior Indigenous Justice of the Peace that would use every application that is submitted in every process

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00:31:24,530 --> 00:31:30,770

And the senior Indigenous Justice of Peace also participates in all interviews across the province.

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00:31:31,410 --> 00:31:38,930

Therefore, candidates should develop knowledge of issues facing Indigenous communities in your applied region.

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00:31:39,650 --> 00:31:52,050

They should demonstrate a genuine commitment to reconciliation, engage in continuous learning and self-reflection, have an understanding of systemic barriers affecting Indigenous peoples,

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00:31:52,480 --> 00:32:06,640

have respect for Indigenous cultures, rights and legal traditions, and note that thoughtful preparation in this area demonstrates awareness and readiness to serve all members of the public, including Indigenous peoples, with fairness.

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00:32:07,840 --> 00:32:12,720

Candidates should, in the application process and also in the interview,

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00:32:13,310 --> 00:32:24,910

Be able to provide specific examples of your direct interaction and/or experience with Indigenous peoples, communities, and/or organizations, rather than simply reciting statistics.

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00:32:25,310 --> 00:32:29,790

Tell us about examples in which you had a personal experience.

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00:32:30,350 --> 00:32:41,870

Explain how this knowledge will support you if you are presiding as a just peace, and you should demonstrate your ability to apply this knowledge fairly and impartially in judicial decision making.

237

00:32:42,190 --> 00:32:42,830

Next slide.

238

00:32:43,970 --> 00:32:45,170

And back to Terry Lynn.

239

00:32:49,290 --> 00:32:49,730

Thank you.

240

00:32:49,730 --> 00:32:56,930

So we've talked about the application itself and now we're going to talk about how you can prepare for the interview.

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00:32:57,250 --> 00:32:59,990

So should you be successful in reaching the interview stage?

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00:33:00,190 --> 00:33:08,590

of the process, there are some key areas of interest that the interview panel will be paying close attention to over the course of your interview.

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00:33:09,550 --> 00:33:15,550

The panel of committee members will be focused on your knowledge of the statutory duties of a justice of the peace.

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00:33:16,350 --> 00:33:24,590

You will be asked direct questions that will focus on your understanding of bail decisions, criminal case management, and provincial offences matters.

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00:33:25,330 --> 00:33:35,970

and your responses should clearly demonstrate judicial qualities that highlight integrity, impartiality, sound judgment, and respect for all persons in the courtroom.

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00:33:37,570 --> 00:33:46,130

Further, you should show your ability to make timely decisions on complex issues and that you can do so professionally while under pressure.

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00:33:47,360 --> 00:34:01,440

Be prepared to use real examples that demonstrates ethical decision making, independence and fairness, cultural awareness and inclusivity, and your ability to manage difficult situations with a calm demeanor.

248

00:34:02,320 --> 00:34:03,200

Next slide, please.

249

00:34:07,450 --> 00:34:24,370

Prior to your interview, you will be contacted by the JPAC staff who will ask you to provide authorization for them to obtain relevant professional and regulatory information to disclose to the committee identifying complaints, charges, or any outstanding claims.

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00:34:25,330 --> 00:34:35,650

And this applies to regulated professions like policing, law, nursing, social work, military service, and accountants to name a few.

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00:34:37,389 --> 00:34:46,750

It is important to note that every effort is made to maintain confidentiality by following a STIC process when we are making these requests.

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00:34:48,110 --> 00:34:55,790

It is highly recommended that anything that remains outstanding should be dealt with in a timely manner to ensure your candidacy.

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00:34:57,480 --> 00:35:00,680

And we will also be asking for a biography from you.

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00:35:01,000 --> 00:35:19,000

And this biography should provide a 150 words, sorry, biography that includes your work experience, involvement in your community, education, and any other relevant qualifications or achievements that you wish to share.

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00:35:20,040 --> 00:35:21,000

Next slide, please.

256

00:35:23,800 --> 00:35:27,080

So now let's talk about the actual interview process itself.

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00:35:27,080 --> 00:35:34,200

The JPAC committee uses the same interview format for all applicants and all interviews.

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00:35:34,600 --> 00:35:43,480

Prior to entering the interview room, the interview chair will meet with each candidate to explain what can be expected over the course of the interview.

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00:35:44,680 --> 00:35:48,600

All interviews are conducted in person before a JPAC panel.

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00:35:49,480 --> 00:35:53,800

Now that panel size may vary depending on the number of regions that you apply to.

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00:35:54,200 --> 00:36:04,520

For example, in a single region interview, there could be up to eight members on the panel, whereas in a multi-region interview, the panel could be considerably larger.

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00:36:05,800 --> 00:36:09,000

And the interviews are formal and fast-paced.

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00:36:09,640 --> 00:36:13,400

You can expect to be before the panel for upwards of 45 minutes.

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00:36:14,600 --> 00:36:19,480

The date, time and location of your interview will be provided by JPAC.

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00:36:20,760 --> 00:36:22,440

Now, what can you expect at the interview?

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00:36:23,320 --> 00:36:25,960

You can expect questions from all panel members.

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00:36:26,680 --> 00:36:33,560

The questions will focus on the selection criteria we talked about earlier that can be found on the JPAC website.

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00:36:34,760 --> 00:36:41,160

The questions are often scenario based that require quick, well thought out and well reasoned responses.

