

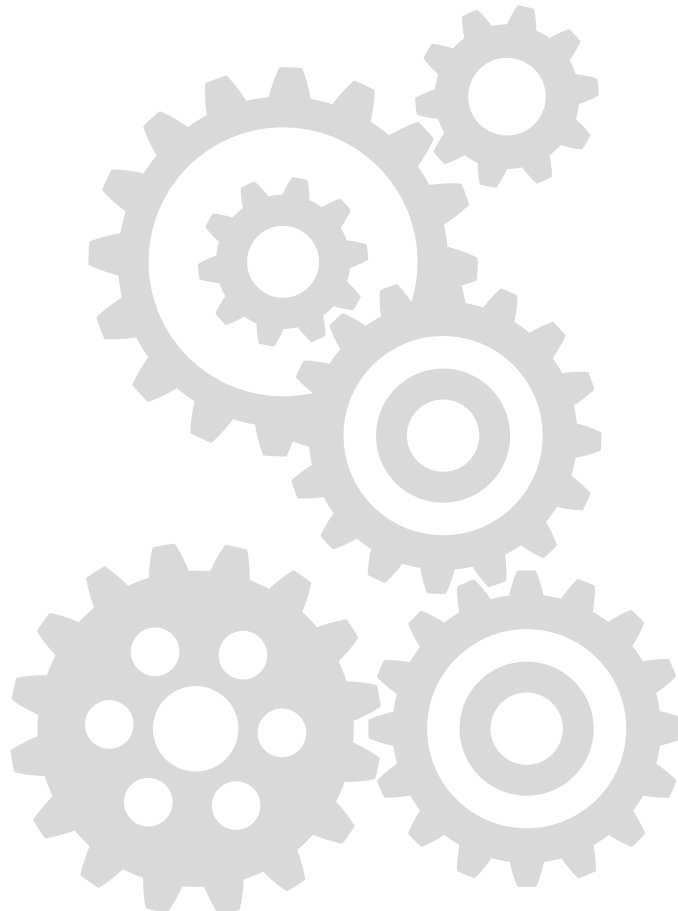
# **Professional Regulation in the Public Interest**



Working together for success.

Before Saskatchewan was established as a province in 1905, it was a part of the North-West Territories, which consisted of modern-day Alberta as well as Saskatchewan. In 1885 an Ordinance was passed to set the guidelines for regulation of the legal profession in the Territories. At this time, there were only 55 attorneys in the Saskatchewan territory, but by 1898 the number of legal practitioners had increased to 176. That year, a new Ordinance, *The Legal Profession Ordinance*, was passed, and established the election of Benchers to govern the Law Society of the North-West Territories. Although *The Saskatchewan Act*, which established the province of Saskatchewan, was passed in 1905, it was not until a couple of years later that the Law Societies of Saskatchewan and Alberta were created under *The Legal Profession Act* of each province.

—Iain Mentiplay, QC, *A Century of Integrity:  
The Law Society of Saskatchewan 1907 to 2007*



# 2016 ANNUAL REPORT

## CONTENTS

### INTRODUCTION

|  |    |
|--|----|
| About the Law Society .....                              | 4  |
| Vision, Mission, Values, Strategic Directions .....      | 4  |
| Membership Statistics .....                              | 5  |
| President's Message, <i>Erin Kleisinger, QC</i> .....    | 7  |
| Executive Director's Report, <i>Tim Brown</i> .....      | 9  |
| Deputy Director's Report, <i>Donna Sigmeth, QC</i> ..... | 11 |
| Complaints Statistics .....                              | 12 |

|                  |    |
|------------------|----|
| GOVERNANCE ..... | 13 |
|------------------|----|

### COMMITTEE OUTCOMES

#### Standing Committees

|                              |    |
|------------------------------|----|
| Admissions & Education ..... | 15 |
| Discipline Executive .....   | 16 |
| Ethics .....                 | 17 |
| Governance .....             | 18 |
| Professional Standards ..... | 19 |
| SLIA/Insurance .....         | 20 |

#### Project Committees

|                                |    |
|--------------------------------|----|
| Access to Legal Services ..... | 21 |
| Justicia .....                 | 22 |
| Library Review .....           | 24 |
| Trust Safety .....             | 26 |

### DIRECTOR REPORTS

|  |    |
|--|----|
| Admissions & Education, <i>Andrea Johnston</i> ..... | 27 |
| Auditors, <i>John Allen</i> .....                    | 27 |
| Legal Resources, <i>Melanie Hodges Neufeld</i> ..... | 28 |
| SLIA/Insurance, <i>Brad Hunter, QC</i> .....         | 28 |

|                      |    |
|----------------------|----|
| SPECIAL THANKS ..... | 29 |
|----------------------|----|

|                                 |    |
|---------------------------------|----|
| AUDITED FINANCIAL REPORTS ..... | 32 |
|---------------------------------|----|

# INTRODUCTION

## ABOUT THE LAW SOCIETY

*The Legal Profession Act, 1990*, a statute of the Province of Saskatchewan, has delegated to the Law Society of Saskatchewan the responsibility to govern the legal profession. The Law Society is not funded by or affiliated with the Government and must exercise its responsibility to govern the profession in the public interest.

The Law Society, governed by a board of lawyers and non-lawyers, sets and enforces standards for admissions, professional conduct and quality of service. Enforcement may mean that sanctions are imposed or discipline proceedings are conducted against lawyers who violate those standards.

It is necessary to preserve the independence of the legal profession from interference by the state. This independence is for the benefit of the client and the public who may rely on a lawyer to represent, protect and defend their interests even as against the state.

## VISION

The Law Society of Saskatchewan is a leader in fostering public confidence through effective and innovative regulation of legal services.

## MISSION

Acting in the public interest, the Law Society of Saskatchewan:

- (i) protects the public by regulating competence and integrity in legal services;
- (ii) promotes access to legal services;
- (iii) ensures the independence of the legal profession; and
- (iv) advances the administration of justice and the rule of law.

## VALUES

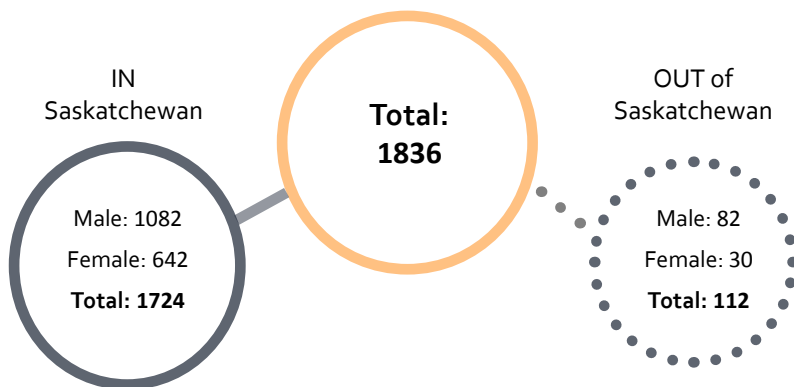
- **Integrity**  
We act honestly and ethically.
- **Accountability**  
We are responsible for its actions and ensure transparent communication and process.
- **Fairness**  
We treat all people fairly, respectfully and consistently through impartial application of policies, procedures and practices.
- **Independence**  
We are an independent and autonomous regulator.
- **Inclusivity**  
We support inclusion, equity and diversity.
- **Access**  
We promote access to appropriate legal services.

## STRATEGIC DIRECTIONS

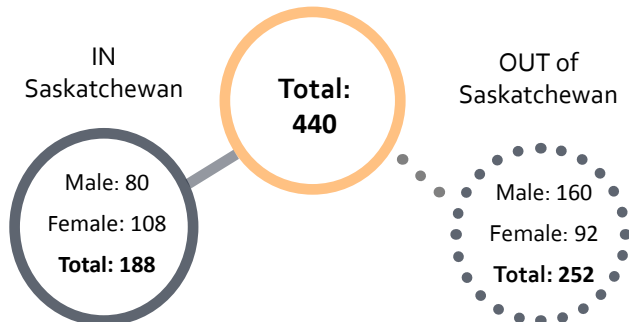
- Improving **confidence** in the LSS among all stakeholders;
- Improving capacity, **competence** and knowledge of the membership;
- Improving **access** to legal services.

