



Judges Counselling Program Report
Canadian Superior Courts Judges Association
August 2013

Sometimes even judges don't have all the answers.

The Judges Counselling Program (JCP) serves approximately 2700 federally and provincially appointed judges, masters, justices of the peace and prothonotaries and their families.

All of us can be impacted, either directly or indirectly as family members, by personal issues that can benefit from the JCP. The JCP links you and your family members to a network of dedicated professionals who can provide **confidential, short-term** counselling services. These professionals, managed through our service provider, Shepell•fgi, are made up of experienced counselors, psychologists, social workers and specialists. In addition to counselling services, many useful links and resources are available through our website.

JCP also provides Work/Life Solutions as a confidential advisory service to assist you and your family in balancing work/life issues. Work/Life Solutions includes such issues as elder care, smoking cessation, nutrition counselling and general health guidance.

The JCP services are also available to our retired members.

Finally, the JCP recognizes the stresses that can arise with a difficult trial. In this regard, we provide a specialized Trial Support Program designed by professionals at Shepell•fgi to support judges involved in such trials – pre, during and post-trial, as needed.

To contact JCP Resources, through its dedicated phone lines or e-mail, 24 hours a day, 7 days a week, you can:

- Call 1-866-872-6336 (English) or (Français);
- Call TDD 1-800-363-6270 (hearing impaired) or ATS 1-800-263-8035 (personnes malentendantes); or
- Access the JCP Website, directly at www.jcp.ca or www.pcmagis.ca or through the link on Judicom.

Confidentiality and privacy are of utmost importance to your Board of Directors. The names of those who use the JCP services are never disclosed to the Board and our reports are closely and frequently scrutinized to ensure that your privacy is always maintained.

Highlights of JCP Utilization

Our overall utilization rate in the past fiscal year (July 1, 2011 to June 30, 2012) was 6.87 % (185 cases), an increase from the previous year (6.1% and 165 cases). Of the 185 cases recorded in the 2011-2012 program year, 85% of the cases were for Professional Counselling. The most prevalent counselling issues were: personal stress (58%); general relationship issues (11%); and anxiety (9%). About 15% of the cases were recorded for Work/Life Solutions, with stress management, naturopathic services and nutrition counselling as the most accessed areas.

Although final figures for the 2012-2013 year are not yet available, it appears that the JCP usage is trending higher, with a projected utilization rate of 7%. Most notably, we have seen an increase in access by family members.

Financing and Accountability of JCP

JCP contracts with Shepell•fgi to provide services on terms and at rates that are consistent with similar contracts across the industry. Shepell•fgi works closely with our Board to ensure that the special needs of judges are met.

Financial management of the program is done through the Office of the Commissioner of Federal Judicial Affairs (FJA). The costs of the JCP for federally-appointed judges are paid directly by FJA (the costs are NOT born by the Judges Association). For other judicial officers (provincially-appointed judges, masters, justices of the peace and prothonotaries) covered by the program, FJA invoices the chief Judges or other appropriate party on a per-member basis.

The JCP has been fortunate to receive s. 41(1) funding for our federally-appointed Board Members to attend our Annual Board Meeting in the fall and our Executive Meeting in the spring.

In addition to our contracts with Shepell•fgi, the JCP incurs some minor administrative expenses for such things as the maintenance of our web-site and Board meetings. Our financial statements are audited annually.

Future Planning

Our three year contract with Shepell•fgi expires in 2013. The JCP Board is reviewing a **renewal proposal** with some changes. The rate structure will remain flat with a reconciliation rate based on utilization as is done currently. The proposal contains an **annual cost adjustment** reflecting cost of living adjustments in accordance with the Canadian Consumer price Index (CPI). As well, the proposal provides for automatic renewal (**Evergreen**) until such time as either party signifies its desire to terminate.