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00:36:42,360 --> 00:36:47,760

When asked a decision-making question, make sure you articulate your final decision.

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00:36:48,120 --> 00:36:54,640

The panel members will not make any inferences based on what you've provided to the panel.

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00:36:56,480 --> 00:37:05,280

And the committee will be listening and assessing your judgment, temperament, communication skills, and your ability to function under pressure.

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00:37:06,400 --> 00:37:07,280

Next slide, please.

273

00:37:09,920 --> 00:37:11,760

I would like to provide you with some tips

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00:37:12,220 --> 00:37:16,060

to assist you with making sure that you get through the interview successfully.

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00:37:17,420 --> 00:37:18,620

Take notes.

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00:37:19,420 --> 00:37:21,980

We actually highly recommend that you take notes.

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00:37:22,140 --> 00:37:26,140

A piece of paper and a pen will be provided to you so you don't have to worry about bringing that.

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00:37:26,860 --> 00:37:34,780

Some of the questions are lengthy and have multiple parts, so this is especially this situation when we have scenario-based questions.

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00:37:35,100 --> 00:37:40,620

So making notes will definitely help you refresh your memory and they can be very helpful.

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00:37:41,940 --> 00:37:49,620

Be prepared to demonstrate your long-term journey to prepare to serve as a justice of the peace and our chair commented on that earlier.

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00:37:50,500 --> 00:38:00,660

Be prepared to articulate the importance of access to justice, fairness, inclusivity and the need for public confidence in the judicial system.

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00:38:02,100 --> 00:38:04,180

45 minutes goes by fast.

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00:38:04,580 --> 00:38:06,980

We've sat on many interviews and we can attest to that.

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00:38:07,330 --> 00:38:11,450

So it is important to stay focused on the question that is asked of you.

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00:38:12,370 --> 00:38:15,410

Keep your responses concise yet fulsome.

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00:38:16,530 --> 00:38:25,650

And this will help with the efficiency of the interview and will afford all the panel members the opportunity to speak with you directly.

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00:38:26,850 --> 00:38:30,050

Arrive dressed to make an impression because it does matter.

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00:38:30,930 --> 00:38:36,610

And demonstrate to the panel that you are prepared, confident and committed to this lifetime appointment.

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00:38:37,490 --> 00:38:42,130

There will not be any available time after the interview for you to ask any questions.

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00:38:43,490 --> 00:38:45,330

Next slide, please, and back to Nick.

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00:38:47,410 --> 00:38:48,610

Thank you, Terry Lynn.

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00:38:49,310 --> 00:38:54,750

I want to focus a little bit on some of the intangibles that the committee looks for.

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00:38:55,310 --> 00:39:11,070

This presentation has focused a lot on the things that are objective, but there is a subjective analysis that the committee looks for when making their decisions with respect to having a candidate proceed further into the process.

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00:39:11,550 --> 00:39:15,550

So a good candidate, a strong candidate, exhibits

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00:39:15,920 --> 00:39:19,120

integrity, fairness, and sound judgment.

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00:39:19,840 --> 00:39:23,360

They make principled and impartial decisions based on facts.

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00:39:23,440 --> 00:39:26,800

They make the right decisions even if it's unpopular.

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00:39:27,440 --> 00:39:36,000

A good candidate will uphold high ethical standards in both professional and personal conduct and will demonstrate examples of being empathetic.

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00:39:36,880 --> 00:39:43,200

This can be articulated in the application itself by providing real-life examples

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00:39:43,620 --> 00:39:48,500

and in the interview as you answer the questions that are presented to you by the panel.

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00:39:49,940 --> 00:39:55,540

A strong candidate will exhibit compassion, professionalism, and strong interpersonal skills.

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00:39:56,140 --> 00:39:59,460

They will treat everyone with dignity, respect, and empathy.

303

00:39:59,980 --> 00:40:04,900

They will communicate effectively in challenging and emotionally charged situations.

304

00:40:05,220 --> 00:40:09,060

And they'll balance compassion with impartiality and fairness.

305

00:40:09,380 --> 00:40:10,020

Next slide.

306

00:40:14,210 --> 00:40:17,570

A strong candidate will demonstrate dedication to public service.

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00:40:17,970 --> 00:40:31,090

As I indicated earlier, in your application, if your public service or community service starts just before you submitted your application, this does not demonstrate a commitment to lifelong service.

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00:40:31,570 --> 00:40:38,610

You should place service, responsibility and accountability to the community and public interest at the forefront.

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00:40:40,350 --> 00:40:52,190

A candidate for justice of the peace should recognize that if you're appointed, you'll work flexible hours, long hours, including weekends, statutory holidays, and overnight assignments when they're required.

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00:40:52,590 --> 00:40:58,670

You should recognize the responsibility and accountability that come with judicial office if appointed.

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00:41:00,030 --> 00:41:05,630

And a strong candidate will show resilience, adaptability, and a strong work ethic.

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00:41:06,210 --> 00:41:17,490

So an example of this might be applying to become a justice piece for many processes and not being selected for an appointment.

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00:41:17,970 --> 00:41:25,890

It doesn't mean that your application or your interview isn't strong if you're not appointed.