## MEMBERSHIP STATISTICS

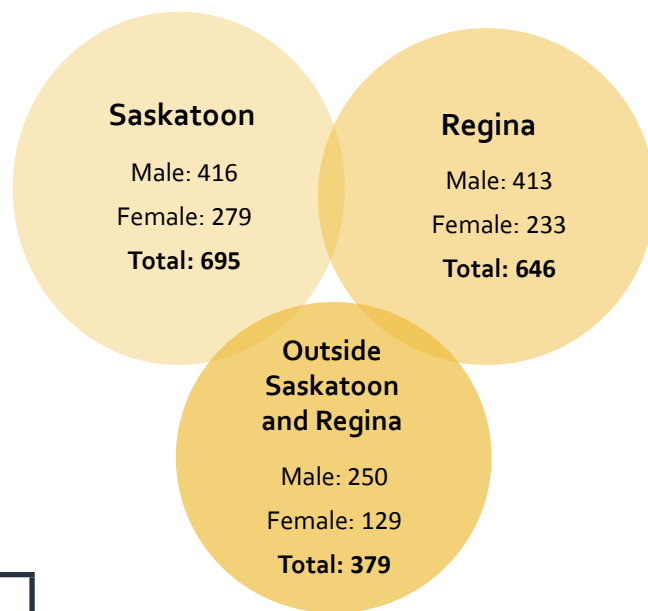
### Active Practicing Members



### Inactive Members



### Practicing Lawyers by Location



### Practicing Lawyers in Saskatchewan by Age

(not including students-at-law)

| Between Ages       | Male        | %           | Female     | %           | Totals      | %           |
|--------------------|-------------|-------------|------------|-------------|-------------|-------------|
| <b>24-30</b>       | 92          | 8%          | 87         | 14%         | 179         | 10%         |
| <b>31-40</b>       | 245         | 23%         | 208        | 32%         | 453         | 26%         |
| <b>41-50</b>       | 184         | 17%         | 171        | 27%         | 355         | 21%         |
| <b>51-60</b>       | 277         | 26%         | 118        | 18%         | 395         | 23%         |
| <b>60 &amp; up</b> | 284         | 26%         | 58         | 9%          | 342         | 20%         |
| <b>Total:</b>      | <b>1082</b> | <b>100%</b> | <b>642</b> | <b>100%</b> | <b>1724</b> | <b>100%</b> |

Note: The statistics in the Annual Report were prepared from the Law Society of Saskatchewan database and represent a reasonable representation of the demographics. Statisticians should be cautioned that the final numbers are not always in agreement.

*Continued on page 6...*

## Membership Statistics cont...

### Law Firms in Saskatchewan by Number of Practitioners in 2016

| # of Practitioners per Firm<br>(private practice only) | # of Firms | # of Practitioners<br>(including students-at-law) |
|--|------------|---|
| 1  | 185        | 185   |
| 2  | 65         | 130   |
| 3  | 34         | 102   |
| 4  | 11         | 44  |
| 5  | 8          | 40  |
| 6  | 3          | 18  |
| 7  | 9          | 63  |
| 8  | 3          | 24  |
| 9  | 3          | 27  |
| 11   | 1          | 11  |
| 13   | 1          | 13  |
| 14   | 1          | 14  |
| 15   | 1          | 15  |
| 16   | 1          | 16  |
| 20   | 3          | 60  |
| 21   | 1          | 21  |
| 22   | 1          | 22  |
| 24   | 1          | 24  |
| 29   | 1          | 29  |
| 30   | 1          | 30  |
| 36   | 1          | 36  |
| 71   | 1          | 71  |
| 85   | 1          | 85  |
| 89   | 1          | 89  |
| <b>TOTAL:</b>  | <b>338</b> | <b>1141</b>                                       |

Note: These numbers include students-at-law who are working in private firms, which accounts for the discrepancy between the total number of private practitioners in this table (1141) and the total number of private practitioners in the "Type of Practice" table (1193).

### Type of Practice in Saskatchewan in 2016

| Type of Practice             | # of Practitioners<br>(not including students-at-law) |
|------------------------------|---|
| Courts                       | 4   |
| Federal Government           | 41  |
| Federal Prosecution          | 17  |
| In-House Corporate Counsel   | 148   |
| Legal Aid                    | 79  |
| Private Practice             | 1193  |
| Pro Bono                     | 11  |
| Provincial Crown Corporation | 47  |
| Provincial Government        | 120   |
| Provincial Prosecution       | 126   |
| University                   | 19  |
| Unclassified in Alinity      | 31  |
| <b>Total:</b>                | <b>1836</b>   |

# President's Message

It is my privilege to present the 2016 Annual Report of the Law Society of Saskatchewan.

I wish to first acknowledge and thank our 2016 President, Perry Erhardt, QC, for his dedicated service. I would also like to acknowledge Brenda Hildebrandt, QC, who continued on our Executive as Past President as well as serving as Chair of the Discipline Executive Committee. Finally, I welcome Craig Zawada, QC, who was elected Vice-President for 2017.

The Law Society was governed in 2016 by 23 Benchers, including 18 elected Benchers, the Dean of the College of Law at the University of Saskatchewan and four Public Representative Benchers appointed by the Minister of Justice. Our returning and re-elected Benchers, Jeff Baldwin (North Battleford), David Chow (Moose Jaw), Judy McCuskee (Public Representative), Ronni Nordal (Regina), Ronald Parchomchuk (Prince Albert), David Rusnak, QC (Yorkton), Sean Sinclair (Young Lawyer Bencher), Gerald Tegart, QC (Regina), Jay Watson (Saskatoon), and Craig Zawada, QC (Saskatoon), as well as the members of the Executive, were joined by:

- five newly elected Benchers: Leslie Belloc-Pinder (Saskatoon), David Bishop (Regina), Scott Moffat (Weyburn), Roseanne Newman, QC (Melfort), and Ian Wagner (Saskatoon);
- appointed by the Benchers: John McIntosh, QC (Swift Current);
- the new Dean of the College of Law, Martin Phillipson; and
- three new Public Representative Benchers selected in consultation with the Department of Justice: Monte Gorchinski, Renate Harper, and Heather Hodgson.

In 2016 we said goodbye to Della Stumborg, Dr. Greg Stevens, and Beth Bilson, QC, each of whom made significant contributions both at the committee level and the Bencher table, and will be missed. On behalf of the many Benchers and Law Society staff that served with these individuals over the years, I thank each of them for their service to the legal profession and the public.

In addition to the change at the Bencher table, the Law Society underwent a major change in 2016 as a result of the retirement of our long-serving Executive Director, Thomas Schonhoffer, QC. During Tom's tenure, the Law Society made significant advances in governance and policy. As well, we became an important voice on the national front, and in many cases an innovator and leader in regulatory initiatives. We cannot thank Tom enough for his vision, dedication and leadership.

As a result of Tom's departure, the Benchers were tasked with hiring a new Executive Director. Following a national search, the Benchers selected Tim Brown, former counsel at SLIA, as the Law Society's new Executive Director. Tim brings a wealth of diverse experience and skills to the position, and we are excited to move forward under his leadership. While Tim officially took office at the beginning of the year, he began transitioning into his role in late 2016 and "hit the ground running" on January 1, 2017. The Benchers need to thank Donna Sigmeth, QC, who ably stepped into the Acting Executive Director role while the search process unfolded. I would also like to thank the other members of the Search Committee (Perry Erhardt, QC, Brenda Hildebrandt, QC, Greg Walen, QC, and Dr. Greg Stevens) for their hard work over the summer months.

The Law Society continues to play a very active role, and to benefit from its



Erin Kleisinger, QC



*Continued on page 8...*

## President's Message cont...

membership, in the Federation of Law Societies. Consisting of 14 Law Societies in Canada who have the responsibility to regulate the legal profession in the public interest, the Federation undertakes important policy work on issues of national import across provincial borders. The Federation's annual conference in 2016 in New Brunswick focused on the interplay between, and issues in common among, regulators and legal educators. Those discussions reinforced the benefit of having the Dean as a member of our Benchers table, and our good working relationship with the College of Law. As well, the Federation Council members and Law Society executives participated in a facilitated strategic planning session to guide the Federation in the next several years. Our thanks to Greg Walen, QC, who sits as the Law Society's member of Council on the Federation, and who brings wisdom and perspective to the Council's deliberations.

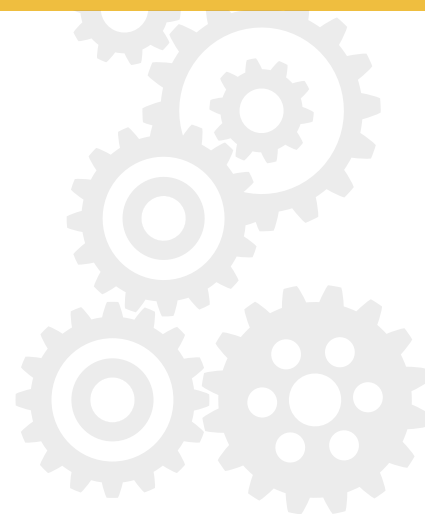
In 2016 the Law Society participated in a number of other noteworthy collaborative initiatives. In addition to the joint operation of CPLED, the Saskatchewan, Alberta and Manitoba law societies are continuing to advance the Innovating Regulation project, which is exploring proactive, competency-based regulation. The project working group has developed a set of management principles and an assessment tool, which will be rolled out in a pilot project in 2017. The Law Society also worked with the Ministry of Justice on the development of Terms of Reference for a task team to examine the possibility of allowing non-lawyers to provide some legal services to Saskatchewan residents. On the legal information and resources front, the Law Society Library became a member of the Consortium of Academic and Special Libraries of Saskatchewan (CASLS) and continues its work with the

Saskatchewan Access to Legal Information Project. As we notified our members last year, the traditional sources for funding the Law Society Library/Legal Resources services are not sustainable, and we have therefore begun a detailed review of resources, usage and costs in order to explore alternative models.

The reports of the standing and working committees follow this report and detail the highlights of the work done by each of them performing the important work of the Law Society. I encourage you to review those reports. Special thanks to the Chairs of the committees for leading the work of each committee (including the hours spent between Convocations advancing committee work, developing agendas and workplans, and liaising with the Executive and staff).

Fulfilling the Law Society's mandate and responsibility as an independent, self-governing regulator requires the support and commitment of many. The Benchers extend their appreciation to the very dedicated and talented professional and support staff at the Law Society, for their efforts in supporting the Benchers and carrying out the work of the Law Society. We also thank all of the individuals who have volunteered their time and expertise to serve as Law Society representatives with other organizations, with CPLED, in organizing and presenting CPD activities and as members of Law Society conduct, complaints and discipline committees.