Our service provider has also proposed adding a new component to the JCP suite of Workplace Support Services. In response to the growth in mental health issues, **Depression Care** has been designed to assist clients that are dealing with complicated and potentially high risk problems related to depressive episodes. These problems require a combination of counselling, psychiatric support and case management services beyond the mandate of the traditional JCP

short term counselling services. This program would, like the Trial Support program, operate on a fee for service basis outside our general rate structure. The Board is currently examining the financial implications.

An **Accessibility Audit and Compliance** assessment of our website was undertaken and our Board has taken steps to achieve WCAG 2.0 AA compliance within the next fiscal year.

Board and Executive of the JCP

The JCP strives to have a Board Member from each of our constituent groups. These members act as a resource for their Courts. I am very grateful to the assistance and dedication of each of the JCP Board Members. A full listing of the JCP Board Members is attached.

A sub-group of the Board acts as the Executive. Currently, the following are the members of the JCP Executive:

- Justice Deborah Fry, President (Chair)
- Justice Judith A. Snider, Past President
- Judge Wayne Gorman, Executive Vice-President
- Justice Michael Thomson, Secretary-Treasurer
- Justice D. Roger Timms
- Justice George Brophy
- Judge Louis Legault
- His Worship Andrew Clark

In addition, the JCP work could not carry on without the assistance of the following individuals, all of whom put in many hours of work on our behalf:

- Ms. Anne Lebel, Executive Assistant to the Commissioner, FJA
- Mr. Nicole Sayed , Director of Finance and Administration, FJA
- Our auditor-TBD formerly Ms. Sayed
- Ms. Denise Martin, my Judicial Assistant

All of which is respectfully submitted,

Deborah E. Fry

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President, Judges Counselling Program
August 2013

Judges Counselling Program

Federal Advisory Board

Province / Court	Name
British Columbia / Supreme Court	The Hon. Mr. Justice Gregory T.W. Bowden
Alberta / Court of Queen's Bench	The Hon. Madam Justice Donna Shelley
Saskatchewan / Court of Queen's Bench	The Hon. Madam Justice Janet McMurtry
Manitoba / Court of Queen's Bench	The Hon. Mr. Justice Michael Thomson
Ontario / Superior Court of Justice	The Hon. Madam Justice Jennifer A. Blishen
Ontario / Superior Court of Justice (Family Court)	The Hon. Mr. Justice D. Roger Timms
Ontario / Federal Court of Canada	The Hon. Madam Justice Judith Snider
Québec / Cour supérieure	The Hon. Madam Justice Louisa L. Arcand (Montréal)
Québec / Cour supérieure	The Hon. Mr. Justice Jean Lemelin (Québec)
New Brunswick / Court of Queen's Bench	The Hon. Justice William Grant
Nova Scotia / Supreme Court (Family Division)	The Hon. Justice Les Dellapinna
Prince Edward Island / Supreme Court	The Hon. Mr. Justice Benjamin B. Taylor
Newfoundland & Labrador / Supreme Court	The Hon. Madam Justice Deborah E. Fry

Judges Counselling Program

Provincial Advisory Board

Province / Court	Name
British Columbia / Provincial Court	The Hon. Judge Russell MacKay
Yukon / Territorial Court	The Hon. Judge Karen Ruddy
Alberta / Provincial Court	The Hon. Judge Donald B. Higa
Northwest Territories / Territorial Court	The Hon. Judge Garth Malakoe
Saskatchewan / Provincial Court	The Hon. Judge Ross Green
Manitoba / Provincial Court	The Hon. Judge Krystyna Tarwid
Ontario / Court of Justice	The Hon. Justice George Brophy
Ontario / Court of Justice	His Worship Andrew Clark (Senior Advisory Justice of the Peace)
Québec / Cour du Québec	The Hon. Judge Louis Legault
Québec / Cour du Québec	The Hon. Judge Colette Duford
New Brunswick / Provincial Court	The Hon. Judge Alfred H. Brien
Prince Edward Island / Provincial Court	The Hon. Judge Nancy K. Orr
Nova Scotia / Provincial Court	The Hon. Judge Barbara Beach
Newfoundland & Labrador / Provincial Court	The Hon. Judge Wayne Gorman