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00:41:25,890 --> 00:41:33,090

There could be many reasons beyond the application and the interview that result in you not being appointed.

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00:41:33,900 --> 00:41:40,540

that has to do with resources that are available, time slots and availabilities in the vacancies.

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00:41:40,940 --> 00:41:55,900

So a strong candidate will recognize that being a lifelong learner, being able to look at adversity and pick themselves up and continue forward is a strong intangible characteristic that the committee looks for.

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00:41:57,100 --> 00:42:03,340

Candidates should be able to manage demanding workloads, long days and high pressure situations.

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00:42:03,740 --> 00:42:08,140

They should be ready to adapt to last minute schedule changes and court assignment changes.

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00:42:08,700 --> 00:42:18,300

And they should also be able to demonstrate both in the application or in the interview how they've overcome adversity.

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00:42:19,100 --> 00:42:26,780

Demonstrating commitment and perseverance throughout this rigorous appointments process, including applying for multiple processes.

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00:42:27,260 --> 00:42:31,020

You should recognize that what you've learned from a previous process

322

00:42:31,530 --> 00:42:34,170

and how to apply it to your current candidacy.

323

00:42:35,210 --> 00:42:35,850

Next slide.

324

00:42:41,330 --> 00:42:42,490

And back to our moderator.

325

00:42:46,170 --> 00:42:48,650

All right, well, thank you for tuning into this webinar, everyone.

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00:42:48,810 --> 00:42:57,010

Should you have further questions, please refer to JPAC's website at www.ontariocourts.ca/ocj/jpaac.

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00:43:02,440 --> 00:43:10,560

There you can find their frequently asked questions page, and if you have additional questions, you can e-mail the committee's coordinator at jpaac.info@ontario.ca.

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00:43:10,600 --> 00:43:19,240

Today's event has been recorded and will be posted on the JPAC website for later viewing.

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00:43:19,640 --> 00:43:29,960

If you haven't done so already, please view the current advertisement of the new Justice of the Peace vacancies and sign up for our e-mail notifications, also available on the JPAC website.

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00:43:30,430 --> 00:43:33,950

Many thanks for a wonderful presentation and thank you for your attention.

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00:43:34,350 --> 00:43:36,470

We look forward to receiving your applications.

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00:43:36,470 --> 00:43:37,870

Enjoy the rest of your day.

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00:43:43,750 --> 00:43:44,310

All right.

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00:43:44,310 --> 00:43:50,950

Thank you for tuning in to watch this webinar and learn how to become a strong candidate.

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00:43:51,190 --> 00:43:53,110

We hope you found it informative.

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00:43:53,990 --> 00:43:58,870

I will now introduce JPAC's chair, Nicholas Sharistis.

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00:44:00,190 --> 00:44:10,830

as well as senior indigenous justice of the peace, her worship, Libby Garg, and justice of the peace, his worship, Gary McMahon.

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00:44:12,110 --> 00:44:20,030

And I do see that we have had some questions coming in through Slido, so we will be switching over to Slido.

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00:44:21,370 --> 00:44:26,410

And I believe his worship, he may have just been disconnected.

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00:44:26,730 --> 00:44:28,090

So we'll try to get him back.

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00:44:28,970 --> 00:44:33,730

But we do have some Slido questions coming in, which we will be heading over to.

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00:44:35,050 --> 00:44:38,490

And you will see questions by other attendees.

343

00:44:39,130 --> 00:44:48,250

If you have a question which has already been asked, you can like that question as we will be answering the questions from most to least liked.

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00:44:49,150 --> 00:44:53,470

So please do like anything you have, especially if it's a question you already had.

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00:44:54,270 --> 00:44:59,950

The more votes to the question, the more likely we'll try to fit it in into the Q&A period.

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00:45:00,750 --> 00:45:08,990

Please do not include any personal information in your questions or post questions that are related to your specific application.

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00:45:09,550 --> 00:45:16,670

We will respond to general questions about the Justice of the Peace position and the committee process.

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00:45:17,430 --> 00:45:38,430

If your question was not answered during the session, please review the committee's frequently asked questions page on the JPAC website at www..ontariocourts.ca slash OCJ slash JPAAC and this information has also been put into the chat.

349

00:45:38,750 --> 00:45:45,430

So I'm just going to take a quick look to see if his worship has joined us again.

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00:45:46,540 --> 00:45:54,620

And it looks like he has not yet, but what I'll do is we'll get things kicked off with the very first question.

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00:45:56,460 --> 00:46:09,340

If applying to multiple areas, should I observe all four court types in each location, or can I cover the four types through a combination of observations across the two locations?

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00:46:13,320 --> 00:46:16,040

Okay, I'll take that answer or that question.

353

00:46:16,280 --> 00:46:18,600

So the simple answer to that is yes.

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00:46:19,800 --> 00:46:24,680

There are different courts that adjust the piece presided, criminal court.

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00:46:24,720 --> 00:46:31,520

Of course, there's case management, bail court, and there's intake court, and then there's POA court.

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00:46:31,640 --> 00:46:42,520

So there is a strong possibility that in the interview, you'll be asked questions about any one of those areas.

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00:46:42,880 --> 00:46:50,880

And the more you observe court and the different types of court, the more prepared you'll be to answer those questions at an interview.