2016 was a transformative year for the Law Society. With changes at the Benchers table, the committee level and the Executive Director's office, we remain well positioned to take on the challenges facing legal regulators, and to continue to govern the legal profession in the public interest. \*





# Executive Director's Report

In the 2015 Annual Report, Tom Schonhoffer, QC, said: "I like to remind lawyers of all the value they receive from the Law Society". In 2016, we bid farewell to Tom. As someone who so obviously brought value to the organization throughout his career, it seems fitting to use this message to take stock of his contribution. One can point to a multitude of specific accomplishments under Tom's leadership. However, his contribution to the organization, to the profession and the public we serve is best seen from a vantage point of 35,000 feet. When examined from this distance, one sees that it was Tom's fundamental transformation of the organization that stands out.

Tom's tenure, like his writing (and, on some occasions, his work persona), was purposeful and to the point. He was the Executive Director from 2007 (the Law Society's Centennial year) until September of 2016. Throughout, he led with vision. He understood that the world was rapidly changing. Market forces like globalization, the ever-increasing impact of technology, and the effect of outside competition were (and are) shaping the future of the profession and the needs and expectations of the public, whose interests lay squarely at the heart of our mandate. As a regulatory body that had remained largely unchanged for a century, the question of "where to start" was daunting, I'm sure.

Prior to Tom's arrival, the Benchers were heavily involved in the operational work of the Law Society. In Tom's view, Benchers' time was better spent considering bigger concepts central to the future of the profession. At the same time, he also realized that the attributes that make a good lawyer don't necessarily apply to the type of specialization required in areas such as education, information services and insurance. In response, Tom

grew, trained and mentored a staff of dedicated and focussed professionals to meet those needs. In 2014, the emphasis shifted to governance—the roles that Benchers, committees and staff perform in the work done by the Law Society. This culminated in a new Governance Policy Manual, which delineates those roles and responsibilities so that the staff perform operational duties, freeing the Benchers to provide greater levels of visioning and oversight. Out of that process came our strategic directions:

1. Improving confidence in the Law Society among all stakeholders;
2. Improving capacity, competence and knowledge of the membership; and
3. Improving access to legal services.

The work Tom has done increased our internal expertise and improved the Law Society's capacity to closely examine issues based on the many diverse perspectives brought by our Benchers, both at the committee level and at the Benchers' table. This has had a profound impact on our ability to explore and implement new projects and initiatives. This transformation has also allowed us to make greater contributions both regionally and nationally, which is of vital importance as we move forward. In the future, it will become increasingly necessary to find multi-stakeholder solutions to meet the growing cost and complexity of innovation.

I have many people to thank for the privilege of being granted this opportunity to follow Tom in the history of this organization, but nobody so much as Tom himself. Tom's legacy is a financially sound, nationally respected organization, staffed with leading experts and a board



**Tim Brown**

*Continued on page 10...*

## Executive Director's Report cont...

well positioned to lead us into the future. We are truly indebted to him.

I am excited to be a part of the next installment in the history of the Law Society. I owe thanks to many people: the tremendous staff at the Law Society and SLIA who work so diligently and so hard; the Benchers and the Executive Committee (who do the same) and who have extended me the trust to take the reins; and senior leadership from other

jurisdictions who have been so welcoming and helpful when I have had a question. Lastly, I would be remiss not to mention the incredible support and assistance of my colleague, Donna Sigmeth, QC. \*



# Deputy Director's Report

## Key Initiatives in 2016

- Support the work of past Executive Director of the Law Society, Tom Schonhoffer, QC.
- “Acting” Executive Director from September 1 to December 31, 2017, while still working to some degree as Complaints Counsel.
- Complaints Counsel Valerie Payne went on maternity leave in August 2016, and the term position has been covered very capably and seamlessly by Jackie Lane.
- Made the difficult decision not to apply for the position of Executive Director, but instead to support the transition to a new ED.
- Working with incoming Executive Director Tim Brown to assist in the transition for 2017.
- Very much look forward to working with Tim and seeing the change and innovation his fresh perspective will bring to the Law Society of Saskatchewan.



Donna Sigmeth, QC

## Accomplishments

### Improving confidence in the LSS among all stakeholders

- National Discipline Standards assist to measure the work done in the Complaints area to measure both quantitative and qualitative work.
- Pleased to have participated in Benchers Education in orientation as well as more specific training on investigations, hearings and decision writing.
- Training on video provided to all outside hearing committee volunteers.

### Improving capacity, competence and knowledge of the membership

- Continue to provide “informal ethics opinions” to members facing ethical dilemmas, with a view to preventing complaints.

### Improving access to legal services

- Complaints counsel work daily with members of the public to assist them to ask the right questions of their lawyers and to resolve difficulties where possible. As well, we assist individuals looking for help to find the right agency, if possible.

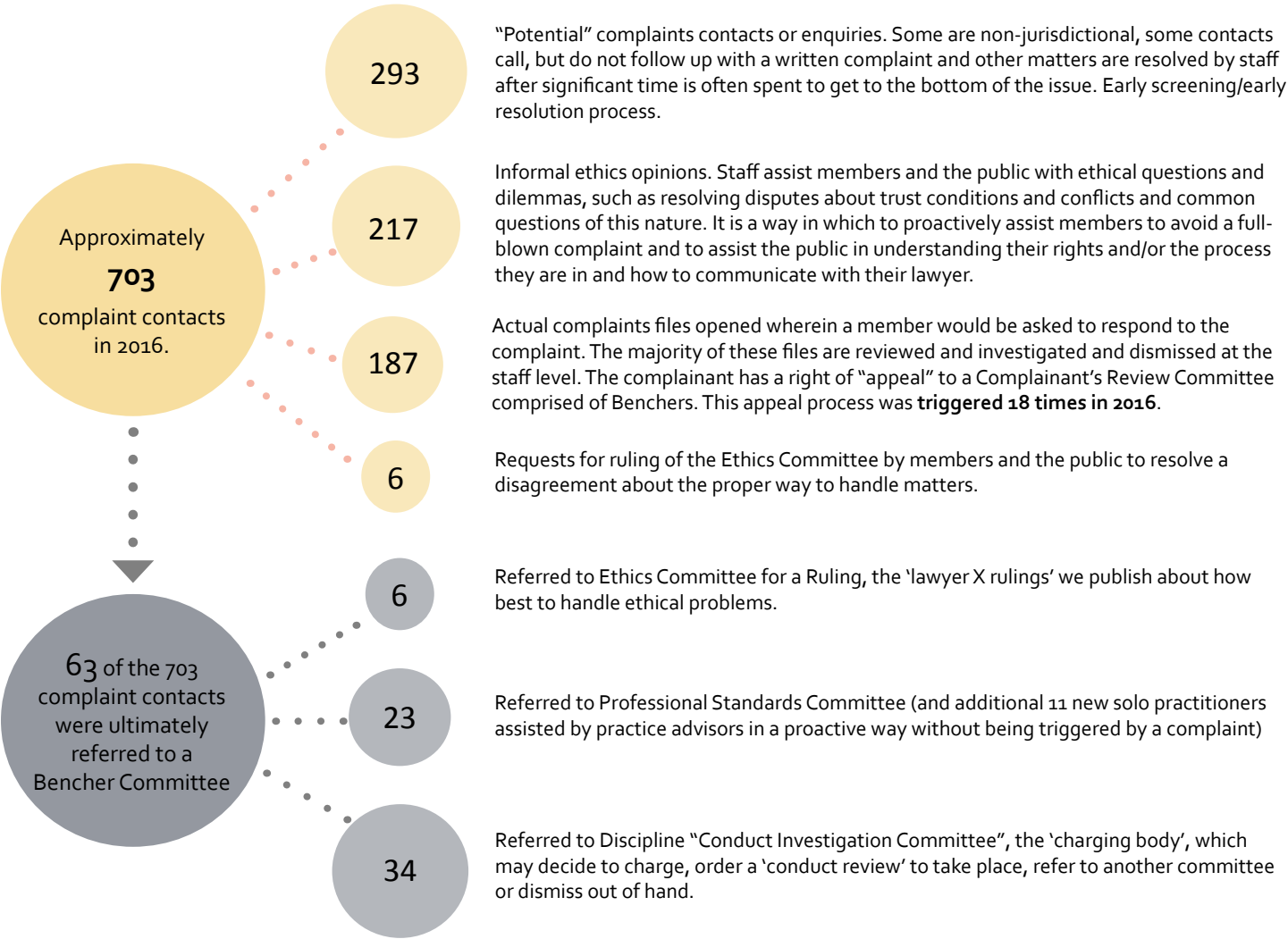
*“How are you doing? Any disasters? Have you broken anything yet?”*

*Well then, okay, just don't break anything.”*

*—Allan Fineblit, former CEO of the Law Society of Manitoba,  
sage advice on “Acting” as Executive Director*

