

Tribunal Member

Mental Health Review Board

Job ID
39361

VIEW THIS JOB ONLINE: <https://www.firstnationsjob.com/jobs/39361>

LOCATION	DATE POSTED	EXPIRY DATE	
1270 - 605 Robson Street, Vancouver, BC British Columbia	10-03-2026	06-09-2026	
TYPE OF JOB	SALARY	MIN. EXPERIENCE	MIN. EDUCATION
Part Time	CAD Members of the Board will be paid in accordance with Treasury Board Directive 1/24 and the BC Minist	Experience an asset	No degree, certificate or diploma

Job Details

About the Mental Health Review Board

The Mental Health Review Board (the “Board”) is a quasi-judicial administrative tribunal established under the Mental Health Act (the “Act”). The Board conducts panel hearings under the Act for patients admitted and detained involuntarily in provincial mental health facilities. The Board has a duty to give patients fair, timely, and independent reviews of their loss of liberty within statutory deadlines established under the Act. The review panel determines whether the patient’s involuntary detention should continue based on the criteria set out in the Act.

In its 2024/2025 fiscal year, the Board received 2691 applications for a review panel hearing. Not all applications received proceeded to a hearing for various reasons such as patient withdrawals, patient decertification, and patient ineligibility for a review panel hearing. During the 2024/2025 fiscal year, about 37% of applications proceeded to a hearing and a total of 990 hearings were conducted by the Board.

Mental Health Review Board Composition

The Attorney General appoints the Board Chair and, in consultation with the Board Chair, members of the Board. The Board Chair assigns members to review panel hearings, each of which consists of three members: a legal member, a medical member, and a member who is neither a lawyer nor a medical practitioner.

There are currently 58 members appointed to the Board.

The Board’s office is in Vancouver, but members are located throughout the province.

The Act sets out the statutory responsibilities of Board members and the minimum legal criteria for appointment of the three types of members.

Legal Members: Legal members usually chair the three-member review panel hearing. The minimum qualification is set out in section 24.1(3) of the Act which states that a review panel must include a “member in good standing of the Law

Society of British Columbia or a person with equivalent training.”

Medical Members: Medical members participate in hearings as part of the three-member review panel. The minimum qualification is set out in section 24.1(3) of the Act which states that a review panel must include a “medical practitioner or a person who has been a medical practitioner”.

Community Members: Community members participate in hearings as part of the three-member review panel. Section 24.1(3) of the Act states that a review panel must include a person who is not a medical practitioner, a person who has been a medical practitioner, or lawyer.

Strategic Direction

The members of the Board sit on review panels that conduct hearings to determine if patients detained in or through a designated provincial mental health facility should continue to be detained. Unless adjourned, hearings must be conducted within time limits of 14 or 28 days from receipt of an application for a hearing.

Hearings generally occur virtually, but in-person hearings may occur if the Board determines that an in-person hearing is necessary for a fair hearing for the patient.

Members are scheduled for review panel hearings in accordance with member availability. Currently, review panel hearings occur on business days in the morning and in the afternoon. Members are expected to provide availability for a minimum of 2 hearings per week. However, member availability for more than 2 hearings per week is preferred as increased availability assists the Board with review panel hearing scheduling and meeting its mandate. Members are responsible for adding their availability to the Board’s scheduling calendar through an electronic member portal.

Review panel hearings are typically assigned to members 3-5 days before the hearing date. Members may be asked to accept a hearing on short notice (less than 3 days) when necessary to provide a hearing within the statutory time limit. Review panel hearings are typically chaired by the legal member of the panel. The hearing process typically includes oral evidence from the mental health facility and the patient. Additional witness and/or documentary evidence may be submitted by the parties. The review panel hearing must include consideration of all reasonably available evidence concerning the patient’s history of mental disorder. The legal member of the panel is generally responsible for preparing the reasons for determination for the review panel’s approval. The Board’s expectation is that written reasons will be approved by the review panel and submitted to the Board no later than 7 days after the hearing date.

The Board also conducts review panel hearings for children and youth patients. Members assigned to conduct review panel hearings for children and youth are expected to work closely with the Board’s Navigator who supports children and youth hearings and assists participants through a relationship-based and support-based approach.