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00:46:51,280 --> 00:46:58,400

But for the purposes of the application, a lot of people may say, well, how many court observations should I do?

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00:46:58,640 --> 00:47:02,960

That's kind of a question that's not in this question, but I'm going to just put that out there.

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00:47:03,760 --> 00:47:08,240

If you do multiple court appearances, it shows your commitment

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00:47:08,700 --> 00:47:14,540

and it shows that you are taking this opportunity very, very seriously.

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00:47:14,540 --> 00:47:17,420

So the more court observations you do, the better.

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00:47:21,340 --> 00:47:23,100

All right, thank you very much for that.

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00:47:23,860 --> 00:47:27,180

And the next question here we have from Antonio Ginko.

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00:47:28,620 --> 00:47:38,300

It's, I think, if it's 15 months from the launch of the process or, sorry, I think it is, it 15 months from the launch of the process or 15 months

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00:47:38,670 --> 00:47:44,230

from the due date of the application that you want the observations are restricted to?

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00:47:48,670 --> 00:47:50,510

I'll take that one as well.

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00:47:50,510 --> 00:47:57,550

So 15 months from the launch of the process is what we're looking at in the application.

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00:47:57,550 --> 00:48:03,070

However, we don't want candidates to stop making court observations

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00:48:03,570 --> 00:48:06,530

even after the competition closes.

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00:48:06,530 --> 00:48:14,770

We encourage candidates to continue making court observations right up until the interview.

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00:48:14,850 --> 00:48:19,250

And in fact, one of the questions in the interview is have you continued making court observations?

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00:48:21,250 --> 00:48:22,050

Next question.

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00:48:23,490 --> 00:48:24,610

All right, thank you very much.

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00:48:25,170 --> 00:48:26,450

And thank you for that question.

376

00:48:27,330 --> 00:48:29,730

The next question we have here is can a referee

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00:48:30,370 --> 00:48:37,410

also be a professional mentor or should all four have directly supervised or worked alongside me?

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00:48:40,290 --> 00:48:42,530

Yeah, I'll ask her worship garg to jump in on this one.

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00:48:43,170 --> 00:48:44,850

Yes, thank you very much and I'm happy to.

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00:48:45,250 --> 00:48:50,690

I would say that a professional mentor would be completely sufficient.

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00:48:50,930 --> 00:48:52,650

The importance is that the

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00:48:53,510 --> 00:49:01,670

person who you have as listed as your referee needs to be able to speak to your work or community involvement.

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00:49:01,670 --> 00:49:09,990

So they need to be able to say something beyond that you are a good parent or a good neighbor.

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00:49:10,230 --> 00:49:18,550

They need to be able to speak directly to your contribution, either to a community or to your work and what that means.

385

00:49:21,070 --> 00:49:21,470

Perfect.

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00:49:21,470 --> 00:49:25,190

Thank you very much for the answer and for sending in the question.

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00:49:25,830 --> 00:49:40,070

And the next one we have here is, are community referees required to have known the applicant through unpaid volunteer work or can they attest to meaningful community contributions made through their employment?

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00:49:40,390 --> 00:49:49,830

Are applicants with significant paid community service at a disadvantage as compared to those with volunteer experience?

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00:49:50,560 --> 00:50:00,240

I'll maybe add just another two cents to this and then maybe Nick will have I need something to add beyond that.

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00:50:00,880 --> 00:50:05,280

The role of a justice of peace really is a community service based goal.

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00:50:05,360 --> 00:50:18,960

So what community service that's unpaid demonstrates is that individuals have a deep seated and longstanding commitment to giving back to their community in a way that is beyond the professional scope of

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00:50:20,000 --> 00:50:20,800

giving back.

393

00:50:21,280 --> 00:50:24,520

So I wouldn't say that it's necessarily disadvantaged.

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00:50:24,560 --> 00:50:29,200

However, it is looked at differently than unpaid community contributions.

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00:50:31,520 --> 00:50:38,160

So I mean, I can look at this from another angle and this is the diversity of the committee.

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00:50:39,280 --> 00:50:45,200

There are some candidates in their application who sit on various boards.

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00:50:45,660 --> 00:50:51,260

and by participation in those boards, it's community work and they might receive a per diem.

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00:50:51,900 --> 00:50:57,980

It demonstrates a high level of achievement in community when you're serving on a board.

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00:50:58,540 --> 00:51:03,980

And if you're paid for that, just happens to be part of the community work.

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00:51:03,980 --> 00:51:07,740

I don't look at it as a disadvantage for the candidate.

401

00:51:08,380 --> 00:51:14,140

Certainly when I review applications, I look for high level contributions to the community.

402

00:51:14,560 --> 00:51:24,640

and I look for individuals who have succeeded in community service, whether it be organized by way of boards or whatnot.

403

00:51:24,800 --> 00:51:38,560

And in the day-to-day that Her Worship is referring to, the deep-seated involvement in the community, the one-on-one, the being in the trenches in the community, that's also valued by the committee.

404

00:51:39,040 --> 00:51:41,760

I hope that answers the question to whoever asked that.

405

00:51:43,700 --> 00:51:47,300

All right, thank you very much for that question and the answer.

406

00:51:47,620 --> 00:51:52,660

And we do have his worship McMahon with us, so thank you very much, your worship.