*Continued on page 12...*

## Complaints Statistics



# GOVERNANCE

## 2016 Benchers



Brenda Hildebrandt, QC  
Past President



Perry Erhardt, QC  
2016 President



Erin Kleisinger, QC  
Vice-President



Jeff Baldwin



Leslie Belloc-Pinder



Beth Bilson, QC



David Bishop



David Chow



Monte Gorchinski



Renate Harper



Heather Hodgson



Judy McCuskee



John McIntosh, QC



Scott Moffat



Roseanne Newman, QC



Ronni Nordal



Ronald Parchomchuk



Martin Phillipson



David Rusnak, QC



Sean Sinclair



Dr. Greg Stevens



Della Stumborg



Gerald Tegart, QC



Ian Wagner



Jay Watson



Craig Zawada, QC



## Council of the Federation



Gregory Walen, QC

## Practice Advisors



Victor Dietz, QC



Linnea Goodhand



Brent Gough, QC



Jeff Scott, QC

## Professional Staff



Tom Schonhoffer, QC  
Executive Director



Donna Sigmeth, QC  
Deputy Director,  
Complaints Counsel



John Allen,  
CPA, CA  
Auditor/Inspector



Barbra Bailey  
Policy Counsel



Tim Brown  
Counsel, SLIA



Ken Fox  
Reference  
Librarian



Pamela Harmon,  
CPA, CA  
Senior Auditor



Melanie Hodges  
Neufeld  
Director of Legal  
Resources



Timothy Huber  
Counsel



Bradley Hunter,  
QC  
Director of  
Insurance, SLIA



Andrea Johnston  
Director of  
Admissions &  
Education



Stephanie  
Kievits, CPA, CA  
Senior Auditor



Alan Kilpatrick  
Reference  
Librarian



Jackie Lane  
Complaints  
Counsel



Kiran Mand  
Acting CPLED  
Program Director



Jody Martin  
Deputy Director  
of Admissions  
& Education,  
Director of Bar  
Admissions



Stacey McPeck  
Complaints  
Counsel



Valerie Payne  
Complaints  
Counsel



Sarah Rider  
CPD Program  
Coordinator

## Standing Committees

### Admissions & Education Committee

#### Key Initiatives in 2016

- Review and revision of the National Mobility Agreement Reading Requirements.
- Updating the Articling Agreement and resources available to principals and students.
- Rule amendments.
- Support for the Truth and Reconciliation Working Group.
- Assessment of rule waiver applications.
- Support for the CPLED program rebuild initiative.

#### Accomplishments

##### Improving confidence in the LSS among all stakeholders

- The Committee reviewed applications from various individuals seeking Rule waivers aimed to reduce or eliminate the requirement to complete CPLED and/or articles, abridgment of articling terms and removal of practice conditions.
- The Committee reviewed and updated the Rules through the year as they were identified including Rules relating to legal advisors, interjurisdictional practice, admission as a Student-at-Law and the schedule of fees charged for services and materials provided by the LSS.
- The Committee supported the development of a one-day seminar hosted by the LSS in furtherance of the calls to action contained within the report of Canada's Truth and Reconciliation Commission.

##### Improving capacity, competence and knowledge of the membership

- The reading requirements for transferring lawyers under the National Mobility Agreement were reviewed and updated.
- The work has begun on the significant task of assessing and revamping the CPLED program.
- The expectations of principals in the articling year are more clearly defined and the process and approval of principals to accept articling students has been further developed.

*"The Committee and the LSS support team worked seamlessly in developing a plan for the Committee for 2016 and staying focussed on completing the identified initiatives."*

*—Jeff Baldwin, Vice-Chair*

#### COMMITTEE MEMBERS

David Chow — Chair

Jeff Baldwin — Vice-Chair

Ronald Parchomchuk

Sean Sinclair

Della Stumborg/Heather Hodgson

Jay Watson

#### Non-Bencher Members

Andrea Johnston

Jody Martin

Kiran Mand

#### PURPOSE

The Admissions & Education Committee's main purpose is to assist the Benchers in upholding the standards for admission to the Society by ensuring that only those individuals who are qualified are admitted and continue as members of the Society.

#### Statistics

- The Committee assessed and ruled on **6 applications** for abridgment or waiver of the articling term and **1 application** for the removal of practice conditions.
- Since mandatory CPD was implemented in 2010, we have approved **10,145 CPD activities**, delivered by **792 different providers**.
- In 2016 alone, we approved **1,560 CPD activities**.

# Discipline Executive Committee

## Key Initiatives in 2016

- **Training.** The implementation of online and in-person training for Benchers and others involved in the hearing process, developed throughout 2015, was launched in January of 2016. The training was videotaped, to assist with the orientation of new Benchers, and was also made available for adaptation by other Canadian law societies. Feedback has been positive.
- **National Discipline Standards.** The LSS continued its work in meeting all of the National Standards set by the Federation of the Law Societies of Canada and approved by our Benchers. Progress is monitored on an ongoing basis, with the Discipline Executive Committee providing recommendations for improvement.
- **Policy Papers.** The procedures regarding joint submissions and dissenting opinions were reviewed and papers developed. These are now available to all those involved in the conduct of discipline hearings.
- **Improved Communication.** The chair of the Conduct Investigation Committee now regularly attends the Discipline Executive Committee meetings to facilitate better communication on policy development on matters pertaining to the work of the Conduct Investigation Committee.
- **Planning for the Future.** The committee, along with LSS staff, began examining sections of the Rules and the governing legislation, which may require amendment. This review process will continue throughout 2017.
- **Landmark.** The final disciplinary matter initiated under the pre-2010 amendments to *The Legal Profession Act, 1990*, with a penalty hearing requiring a quorum of the full Benchers table rather than the designated hearing panel, was conducted in 2016.

## Accomplishments

### Improving confidence in the LSS among all stakeholders

- Adopting and adhering to National Discipline Standards and reporting nationally annually.
- Tribunal and investigation training.
- Continued transparent and open publication of all discipline matters.

### Improving capacity, competence and knowledge of the membership

- In disciplinary decisions, incorporating remedial measures and education requirements.
- Through reported decisions, making the membership aware of lawyers' professional responsibilities.

*"Thanks is extended to the committee members, and the Law Society staff who support and assist our committee, who have worked together to enhance the transparency and efficacy of our processes."*

*—Brenda Hildebrandt, QC, Chair*

## COMMITTEE MEMBERS

Brenda Hildebrandt, QC — Chair

Jeff Baldwin — Vice-Chair

Beth Bilson, QC — Vice-Chair

David Chow — Vice-Chair

Sean Sinclair — Vice-Chair

Dr. Greg Stevens /  
Renate Harper — Vice-Chair

Jay Watson — Vice-Chair

## Non-Benchers Members

Donna Sigmeth, QC

Tim Huber

Valerie Payne

Stacey McPeck

## PURPOSE

The Discipline Executive Committee reviews trends and issues that arise in the context of the complaint process, both locally and nationally. The committee develops policy and recommends any necessary policy or Rule changes. Members of the Discipline Executive sit on hearing panels and the Chair hears and writes decisions on various matters such as applications for amendment of conditions or restrictions imposed in prior discipline orders. The Chair also monitors the timelines of all open discipline matters to ensure that matters are moving forward, in keeping with the National Standards.

## Statistics

- **34 complaints** referred to the Conduct Investigation Committee, the charging body who may decide to lay a charge against the member, order a conduct review, refer the matter to another committee, or dismiss the matter.
- **12 discipline hearings** in 2016.
- **1 interim suspension** imposed (when the conduct is considered so serious as to warrant suspension at an early stage for the protection of the public).
- **2 trusteeships** put in place to cover members' practices.



# Ethics Committee

## Key Initiatives in 2016

- The Committee rendered 11 Ethics Decisions:
  - 5 from Complaints made to the Law Society;
  - 6 from Requests for Ruling by the membership or other Law Society Committees.
- Model Code Subcommittee reviewed the proposed amendments to the Model Code and recommended their implementation. They were approved by the Benchers in September 2016.
- Model Code Subcommittee was consulted on potential upcoming changes, relating to Competence, Dishonesty or Fraud by a Client or Others, Withdrawal from Representation – Leaving a Law Firm, and Incriminating Physical Evidence, and provided feedback to the Federation.
- Model Code Subcommittee was consulted on a discussion paper relating to Post-Judicial Return to Practice.
- The Committee renumbered the Code of Professional Conduct to conform with the numbering system used by the Model Code and nearly all other Law Societies in Canada.
- The Real Estate Subcommittee was struck to review the Uniform Trust Condition letter.

## Accomplishments

### Improving confidence in the LSS among all stakeholders

- Rendering Ethics Decisions to improve public confidence in how the Law Society of Saskatchewan governs the legal profession.
- Seeking to improve the Code of Professional Conduct to adapt to the changing needs of the public, the profession, and the Law Society and to ensure the legal services standards are maintained and appropriate.

### Improving capacity, competence and knowledge of the membership

- Ethics decisions provide guidance to the legal community to improve practice of all members.
- An improved Uniform Trust Condition letter will better protect the public and ensure the membership are aware of and able to handle the issues practitioners face in the real estate area.

*“I would like to thank the committee members for their hard work throughout the year. Everyone is engaged in addressing the challenging issues our committee faces, and our discussions are focussed and informative.”*

## COMMITTEE MEMBERS

Ronald Parchomchuk — Chair

Sean Sinclair — Vice-Chair

Leslie Belloc-Pinder

David Chow

John McIntosh, QC

Scott Moffat

Monte Gorchinski

## Non-Bencher Members

Donna Sigmeth, QC

Valerie Payne

Stacey McPeck

## PURPOSE

The Ethics Committee is tasked with two primary objectives:

1. to review and render formal decisions on ethical issues raised in complaints to the Law Society or by the membership; and
2. to review and make recommendations on potential amendments to the Model Code of Professional Conduct.