All participants in the review panel process must comply with the Rules of Practice and Procedure (Rules) and the Board’s Practice Directions. Both the Rules and the Practice Directions are publicly available at www.bcmhrb.ca.

The Board’s core values are:

- Procedural Fairness of Hearings;
- Patient-Oriented Service Excellence;
- Public Confidence and Accountability; and
- Access to Justice and Innovation.

Job Description

Responsibilities

The Board is currently recruiting legal members, medical members, and community members.

Legal Members: The Board is seeking up to five (5) legal members which may include any combination of:

- part-time members, to work and be paid on a per diem, as needed basis
- a regular full-time salaried member
- a regular part-time salaried member

The Board specifically invites applications from potential legal members located in the following areas:

- North Island (Courtenay, Comox, Cumberland, Campbell River, Port McNeill, Port Hardy)
- Kootenays (Trail, Nelson, Cranbrook, Creston, Castlegar)
- Fraser Valley (Abbotsford, Chilliwack, Mission, Agassiz, Harrison, Hope)
- Tri-Cities (New Westminster, Coquitlam, Port Coquitlam, Port Moody, Anmore, Pitt Meadows, Maple Ridge)

Medical Members: The Board is seeking up to four (4) part-time medical members, to work and be paid on a per diem, as needed basis.

The Board specifically invites applications from potential medical members located in the following areas:

- Northern Interior (Prince George, Dawson Creek, Fort St. John, Chetwynd, Smithers, Terrace, Kitimat, Prince Rupert, Mackenzie, Vanderhoof, Quesnel, Williams Lake, 100 Mile House)
- Sunshine Coast (Gibsons, Sechelt, Powell River)
- Tri-Cities (New Westminster, Coquitlam, Port Coquitlam, Port Moody, Anmore, Pitt Meadows, Maple Ridge)

Community Members: The Board is seeking up to six (6) part-time community members, to work and be paid on a per diem, as needed basis.

The Board specifically invites applications from potential community members located in the following areas:

- South Fraser (Tsawwassen, Delta, Surrey, White Rock, Langley)
- Okanagan (Kelowna, Kamloops, Vernon, Penticton, Salmon Arm, Merritt, Princeton, Revelstoke)
- Sunshine Coast (Gibsons, Sechelt, Powell River)
- Tri-Cities (New Westminster, Coquitlam, Port Coquitlam, Port Moody, Anmore, Pitt Meadows, Maple Ridge)

An eligibility list may be established.

Accountabilities

Members are responsible for conducting a three-member review panel hearing. This work includes, but is not limited to, the following:

- For part-time members working on an as-needed basis, providing availability to participate in at least 2 review panel hearings per week and keeping availability up to date with the Board's Registry for the upcoming four (4) weeks
- For salaried regular members, conducting 5-7 hearings per week as a full-time member and conducting 3-4 hearings per week as a part-time member
- Reviewing documentation provided to panel members regarding a scheduled review panel hearing in advance of the hearing
- Addressing and determining any pre-hearing procedural matters that may need to be addressed by the review panel
- Conducting review panel hearings in accordance, with the Board's rules, practice directions, and the principles of procedural fairness, ensuring the respectful participation of all parties and the promotion of the Board's core values
- Making impartial, prompt, and well-reasoned decisions in accordance with the statutory criteria set out in the Act
- Communicating clearly in plain trauma-informed language

- Willingly accepting hearings on short notice and, on occasion, travelling to mental health facilities to conduct in-person review panel hearings
- Abiding by the statutory timeframes set out in the Act and the Board's time expectations for the completion of written reasons
- Working closely with the Board's Registry to conduct case management
- Confidently engaging with various software programs including Zoom, MS Teams, and the Board's electronic case management system

A salaried part-time and salaried full-time legal member will have additional duties in addition to conducting review panel hearings which may include the following:

- onboarding and orientation of new Board members
- providing guidance and advice to Board members in the course of their duties and where complex issues arise
- addressing pre-hearing and post-hearing matters
- assisting with the ongoing review and updating of the Board's rules and practice directions
- addressing complaints as delegated by the Board Chair
- policy development in consultation with the Board Chair
- special projects as designated or assigned by the Board Chair

Competencies / Attributes

Pursuant to the requirements for serving on a public sector board, appointees must be a Canadian citizen and/or permanent resident of British Columbia, proficient in spoken and/or written English, and not an employee of the British Columbia government.