407

00:51:53,140 --> 00:51:55,780

And we're just going to move along to the next question here.

408

00:51:56,620 --> 00:52:04,740

What changes growth is most important to applications and how much change in the application are you looking for?

409

00:52:07,710 --> 00:52:09,150

I can maybe weigh in on that.

410

00:52:09,230 --> 00:52:14,030

And I also agree with the comments that Nick shared earlier as well.

411

00:52:14,110 --> 00:52:21,230

We are a committee for a reason and you have a lot of different opinions that won't come to bear on the application that you ultimately submit.

412

00:52:22,540 --> 00:52:29,100

The changes that we're looking for year over year are changes that make the application stronger as a justice of peace.

413

00:52:29,420 --> 00:52:52,380

So if you're filling out your application and you feel that perhaps you are a little bit weaker in one area and you're not successful in that round, then perhaps that's the area that you want to focus on for the next round and even maybe highlight that for the committee to show that this is something, if it continues to be appalling for you, that it is something that you're actively working on year over year.

414

00:52:52,940 --> 00:52:54,780

as you progress in the process.

415

00:52:57,260 --> 00:52:58,620

All right, thank you very much for that.

416

00:52:59,500 --> 00:53:01,340

I did notice there were a few hands that were up.

417

00:53:01,460 --> 00:53:10,540

If you do have a question, please do either go to slido.com or scan the QR code you see on your screen to ask any questions or comments you may have.

418

00:53:11,180 --> 00:53:18,060

If you need to put in the event code separately, please type in JPAAC2026.

419

00:53:18,940 --> 00:53:21,420

And with that, I'm going to move over to the next question here.

420

00:53:22,460 --> 00:53:33,340

If I apply for a justice of the peace position and I'm unsuccessful due to a lack of experience, will that hinder my chances of future opportunities if I reapply?

421

00:53:40,060 --> 00:53:40,620

Yeah, sure.

422

00:53:41,260 --> 00:53:51,740

I can indicate that every application that is received, if you're not successful in an appointment process in that round and you reapply, it will be considered as a fresh application.

423

00:53:52,850 --> 00:53:57,250

And so we look at the present application.

424

00:53:57,810 --> 00:54:07,930

And if you do believe you have shortcomings in your application, you should try to address them before the next time you apply, but it will be considered as a fresh application.

425

00:54:11,130 --> 00:54:12,850

Perfect, thank you very much.

426

00:54:13,570 --> 00:54:19,250

And the next one here we have is, I'm curious about what this full-time position looks like.

427

00:54:19,880 --> 00:54:26,040

35 hours a week in court or is it a combination of in court and office time?

428

00:54:29,240 --> 00:54:32,560

That's a great question for one of our presiding justices of the peace.

429

00:54:32,560 --> 00:54:34,600

They'll tell you how hard and how long they work.

430

00:54:35,880 --> 00:54:39,000

I'll weigh in on this one.

431

00:54:41,400 --> 00:54:46,760

The work that we do in our justice of the peace is done in the courtrooms.

432

00:54:47,630 --> 00:54:54,190

We operate in intake courts, we operate in criminal hearing courts, we operate in bail courts, and we operate in provincial offences courts.

433

00:54:55,150 --> 00:54:59,990

And as a general rule, there is the court time, but there's also the preparation.

434

00:55:00,070 --> 00:55:02,990

preparation time and also decision writing time.

435

00:55:03,630 --> 00:55:07,470

So your weeks could vary in terms of workload.

436

00:55:07,550 --> 00:55:11,550

There's going to see some very heavy weeks and there could be some lighter weeks.

437

00:55:11,630 --> 00:55:14,430

It depends on the volume of court matters that come before the court.

438

00:55:15,870 --> 00:55:20,830

So it is mostly court work, but there also is that preparation time and also the decision writing time.

439

00:55:20,870 --> 00:55:26,590

If you're called upon to write a decision or prepare a decision, you might have to work on that after hours.

440

00:55:27,070 --> 00:55:29,230

So it is an intensive position.

441

00:55:29,610 --> 00:55:35,130

It requires a lot of work and a lot of preparation and in-court work.

442

00:55:35,290 --> 00:55:43,050

But as a general rule, it depends on the volume of the matters that come before you.

443

00:55:43,050 --> 00:55:45,370

All right, thank you very much for that, Your Worship.

444

00:55:46,650 --> 00:55:53,130

The next question we have here is, are positions fully in person or are there opportunities for hybrid work?

445

00:55:54,700 --> 00:55:55,500

I can take that one.

446

00:55:55,980 --> 00:55:59,500

The positions are in person and they're in person for a reason.

447

00:55:59,500 --> 00:56:10,700

We deal with some of the most vulnerable people in our communities and being there and being physically present at times can really make the difference in your day.

448

00:56:11,980 --> 00:56:14,460

We're also the face of justice.

449

00:56:14,460 --> 00:56:21,660

We're the first people and sometimes the only people that people will interact with in our justice system and it is a fully in person.

450

00:56:22,480 --> 00:56:25,640

I'm not sure if His Worship McMahon has anything to add to that.

451

00:56:27,120 --> 00:56:34,880

I can indicate that the Justice of the Peace Act contains a disposition which stipulates that Justice of the Peace work in courthouses.

452

00:56:36,080 --> 00:56:37,600

So the work is in person.