—Ron Parchomchuk, Chair

# Governance Committee

## Key Initiatives in 2016

- Created a new policy to guide the process of filling Benchers vacancies.
- Created a new policy establishing a process for dealing with whistle-blowing within the organization.
- Facilitated a change in the terms for public representative Benchers, who are appointed by the government, so that they now begin at the same time as elected Bencher terms to enhance the orientation process and collegiality of the Benchers.
- Proposed amendments to Rule 92 to allow Benchers to meet by phone or email (which were approved by the Benchers) and created a new policy respecting electronic meetings to provide a framework for holding electronic meetings in accordance with good governance practices.
- Planning of Bencher governance session respecting our governance structure.

## Accomplishments

### Improving confidence in the LSS among all stakeholders

- The Governance Committee continued to oversee the self-evaluation process of the Benchers and all Bencher committees, as well as the orientation of new Benchers and continuing education of all Benchers to ensure that they are functioning effectively and striving for continual improvement as the governors of the Law Society.
- With respect to the other strategic objectives of the Law Society, the Governance Committee oversaw the performance of the Law Society's strategic plan to ensure that initiatives relating to improving capacity, competence and knowledge of the membership and improving access to legal services continue to see progress.

*"One of the Governance Committee's major roles is to serve as a resource for the Benchers and other committees to facilitate solid governance throughout the Law Society. As Chair, I cannot overstate how important it was to have dedicated committee members who were always pushing for new ideas and approaches to difficult issues. We also relied on outstanding staff contributions, which helped keep our focus on the strategic goals of our committee and the Law Society."*

*—Craig Zawada, QC, Chair*

## COMMITTEE MEMBERS

Craig Zawada, QC — Chair

David Bishop

Judy McCuskee

Della Stumborg/Heather Hodgson

Gerald Tegart, QC

## Non-Bencher Members

Tom Schonhoffer, QC

Barbra Bailey

## PURPOSE

The Governance Committee oversees the overall governance and management of policy of the Law Society of Saskatchewan to ensure that the Benchers fulfill their legal, ethical and functional responsibilities.

This includes:

- Developing, reviewing and implementing governance policies and procedures, and monitoring compliance;
- Overseeing Bencher elections and appointments;
- Directing Bencher orientation and ongoing training; and
- Conducting Bencher performance evaluations.

# Professional Standards Committee

## Key Initiatives in 2016

- 34 referrals to Professional Standards in 2016:
  - New Solo/Small Firm Program (11 practitioners/firms went through the program);
  - 23 complaint-based reviews of lawyer's practice.
- Locum Practitioner Program went live April 26, 2016: a “match.com” for lawyers wishing to provide locum services and those wishing to employ locum practitioners.
- Information and Technology Working Group—to examine and provide “best practices” for lawyers wanting to have electronic client files rather than paper client files.

## Accomplishments

### Improving confidence in the LSS among all stakeholders

- By improving the capacity, competence and knowledge of the membership, we gain confidence in our ability to regulate the profession.

### Improving capacity, competence and knowledge of the membership

- The practice advisor program—whether it be through a complaint or through a new small practice, the practice advisors are consistently reviewing the practices of lawyers in the province and providing recommendations for improvement.
- The preparation of “best practices for electronic practice” seeks to enhance lawyers’ knowledge of the technology available to them, the risks associated therewith, and the competence to account for and handle those risks.

### Improving access to legal services

- The Locum registry is available to help lawyers who may require coverage (due to illness, vacation, or otherwise) to be matched with a lawyer. This helps the public maintain access to legal services.

*“The Professional Standards Committee has once again worked hard at improving the practice of lawyers in Saskatchewan, which, in turn, will improve legal services to the public. I am most proud of the fact the committee recognizes that times are changing and it is important that the standards and expectations of lawyers in Saskatchewan keep pace with the changing times. Many thanks to my fellow committee members for their hard work and dedication over the past year.”*

*—Ronni Nordal, Chair*

## COMMITTEE MEMBERS

Ronni Nordal — Chair

Leslie Belloc-Pinder — Vice-Chair

Scott Moffat — Vice-Chair

Roseanne Newman, QC — Vice-Chair

David Rusnak, QC—Vice-Chair

## Non-Benchers Members

Donna Sigmeth, QC

Valerie Payne

Stacey McPeck

## PURPOSE

The Professional Standards Committee is responsible for ensuring the practice standards of lawyers in Saskatchewan are high. This involves reviewing complaints referred to the committee and determining whether Law Society intervention is required (i.e., a practice advisor, further training, etc.). The committee also deals with initiatives that aim to improve the competency and practice management of lawyers in the province.

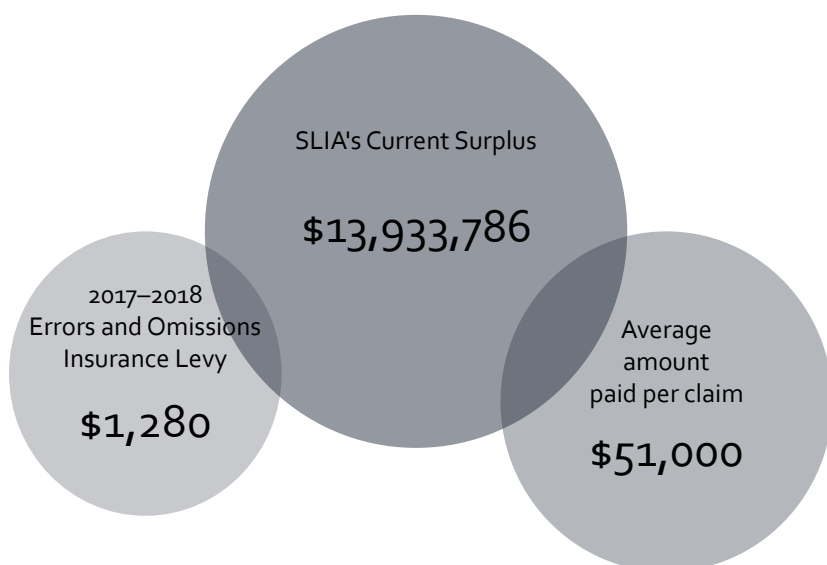
# SLIA / Insurance Committee

## Highlights from 2016

- The surplus is expected to remain constant over the next few years.
- Budgeted expenditures and revenue for the upcoming year are slightly higher than last year.
- Specific investments in SLIA's Investment Policy are being reviewed.
- An Excess Surplus Policy for SLIA is in development.

## Statistics

- Levy remains unchanged from last year.
- Slight reduction in claims frequency and severity of claims (\$52,000 in 2015).



## COMMITTEE MEMBERS

David Rusnak, QC — Chair  
Judy McCuskee — Vice-Chair  
Ian Wagner

## Non-Bencher Members

Patrick Kelly, QC  
Michael Milani, QC  
Brad Hunter, QC  
Tom Schonhoffer, QC

## PURPOSE

Saskatchewan Lawyers' Insurance Association Inc. (SLIA) is a non-profit corporation and a wholly owned subsidiary of the Law Society of Saskatchewan. SLIA provides mandatory errors and omissions insurance to the members of the Law Society of Saskatchewan pursuant to *The Legal Professions Act, 1990*.

SLIA is a member of the Canadian Lawyers Insurance Association (CLIA). CLIA is a reciprocal insurance exchange, which offers mandatory liability insurance to lawyers licenced by a law society and a voluntary excess insurance program.

The program is run by in-house counsel and a claims coordinator, who report to a board of directors composed of both bencher and non-bencher members.



# Project Committees

## Access to Legal Services Committee

### Key Initiatives in 2016

- The Law Society and the Ministry of Justice are examining the issue of allowing non-lawyers to provide certain legal services. That work continues into 2017 with the creation of a Legal Services Task Team that will provide recommendations to the Ministry and the Law Society.
- The Law Society continued its participation in the Innovating Regulation initiative, which is a joint project with the Law Societies of Manitoba and Alberta. The current focus of this initiative is to consider regulating the entities that deliver legal services (for example, law firms, rather than focusing exclusively on the individual lawyers within entities who serve clients). The committee is also considering a more proactive approach to law firm regulation, which it will be testing through a pilot project this summer. This is consistent with the Law Society's intention to encourage lawyers and the organizations they work in to build strong support systems for the delivery of legal services.

### Accomplishments

#### Improving confidence in the LSS among all stakeholders

- Both of the main initiatives the committee supports are rooted in the Law Society's responsibility to administer a regulatory system aimed at ensuring Saskatchewan consumers of legal services have access to a reliable supply of services provided by qualified professionals.

#### Improving capacity, competence and knowledge of the membership

- Entity regulation is intended to encourage appropriate supports of all kinds for lawyers in the organizations where they work, including those designed to increase capacity, competence and knowledge.

#### Improving access to legal services

- The interest in allowing non-lawyers to provide certain legal services is largely based on the need to provide additional ways to give consumers of legal services greater access.

*"Each of the two main initiatives led by the Access Committee in 2016 involve the potential for significant changes in the regulation of lawyers and the delivery of legal services. While much remains to be done, the committee is pleased with the progress made this past year."*

*—Gerald Tegart, QC, Chair*

### COMMITTEE MEMBERS

Gerald Tegart, QC — Chair  
Brenda Hildebrandt, QC — Vice-Chair  
Beth Bilson, QC  
Roseanne Newman, QC  
Dr. Greg Stevens/Heather Hodgson  
Ian Wagner  
Craig Zawada, QC

### Non-Bencher Members

Tom Schonhoffer, QC  
Barbra Bailey

### PURPOSE

The Access to Legal Services Committee considers ways to enhance access to legal services for Saskatchewan consumers.