The following skills, knowledge, competencies, and attributes are desired for the positions under consideration:

- Experience in quasi-judicial adjudication or other experience demonstrating knowledge of the principles of natural justice
- Experience in conducting hearings, case-management, administrative procedures, and/or decision making
- Experience writing clear and concise decisions or submissions which identify and canvas all relevant issues, evidence, and submissions and provide appropriate analysis to support the conclusion reached
- Excellent written and oral communication skills
- Experience with administrative law, mental health and substance use disorders, health law, and/or human rights law;
- Demonstrated understanding of mental health and substance use disorders and the impact of trauma often experienced by people with lived experience
- Demonstrated understanding of the widespread impact of trauma, the symptoms of trauma, resisting re-traumatization, and fostering environments of safety and empowerment
- Lived and working experience in diversity, accessibility, inclusion and equity
- Demonstrated cultural awareness and respect for a variety of different cultures and ethnicities, particularly with respect to First Nation, Metis, Inuit, and Indigenous individuals and communities and equity-deserving groups, and strong commitment to the principles and implementation of reconciliation with Indigenous peoples
- Experience working with children and/or youth from diverse backgrounds which may include positive youth engagement, applied youth development, and/or supportive youth relationship building

All tribunal members should possess the following personal attributes:

- Ability and willingness to fulfil time commitments and offer expected hearing availability
- High ethical standards and integrity in professional and personal dealings
- Appreciation of the responsibility of the Board and its members to the public
- Ability and willingness to raise potentially controversial issues in a manner that encourages dialogue while remaining

open to listening and working as a team member

- Flexibility, responsiveness, and willingness to respect diverse perspectives, including perspectives in conflict with one's own perspective, and to consider others' opinions
- Capability of a wide perspective on issues
- Demonstrated commitment to enhancing one's own awareness, knowledge, and skills related to equity, diversity, and inclusion
- Ability to listen and work as a team member
- No direct or indirect conflict of interest with the member's responsibility to the tribunal
- Strong reasoning skills
- Strong computer skills
- Commitment to continuous learning about the Board and the mental health sector

Appointees must successfully complete security screening requirements of the BC Public Service, which may include a criminal records check, and/or a Criminal Records Review Act check, and/or enhanced security screening checks, as required by the Ministry.

Diversity and Inclusion

The Board strives to establish a membership that reflects the diversity of our province and an environment that is inclusive and culturally safe for both Board appointees and the Board's staff team. The Board is committed to anti-racism, equity, and diversity as an integral aspect of its core values.

To support a strong Board that reflects the diversity of our province, applications are encouraged from members of groups that have been marginalized on any grounds enumerated under the B.C. Human Rights Code including, but in no way limited to, those marginalized on grounds of Indigenous identity, race, ancestry, colour, place of origin, gender identity or expression, mental disability, physical disability, religion, sex, or sexual orientation.

Consideration will be given to qualified individuals with a broad range of backgrounds in community, labour, and business environments. The selection process will recognize lived experience and volunteer roles as well as paid employment and academic achievements.

As part of the Board's commitment to inclusivity, the Board will offer accommodation for applicants upon request. Please advise if you require accommodation during the selection process.

Time Commitment

Part-time as needed members are expected to provide availability for a minimum of 2 hearings per week, however, additional availability is preferred. A salaried full-time member will be expected to conduct 5-7 hearings per week. A salaried part-time member will be expected to conduct 3-4 hearings per week.

Review panel hearings are typically assigned to members 3-5 days before the hearing date. Members may be asked to accept a hearing on short notice (less than 3 days) when necessary to provide a hearing within the statutory time limit.

Hearings typically occur electronically. The time for a review panel hearing typically ranges from 1.5 to 4 hours.

Members must be willing to attend training as required, including an annual general meeting.

Some travel may be required. Members who are assigned an in-person hearing will be asked to travel to attend the hearing.

Process for Submitting Expressions of Interest

You may submit an Expression of Interest in serving on this board by clicking this link:

<https://www.bcpublicsectorboardapplications.gov.bc.ca/s/noticeofpositionDetail?nop=J-0480>. The posting closes on April 5, 2026.

Downloaded from firstnationsjob.com on 01-09-2026