453

00:56:41,840 --> 00:56:43,440

All right, thank you very much.

454

00:56:43,680 --> 00:56:46,880

And thank you for asking that question.

455

00:56:47,760 --> 00:56:48,800

If a person does

456

00:56:49,080 --> 00:56:58,040

doesn't have a university degree but has over 35 years of relevant experience, would they still be able to apply?

457

00:57:00,760 --> 00:57:02,840

Simple answer to that question is yes.

458

00:57:03,320 --> 00:57:13,640

There is a provision in the Justices of the Peace Act that allow us to look at candidates that have exactly this type of background.

459

00:57:14,040 --> 00:57:16,680

What we're looking for is lived experience

460

00:57:17,030 --> 00:57:23,590

35 years of work and relevant work experience to me, that's a good candidate.

461

00:57:27,190 --> 00:57:29,110

All right, thank you very much for that.

462

00:57:30,230 --> 00:57:35,190

And the next one is, does the 10 years of work experience have to be continuous?

463

00:57:39,150 --> 00:57:40,550

I'll take that as well.

464

00:57:40,550 --> 00:57:42,950

So these are, by the way, these are great questions and

465

00:57:44,000 --> 00:57:45,360

this is completely live.

466

00:57:45,360 --> 00:57:48,360

So we don't have an opportunity to prepare for these.

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00:57:48,360 --> 00:57:53,040

So this is like a live firing squad here that we're on.

468

00:57:53,440 --> 00:57:55,520

10 years of work experience continuous.

469

00:57:55,680 --> 00:57:58,040

It does not need to be continuous.

470

00:57:58,040 --> 00:58:02,160

Some people leave the workforce, go back to school.

471

00:58:02,800 --> 00:58:10,000

Some people leave the workforce for other reasons that they may or may not explain in the application itself.

472

00:58:10,500 --> 00:58:18,820

But the simple answer is that your combined, your total work experience should be no less than 10 years.

473

00:58:18,820 --> 00:58:21,380

And that comes right from the Justices of the Peace Act.

474

00:58:21,700 --> 00:58:30,900

We cannot look at a candidate that has less than 10 years of work experience because they would be ineligible to serve in the role.

475

00:58:33,860 --> 00:58:34,900

Okay, thank you for that.

476

00:58:36,360 --> 00:58:38,880

And how much training is provided?

477

00:58:39,040 --> 00:58:40,640

Is the training period paid?

478

00:58:44,560 --> 00:58:46,320

I'll weigh in on that one.

479

00:58:47,440 --> 00:58:58,160

Following appointment, there will be a period of approximately 8 to 9 months will you be going under, you'll be following, the new justice piece will be following initial education.

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00:58:58,720 --> 00:59:02,240

And that involves a period of training, approximately 9 weeks of training.

481

00:59:03,840 --> 00:59:04,480

And then

482

00:59:05,040 --> 00:59:13,360

Between those training sessions, you return to your base courts and you do mentoring and you're mentored in the court system by a colleague that's appointed to help you.

483

00:59:13,680 --> 00:59:17,680

So the training is over a period of eight to nine months.

484

00:59:18,160 --> 00:59:26,640

In addition, there are conferences that are held annually twice a year for Justice of the Peace to pursue continuing education.

485

00:59:27,200 --> 00:59:33,440

And there are also other modules that are available on an ad hoc basis in certain circumstances.

486

00:59:36,550 --> 00:59:38,150

All right, thank you very much for that.

487

00:59:39,190 --> 00:59:41,430

And we've got a question here from Josh.

488

00:59:42,230 --> 00:59:50,310

Given all of the different courts a JP presides over, which are the toughest or most rewarding assignments?

489

00:59:52,710 --> 00:59:58,710

I can start off on that and if His Worship McMahon is able to rejoin us, I'm sure that he'll have an opinion as well.

490

00:59:58,950 --> 01:00:01,430

I think that a lot of that depends on

491

01:00:02,610 --> 01:00:06,650

perhaps where you come from and maybe where you're even at yourself on a given day.

492

01:00:07,370 --> 01:00:20,730

Being in a provincial offenses trial can certainly be challenging, especially when you're working with legislation that perhaps you don't touch very often and with complex factors involved in that trial.

493

01:00:22,050 --> 01:00:32,410

presiding over a bail hearing, of course you have somebody's liberty that's directly at stake in that instance and you're asked to make a decision on whether that person is released or not.

494

01:00:32,450 --> 01:00:42,410

And pretty much any decision that you make at any point, there's going to be a party that is displeased and sometimes a party that is less displeased.

495

01:00:42,570 --> 01:00:45,290

You rarely make people happy in this world.

496

01:00:45,290 --> 01:00:45,690

So

497

01:00:47,690 --> 01:00:51,450

It really can, there can certainly be challenging days.

498

01:00:51,690 --> 01:00:59,010

As far as most rewarding, while you can rarely make people happy, there are certain days that feel more rewarding, perhaps because of the...

499

01:01:00,400 --> 01:01:04,800

people before you on that day or maybe how you're able to interact with them.

500

01:01:05,200 --> 01:01:12,160

And sometimes it's also the perhaps soft touches that you're able to bring to the bowl.