# Justicia Committee

## Key Initiatives in 2016

- Volunteers from 14 firms in Regina and Saskatoon participated in working groups that developed guidelines and/or model policies on the following topics:
  - Parental leave;
  - Flexible work arrangements; and
  - Mentorship.
- Volunteers worked with Law Society staff to conduct two surveys of the membership, the results of which were published in a report, entitled *Workplace Policies and Practices for Lawyer Retention and Advancement: Results of Two Surveys of the Members of the Law Society of Saskatchewan*.
- 8 Saskatchewan law firms have committed to being Justicia Firms by adopting the Saskatchewan Justicia Project model policies and guidelines or ensuring that their own policies meet the standards of those developed by the Saskatchewan Justicia Project. These firms are permitted to advertise themselves as being “Justicia Firms.”
- The Saskatchewan Justicia Project model policies and guidelines were officially launched at the 2017 CBA Mid-Winter Meeting, where the Justicia Committee presented a panel discussion on the retention and advancement of female lawyers in private practice.

## Accomplishments

### Improving confidence in the LSS among all stakeholders

- The Justicia Committee worked closely with members of the Law Society and Saskatchewan law firms, strengthening relationships with important stakeholders.

### Improving capacity, competence and knowledge of the membership

- The model policies and guidelines developed by the Saskatchewan Justicia Project are available for all members and Saskatchewan law firms to use.

### Improving access to legal services

- The retention and advancement of female lawyers is an important component of enhancing access to legal services; both because more lawyers remaining in private practice equates to more access to legal services, but also because diversity in the legal profession provides clients with increased ability to choose a lawyer they can identify with.

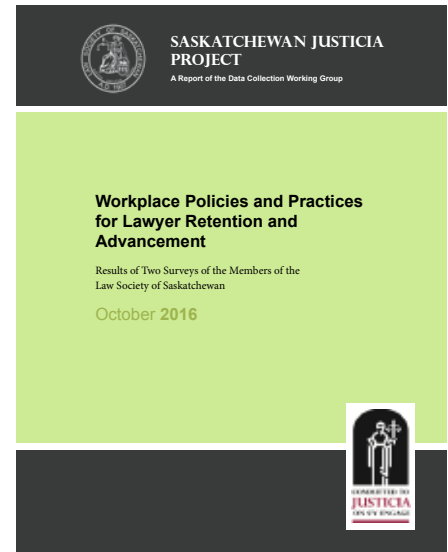
*“Although Law Society staff and Benchers provided oversight, the great work of the committee was driven by the volunteer Law Society members, and we thank everyone that contributed to a successful launch.”*

*—Ronni Nordal and Leslie Belloc-Pinder, Co-Chairs*

## PUBLICATIONS

### Saskatchewan Justicia Project

*Workplace Policies and Practices for Lawyer Retention and Advancement: Results of Two Surveys of the Members of the Law Society of Saskatchewan*



To find the Saskatchewan Justicia Project model policies and guidelines, or to sign on as a Justicia Firm, please visit the Saskatchewan Justicia Project website at:

<https://www.lawsociety.sk.ca/for-lawyers-and-students/equity-office/saskatchewan-justicia-project.aspx>

## Statistics

The following statistics are highlights from *Workplace Policies and Practices for Lawyer Retention and Advancement*.

### General

While women are entering the legal profession and private practice in record numbers (a recent study conducted at the University of Saskatchewan revealed that 49% of law students are women), only 37% of the active lawyers in Saskatchewan are women. Further, of those women, only 53% are in private practice, as compared to 71% of male lawyers.

- The member survey was completed by 442 members. It revealed that:
  - 29% of inactive respondents (85% of whom were women) said they are inactive because they found that active practice was too demanding or did not provide enough flexibility for a working parent. When asked about their reasons for leaving private practice:
    - 55% said it was due to lack of work-life balance, including lack of flexibility for working parents (79% were women); and
    - 13% said it was because private practice was not welcoming to women either due to discrimination or a lack of support/mentorship/career opportunities.

### Work Environment

- 18% of all respondents rated the equitable atmosphere of their workplace as a 3 or lower on a scale of 1-5. When asked how equitability could be improved, the most common answer was a need to increase female leadership and overall presence in the workplace.
- 27% of respondents said they had experienced sexual discrimination in a legal workplace (48% of females vs. 8% of males).
- 15% of respondents said they had experienced sexual harassment in a legal workplace (25% of females vs. 8% of males).
- 31% of those in private practice indicated they had benefitted from career development or capacity-building activities at their workplace, compared to 52% of those in other types of practice settings.

### Flexible Working Arrangements (FWA)

- 24% of respondents had requested FWAs at some point (80% of them were women; 47% were associates, 17% were partners, 21% were counsel, 15% other).
- 68% of those that used an FWA said their workload was not affected and 42% said their productivity increased as they had less time to complete the same amount of work; another 42% said productivity stayed the same.
- 100% said their clients were satisfied with the service they provided under their FWA.

### Family Leave

- 10% of all respondents indicated they care for both children and an elderly parent.
- Women reported being caregivers about twice as often as male counterparts and missed more days of work due to caregiving.
- For those that said their workplace has no policies on parental leave, 25% believed it was because parental leaves are not supported in their workplace.

## COMMITTEE MEMBERS

Leslie Belloc-Pinder — Co-Chair

Ronni Nordan — Co-Chair

Roseanne Newman, QC

## Non-Bencher Members

Barbra Bailey

## PURPOSE

The Justicia Project Committee was formed as an *ad hoc* committee to oversee the Saskatchewan Justicia Project, a partnership between the Law Society and law firms to work collaboratively to share best practices, develop resources and adopt proactive programs to support the retention and advancement of female lawyers in private practice.





# Library Review Committee

## Key Initiatives in 2016

- The Library is a founding partner of the new Saskatchewan Access to Legal Information Project (SALI). Representatives from the Law Society, College of Law, PLEA and the public libraries are working together to identify their legal information needs and discuss the roles libraries, with PLEA's support, might play in improving access to legal information in the following ways:
  - Increasing data collection;
  - Doing an assessment of resources;
  - Increasing general awareness; and
  - Utilizing physical and online space to increase access to legal information.
- The Library became a member of the new Consortium of Academic and Special Libraries of Saskatchewan (CASLS). CASLS is a diverse community of Saskatchewan libraries committed to collaboration to maximize resources, provide innovative solutions for library users, and to further the missions of their respective institutions.

## Accomplishments

### Improving confidence in the LSS among all stakeholders

The library acts as the communications hub for the Law Society by managing the website and producing several publications to inform members and the public about Law Society initiatives.

- In March, we celebrated the 2nd anniversary of our blog, Legal Sourcery, and for the third year in a row, Legal Sourcery was nominated for a Canadian Law Blog Award (CLAWBIE).
- The Library gave the *Bencher's Digest* a fresh look and improved the content with thought-provoking features and articles that focus on current Law Society initiatives.

### Improving capacity, competence and knowledge of the membership

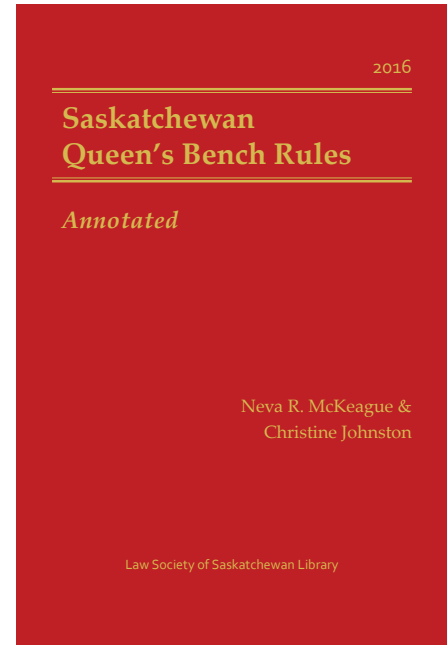
- In April, we celebrated the official reopening of the Law Society Library's Saskatoon branch in the Court of Queen's Bench. The Library houses print materials not yet available digitally and Wi-Fi accessible work space.
- The library provides numerous training opportunities, legal research guides and online tutorials in 2016, including:
  - "Ebooks at Your Fingertips" and "Advanced Search Techniques Using CanLII and Westlaw" webinars presented by Reference Librarians Ken Fox and Alan Kilpatrick;
  - The Lunch and Learn program is an opportunity for firms and organizations to request personalized in-person training over the lunch hour;

## PUBLICATIONS

### Saskatchewan Queen's Bench Rules *Annotated*

Neva R. McKeague & Christine Johnston

Published by the Law Society of  
Saskatchewan Library



For more information on this title  
or other titles published by the Law  
Society Library, please visit:

[https://www.lawsociety.sk.ca/  
publications.aspx](https://www.lawsociety.sk.ca/publications.aspx)



- The Library redesigned its webpage to make it easier to find resources; and
- In addition to maintaining resources such as *Case Mail*, *The Limitations Manual*, and the Saskatchewan Case Digest database, the Library released the new annual paperback *Saskatchewan Queen's Bench Rules Annotated* in the fall.