501

01:01:12,160 --> 01:01:19,200

So how you show up in the courtroom, how you lead the courtroom, making sure that people feel seen and heard.

502

01:01:19,520 --> 01:01:29,040

And sometimes the people that come before us may not have had the experience recently of feeling as if somebody actually heard them and saw them.

503

01:01:29,420 --> 01:01:38,660

So those can be some of the more rewarding days in that, but you're completely correct that we do deal with a very wide array of jurisdiction.

504

01:01:38,660 --> 01:01:45,900

And that's what's wonderful about the position though, is that every day can be a little bit different when you're presiding.

505

01:01:49,400 --> 01:01:51,480

All right, thank you very much for that.

506

01:01:52,040 --> 01:01:54,520

Looks like we might have lost His Worship here.

507

01:01:54,520 --> 01:01:55,880

We're just trying to get him back.

508

01:01:56,560 --> 01:01:59,320

I've got a couple more questions to go through here.

509

01:02:00,000 --> 01:02:04,840

When applying for a bilingual posting, is it okay to do it in English?

510

01:02:05,240 --> 01:02:06,360

Is it preferable?

511

01:02:08,200 --> 01:02:09,480

So I'll take that one.

512

01:02:10,000 --> 01:02:18,360

It's too bad that His Worship McMahon isn't on for this question being fully bilingual francophone, justice of the peace.

513

01:02:18,880 --> 01:02:28,080

So this is relevant for this upcoming process as well, given the number of bilingual vacancies.

514

01:02:29,280 --> 01:02:47,120

I can tell you that in the East region, there are community members in the East region, one or two are bilingual, and then you have the senior indigenous, sorry, the senior, the regional senior just the peace in that region is bilingual.

515

01:02:47,560 --> 01:02:49,560

and a core member of the committee is bilingual.

516

01:02:51,320 --> 01:03:05,240

The relevance of that is if you submit your application in French, you don't risk things being lost in the translation to English for the balance of the committee.

517

01:03:05,630 --> 01:03:19,470

because when I get an application that's translated from French to English, there might be something that is simply not, the tone of it may not be the same as what it would be if the application was written in French.

518

01:03:19,950 --> 01:03:30,910

But what you'll have if you apply and your application is written in French, you'll have the bilingual members of the committee review your application

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01:03:31,350 --> 01:03:36,470

And if it's a good application, they'll likely advocate for you at a selection meeting.

520

01:03:36,950 --> 01:03:43,630

And at that point, you can be sure that nothing was lost in the translation.

521

01:03:43,630 --> 01:03:46,150

But I see Gary, His Worship McMahon is back.

522

01:03:46,670 --> 01:03:47,910

What are your thoughts on this one?

523

01:03:49,910 --> 01:03:53,190

The official languages of the court are French and English.

524

01:03:53,590 --> 01:03:57,230

If you make an application in French and English, it will be fully considered.

525

01:03:58,550 --> 01:04:00,790

And the choice is yours.

526

01:04:04,260 --> 01:04:09,060

And you have to look at the base court vacancies that you're applying for.

527

01:04:09,700 --> 01:04:22,860

And, if you're applying for a base court vacancy in, for example, I don't think we have one in Laura Now, but we do have one in Cornwall, which is a bilingual position.

528

01:04:22,860 --> 01:04:26,580

It's also a very high percentage bilingual community.

529

01:04:27,050 --> 01:04:36,970

I think that submitting your application in French will show your ability to articulate some of the answers in French.

530

01:04:37,050 --> 01:04:42,010

And then you'll have our bilingual members and Francophone members of our committee review that application as well.

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01:04:45,130 --> 01:04:47,050

All right, thank you very much for that.

532

01:04:47,850 --> 01:04:51,450

And this one here, how strongly is indigenous

533

01:04:52,100 --> 01:04:57,100

a lived or work experience weighed when applying for a regular appointment?

534

01:04:59,780 --> 01:05:06,100

I wouldn't say that there is an exact percentage of weight that we apply to this.

535

01:05:06,100 --> 01:05:15,780

However, people who have Indigenous lived or work experience, specifically lived experience, are encouraged to apply to all positions, whether it's Indigenous or open.

536

01:05:16,180 --> 01:05:21,980

There's also a ranking that is asked for and

537

01:05:22,500 --> 01:05:47,860

If there's a position that is available in an area close to where you live and it's not an indigenous designated vacancy and you do have indigenous lived experience, you identify as an indigenous person, then you know it's understandable why that would perhaps be your number one ranking when you put in your the positions that you would like at the various court basis.

538

01:05:48,790 --> 01:05:54,310

That being said, we have Indigenous people on the bench that are appointed to open positions.

539

01:05:54,390 --> 01:05:59,990

We also have Indigenous people on the bench that are appointed, of course, to Indigenous designated positions.

540

01:06:00,590 --> 01:06:05,630

And it's all taken into consideration when we look at the diversity of an applicant.

541

01:06:06,190 --> 01:06:10,030

I'm not sure perhaps the other committee members may have their own perspective on that.

542

01:06:10,030 --> 01:06:21,950

But it's always, always useful as well as any sort of indigenous competency or diversity competency is very useful for applicants in this process.