### Improving access to legal services

- The Law Society Library hosted a booth at the first Legal Resources Law Fair held by the Regina Public Library (RPL) and provided a presentation for the public on CanLII.
- Pro Bono Librarians: The Law Society Library partnered with CLASSIC and Pro Bono Law Saskatchewan to assist with their legal research needs. Our knowledgeable reference librarians generously provide their time and legal research expertise to help ease the burden of volunteer lawyers.
- Since 2015, we have partnered with the Innovation Branch, the Family Law Information Centre, PLEA and Pro Bono Law Saskatchewan to assist self-represented litigants in using the court forms available on the Public Legal Education Association's (PLEA) family law website. Free drop-in clinics are held weekly in our Regina branch and monthly in Saskatoon. We also offer family law information sessions in each location.

## COMMITTEE MEMBERS

Jay Watson — Chair

Beth Bilson, QC/ Martin Phillipson

Scott Moffat

Ian Wagner

### Non-Bencher Members

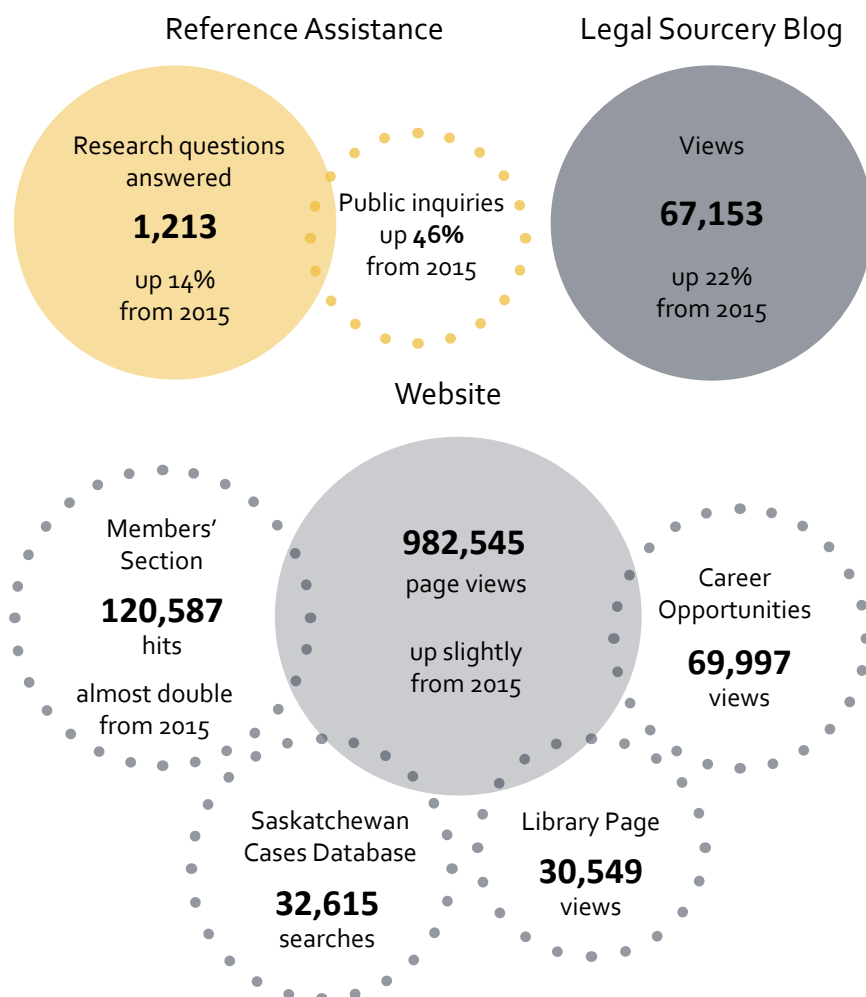
Melanie Hodges Neufeld

Tom Schonhoffer, QC

## PURPOSE

To create a plan and strategic direction for the delivery of legal information in Saskatchewan.

## Statistics



# Trust Safety Committee

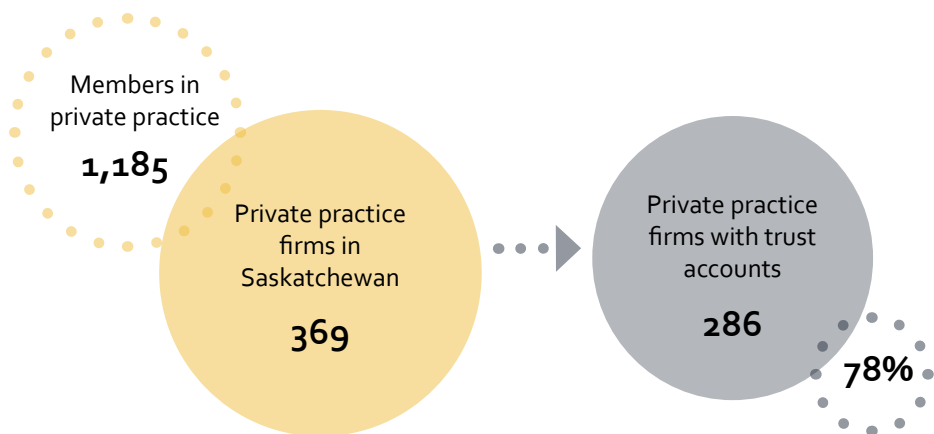
## Key Initiatives in 2016

- Review the Rules related to trust account regulation to determine obsolescence, inconsistencies and necessary enhancements.

## Accomplishments

- With the assistance of LSS audit staff, the committee members considered the existing Rules 901 through to 1303, including Definitions, and identified proposed changes thereto.
- After dialogue and debate amongst audit staff and committee members, draft rules changes were compiled for subsequent vetting by LSS Policy Counsel and Deputy Director.

## Statistics



*"The Committee's work in 2016 focussed on updating Trust Rules, which are not the easiest to read but are vitally important to maintaining confidence in the profession. The accomplishments would not have been possible without the efforts of all committee members, including John Allen, Pamela Harmon and Stephanie Kievits from the Law Society staff."*

*—Craig Zawada, QC, Chair*

## COMMITTEE MEMBERS

Craig Zawada, QC — Chair  
Perry Erhardt, QC  
Monte Gorchinski  
John McIntosh, QC

## Non-Bencher Members

John Allen

## PURPOSE

The TSC was established as an *ad hoc* committee to review and make recommendations regarding rules and practices governing trust accounts, the Special Fund and related matters.

# DIRECTOR REPORTS

## Admissions & Education

Andrea Johnston  
Director of A&E

It is an exciting time in the world of admissions and education. We are seeing much more diversity in our admissions applications and we are experiencing a significant shift in our members' wants and needs with respect to education, both in terms of subject matter and mode of delivery.

In addition to the day-to-day operations of the Admissions & Education Department, here are some of the projects and initiatives that we are working on:

### 1. CPD Policy Review

We will be commencing a full review of the CPD Policy this year. Currently we are in the process of compiling a list of items/issues for review and developing a survey to solicit feedback from the members.

### 2. CPLED Redevelopment

We are working with the other CPLED provinces to restructure and redevelop the CPLED Program. This project is currently in the very early stages and will take a significant

amount of time to complete and implement. We hope to roll out a new program within a couple of years.

### 3. CPD Automation Project

We are working to develop a customized online store that will allow members to register, order and pay for CPD activities electronically. It is expected that the project will be completed and launched by the end of 2017 and will significantly streamline the process for members and decrease the administrative workload of Law Society staff.

### 4. Articling Standards and Processes

We are working to further develop standards for articling and to streamline the process. As part of this initiative, we have developed training for articling principals and we are working at modifying our processes and forms to increase quality control in the articling program and to better facilitate non-traditional articling arrangements.

## HIGHLIGHTS

- CPD policy review
- CPLED redevelopment
- CPD automation project
- Articling standards and processes

## Auditors

John Allen  
Auditor/Inspector

As one of our main focuses, audits of the membership have been keeping the Law Society Auditors busy as we attempt to monitor members' trust accounting practices and to keep the membership competent in financial matters. Our Senior Auditors Stephanie Kievits and Pamela Harmon, with help of Administrative Assistant Jan Malkoske, have successfully reviewed the year-end forms (TA-3/TA-5/TA-5R) and are completing follow-up with firms on issues that were identified.

Fraud and scam emails remain a significant concern for the Law Society and we take these threats seriously. Our membership alerted us to a number of such scams throughout the year. Each fraud or scam was evaluated individually

for level of risk and how unique the details were, and a fraud alert was distributed to the membership when warranted.

Despite being mostly operational, the department is excited to be working to revamp and modernize the trust accounting rules. Most of the research and grunt work was completed during 2016 and we are looking forward to those changes taking effect at the beginning of 2018. Some of the rules will require further research, and we will report on them as changes progress.

One of the exciting new projects we are working on in 2017 is to research changes in technology and help keep our members up-to-

## HIGHLIGHTS

- Review and revamp the trust accounting rules, expected to come into effect January 1, 2018
- Beginning in 2017, members were approved to use e-deposit
- 4 fraud alerts sent to members throughout the year
- 52 audits initiated in 2016, of which 40 audits are still ongoing to 2017; 40 new audits planned for 2017
- Review of year-end forms (TA-3/TA-5/TA-5R) completed—still following up on issues with firms

*Continued on page 26...*

date and in line with best practices. In January 2017, members were approved to use e-deposit service offered by many banks, which involves scanning your own deposits. A pilot project had been completed and procedures were developed to put controls in place. For more information on these procedures, please see

the “Law Office Management” section under “Practice Resources” on the website.

We look forward to improving our services for members and maintaining the confidence that members have come to expect.



## Legal Resources

Melanie Hodges Neufeld  
Director of Legal Resources

In 2017, we will work closely with our stakeholders to develop a sustainable funding model for the Library. This includes reviewing the resources and services we provide to ensure we are meeting the Law Society’s strategic goals in the most fiscally responsible manner. Continuing to improve and further develop the resources available from CanLII is an important piece of this plan.

With the assistance of the Law Foundation, we have already greatly increased the coverage

of reported Saskatchewan cases on CanLII. Next we will work with CanLII to create a rich repository of secondary materials to meet the needs of our members and the public. This collection will include many of the informative resources created by Law Society staff and volunteers. We will also contribute to creating new resources, particularly in the areas of family and criminal law. I look forward to providing updates on this exciting project throughout the upcoming year.

### HIGHLIGHTS

- Find a sustainable funding model for the library
- Further develop resources, especially secondary resources, available through CanLII



## SLIA

Brad Hunter, QC  
Director of Insurance

The insurance levy for the 2017–2018 policy year was recently set by the Benchers at \$1,280 plus GST per assessible member. The levy amount remains the same as last year despite the loss of approximately 150 assessible members excluded from payment of the levy by recent amendments to The Legal Professions Act. Our levy continues to be one of the lowest in the country. The credit for the continuing low levy has many sources including good corporate management, our sound financial position, dedicated oversight by your Bencher Insurance Committee and continued due diligence by all Law Society of Saskatchewan members with a view to limiting the number of insurance claims.

SLIA has an Investment Policy to which it must adhere when investing the monies it holds on behalf of its insureds. It is a low risk, conservative policy and has provided excellent returns over the past 20 years. In order to adapt to the ever-changing investment market your Insurance Committee with the assistance of professional consultants has

recently expanded the allowable areas of investment within the Policy. We anticipate these changes will facilitate continued growth in our portfolio.

In recent years SLIA has had the luxury of holding excess surplus in its investment portfolio. A portion of this excess money has been used each year to reduce the amount of the levy required from each member to fund the insurance program. This year SLIA is developing a formal Excess Surplus Policy to be implemented in future years to guide deliberations and decision making relating to the levy assessment.

In conjunction with the Law Society of Saskatchewan, SLIA is embarking this year on a targeted loss prevention initiative to address the two areas of law that resulted in the majority of claims we see each year. Those areas are missed limitation periods and real estate. By targeting these problem areas, we hope to reduce the frequency and severity of claims.

### HIGHLIGHTS

- Creation of Excess Surplus Policy
- Loss prevention initiatives
- Unchanged levy amount
- Revisions to Investment Policy

As always SLIA invites your comments, concerns or suggestions on the services we provide.

# SPECIAL THANKS

## Conduct Investigation Committee Former Bench Volunteer

Evert Van Olst, QC

Gregory Walen, QC

## CPLED Participants

(Face-to-Face Volunteers, Evaluators, and Online Module Learning Group Facilitators)

John Agioritis

Judge Q.D. Agnew

Beau Atkins

Ron Balacko, QC

Peter Bergbusch

Shawn Blackman

Blair Bleakney

Erin Bokshowan

Tim Brown

Jesse Buydens

Nicholas Cann

Morne Coetzee

Joanne Colledge-Miller

W. Brent Cotter, QC

Karen Crellin

Doug Curliss, QC

Tristan Culham

Sherri Cybulski

Jeff Deagle

Kayla DeMars Krentz

Nolan Dooley

Amanda Doucette

Ken Fox

Deborah Giles

W. Brent Gough, QC

Jeff N. Grubb, QC

Cara Haaf

Tammi Hackl

Christine Hansen-Chad

Lindsay Hart

Brenda Hildebrandt, QC

Nicholas Horlick

Tim Huber

Brad Jamieson

Leanne Johnson

Judge Earl Kalenith

Stephanie Kievits

Alan Kilpatrick

Jan King

Beverly Klatt

Nolan Kondratoff

Darren Kraushaar

Jackie Lane

Brent Little

Matthew Llewellyn

Jeff Lubyk

Russ McDowell

Alan G. McIntyre, QC

Stephen McLellan

Stacey McPeck

Ann Marie Melvie

Justice M.T. Megaw

Jayne Mitchell

Shawn Moen

Jason Mohrbutter

Joanne Moser

Stacy Muller

Peter Nokonechny

Curtis Onishenko

Charmaine Panko

Shaunt Parthev, QC

Jennifer Pereira

Jason Peszko

Kathleen Peterson

Amanda Quayle

Kirsten Remarchuk

Chief Justice Robert Richards

Karen Roden

William H. Roe, QC

Carly Romanow

Randy Sandbeck, QC

Jeffrey Scott, QC

Ryan Shebelski

Judge B. M. Singer

Dorinda Stahl

David Thera, QC

Michael Tochor, QC

Judge C.C. Toth

Itemobong Umoh

Gregory Walen, QC

Mark Yemen

## CPD Volunteers

|                               |                        |                             |
|-------------------------------|------------------------|-----------------------------|
| Idowu Adetogun                | Brian Hendrickson, QC  | Charmaine Panko             |
| Barbra Bailey                 | David Hickie           | Valerie Payne               |
| Justice B.A. Barrington-Foote | Brenda Hildebrandt, QC | Katherine Pocha             |
| Loreley Berra                 | Jeff Hirsch            | Chief Justice M.D. Popescul |
| Stewart Berringer             | Lynn Hnatick           | Karen Prisciak, QC          |
| Morris Bodnar, QC             | Jeff Howe              | Justice A.R. Rothery        |
| Kirby Burningham              | Ian Hu                 | Mike Russell                |
| Justice N.W. Caldwell         | Rangi Jeerkathil       | Randy Sandbeck, QC          |
| Naomi Carriere                | Bob Kennedy, QC        | Nicole Sawchuk              |
| Justice G.M. Currie           | Alan Kilpatrick        | Tom Schonhoffer, QC         |
| Sherri Cybulski               | Erin Kleisinger, QC    | Jeff Scott, QC              |
| Jamie Dickson                 | Ken Koshgarian         | Leslie Sullivan, QC         |
| Amanda Dodge                  | Gord Kuski, QC         | Gerald Tegar, QC            |
| Chris Donald                  | Justice D.E. Labach    | David Thera, QC             |
| Nancy Drew                    | Heather Laing, QC      | Michael Tochor, QC          |
| Justice G.D. Dufour           | Meaghan LaRose         | Greg Thompson, QC           |
| Ross Earnshaw                 | Richard Leland         | Judge Clifford C. Toth      |
| Sonia Eggerman                | Erin Little            | Herman Van Ommen, QC        |
| Paul Favel, QC                | Michael Mahon          | Kelly Waddell               |
| Mark Folk                     | Chris Masich           | Greg Walen, QC              |
| Ken Fox                       | Scott Masson           | Patricia Warsaba, QC        |
| Jaqueline Francis             | Mitch McAdam           | Craig Zawada, QC            |
| Aaron Friedman                | Alan McIntyre, QC      | Krista Zerr                 |
| Cory Furman                   | Don McIver             |                             |
| James Fyfe                    | Tim McLeod             |                             |
| Christine Glazer, QC          | Stacey McPeck          |                             |
| Conrad Hadubiak               | Justice M.T. Megaw     |                             |
| Robert Hale                   | Justice R.C. Mills     |                             |
| Ryan Hallman                  | Ronni Nordal           |                             |
| Pam Harmon                    | Omolara Olayemi        |                             |
| Judge H.M. Harradence         | Michelle Ouellette, QC |                             |

## Designated Complaints Counsel

|                     |                  |                     |
|---------------------|------------------|---------------------|
| Thomas Campbell     | Paul Korpan, QC  | Reché McKeague      |
| Michael Fisher, QC  | Leah Kosokowsky  | Darcia Schirr, QC   |
| Robert Gibbings, QC | Eileen Libby, QC | Katherine Whitburn  |
| Thomas Healey       | Gordon Mayer     | Lawrence Zatlyn, QC |

## Discipline Hearing Committee Volunteers

Ron Barsi

Kevin Bell

Beth Bilson, QC

David Brundige, QC

Nicholas Cann

Greg Chovin

W.J. Davern

Amanda Doucette

David Flett

Janna Gates

David Gerecke

Craig Goebel

Colin Hirschfeld

John Krowina

Sharon Martin

Tim McLeod

Graeme Mitchell, QC

Eric Neufeld, QC

Nikki Rudachyk

Bryan Salte, QC

Lee Anne Schienbein

Evan Sorestad

Marcel St. Onge

Janet Stevens

Della Stumborg

Elaine Thompson

Sheila Urzada

Murray Walter

Mary Ellen Wellsch

Cliff Wheatley

Alma Wiebe, QC

## Law Society Committee Members and Representatives to Other Organizations

Melanie Baldwin, QC

Merlis Belsher

David Brundige, QC

Amanda Dodge

Robert Gibbings, QC

Brian Hendrickson, QC

Scott Hopley

Heather Jensen

Patrick Kelly, QC

Eileen Libby, QC

Derek Maher

Michael Milani, QC

Ken Neil

Eric Neufeld, QC

Jamie Patterson

Chief Justice M.D. Popescul

William Preston, QC

Karen Prisciak, QC

Professor Tim Quigley

Chief Justice R.G. Richards

Maya Scott

Norma Sim, QC

Leslie Sullivan, QC

Evert Van Olst, QC

Gregory Walen, QC

Raymond Wiebe