543

01:06:23,390 --> 01:06:29,550

So yeah, my thought on that is the opportunity to demonstrate your

544

01:06:30,150 --> 01:06:45,510

Indigenous lived and work experience will come at the interview stage because you'll get a question from the senior Indigenous justice piece at the interview, which will then be considered at the conclusion of that interview.

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01:06:45,510 --> 01:06:55,270

The committee has a discussion as to what to do with the candidate, whether they will move on in the competition or whether that will be the final step, the interview.

546

01:06:55,820 --> 01:07:15,420

And we've had instances where someone who is applying for a non-indigenous position, where they're asked the question about indigenous cultural competency, bombing that question could be the end of the process for that candidate.

547

01:07:15,900 --> 01:07:23,580

Even though there might be reasons to have interviewed the candidate, meaning that the application was strong,

548

01:07:24,910 --> 01:07:38,750

the Indigenous lived and work experience will allow the candidate to be able to answer more wholeheartedly, more personally, the question that is asked of them at the interview.

549

01:07:38,830 --> 01:07:42,590

So that's the way I would look at the answer to that question.

550

01:07:46,030 --> 01:07:47,950

All right, thank you very much.

551

01:07:47,950 --> 01:07:50,270

And it looks like this is the last question we have.

552

01:07:50,910 --> 01:07:54,590

For today, I won't even highlight it actually.

553

01:07:55,790 --> 01:07:59,950

How often is a bilingual justice working in both languages?

554

01:08:02,750 --> 01:08:08,190

Oh, we just lost His Worship McMahon right at the best time to answer this question.

555

01:08:08,910 --> 01:08:15,950

It really also depends on the jurisdiction that the justice is presiding in.

556

01:08:15,990 --> 01:08:17,310

Again, there are

557

01:08:17,950 --> 01:08:32,830

parts of the northwest where there are bilingual positions and the east region where you can expect to be presiding more often in French than you would be in downtown Toronto.

558

01:08:33,229 --> 01:08:40,109

So the answer to that question is really depends on the region and demands of the courts in that region.

559

01:08:40,750 --> 01:08:45,390

And if there is an accused person

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01:08:46,090 --> 01:08:55,370

who request their trial in French and it's in a court where we don't have a bilingual justice peace.

561

01:08:55,930 --> 01:09:09,930

What will happen is the Court of Justice then will draw upon the bilingual justices of the peace from throughout the province to bring them into that jurisdiction in order to conduct the trial or hearing in French.

562

01:09:10,729 --> 01:09:12,250

Your Worship Garg, any thoughts on that one?

563

01:09:15,029 --> 01:09:16,470

Nothing substantive to add.

564

01:09:16,710 --> 01:09:17,109

I agree.

565

01:09:17,350 --> 01:09:21,590

It really does depend on the region and the staffing needs of that region.

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01:09:21,990 --> 01:09:40,149

And I know that the RSJPs, the Regional Senior Justices of the Peace, who are responsible, have the scheduling delegated to them really give quite a bit of consideration to the various French needs in our courts and as a presiding bilingual justice of the peace.

567

01:09:40,770 --> 01:09:46,850

that you would be considered within the matrix of availability for those port assignments.

568

01:09:50,370 --> 01:09:52,930

It seems we've come to the end of the questions here.

569

01:09:52,930 --> 01:09:55,970

Thank you everyone for staying on as long as you have.

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01:09:55,970 --> 01:10:04,850

I still see a large number of people in the webinar and it's always a pleasure to answer everyone's questions.

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01:10:04,890 --> 01:10:09,090

And really we're looking for great candidates that we can

572

01:10:09,590 --> 01:10:10,990

review applications.

573

01:10:10,990 --> 01:10:12,870

Hopefully we can meet you at the interview.

574

01:10:13,190 --> 01:10:18,470

And this is part of what we offer at JPAC to help you become a better candidate.

575

01:10:22,190 --> 01:10:24,070

Okay, thank you very much for that.

576

01:10:24,070 --> 01:10:25,030

And thank you very much.

577

01:10:25,510 --> 01:10:28,950

Thank you to everyone who submitted your questions today.

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01:10:28,950 --> 01:10:38,390

And thanks to our hosts, Nicholas Sharitsis, her worship Libby Garg, and his worship Gary McMahon.

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01:10:39,200 --> 01:10:43,120

We are at time and we're sorry if we did not get to all the questions.

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01:10:44,160 --> 01:10:59,520

And if your questions were not answered, please feel free to send in your questions at the e-mail, sorry, the committee e-mail, which is jpac.info at Ontario.ca.

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01:10:59,520 --> 01:11:05,840

And that is jpac.info at Ontario.ca.

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01:11:06,270 --> 01:11:13,270

for any questions you may have that are not in the frequently asked questions on the JPAG website.

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01:11:13,270 --> 01:11:18,990

Today's event has been recorded and will be on the JPAG website for later viewing.

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01:11:19,510 --> 01:11:29,550

If you haven't done so already, make sure to view the current advertisement of the new Justice of the Peace vacancies and sign up for our e-mail notifications.

585

01:11:30,100 --> 01:11:32,220

also available on the JPAG website.

586

01:11:32,740 --> 01:11:34,500

This does conclude today's event.

587

01:11:34,580 --> 01:11:36,340

Please enjoy the rest of your day.

588

01:11:36,740 --> 01:11:39,700

Take care and stay safe, and we'll see you again.