Nova Scotia Legal Aid Commission

Financial Statements
For the Year Ended March 31, 2020

CONTENTS

| | Page |
|---|------|
| Management's Report | 3 |
| Independent Auditor's Report | 4 |
| Statement of Financial Position | 6 |
| Statement of Operations | 7 |
| Statement of Change in Net Financial Assets | 8 |
| Statement of Cash Flows | 9 |
| Notes to the Financial Statements | 10 |
| Schedule 1 – Additional Expense Information | 19 |
| Schedule 2 - Supplementary Compensation Information | 20 |

Management's Report

The preparation and presentation of the financial statements is the responsibility of management of the Nova Scotia Legal Aid Commission (the "Commission"). These financial statements have been prepared in accordance with Canadian public sector accounting standards. A summary of the significant accounting policies are described in Note 2 to the financial statements. The preparation of financial statements necessarily involves the use of estimates based on management's judgement, particularly when transactions affecting the current accounting period cannot be finalized with certainty until future periods.

Management is responsible for the reliability and integrity of the financial statements, including the notes and schedules to the financial statements and other financial information contained in the annual report. Management is also responsible for maintaining books of account, information systems and an appropriate system of internal controls. These internal controls are intended to provide reasonable assurance that accurate financial information is available, assets are safeguarded and controlled, resources are managed efficiently, and transactions are conducted in accordance with relevant legislation and regulations.

The Board of Directors is responsible for ensuring that management fulfills its responsibilities for financial reporting and internal control. The Audit Finance Committee, on behalf of the Board, fulfills this responsibility. The Audit Finance Committee reviews matters related to accounting, auditing, internal control systems, and the financial statements, including a recommendation of approval of the annual financial statements to the Board.

The Auditor General of Nova Scotia provides an independent audit of the financial statements. His examination is conducted in accordance with Canadian auditing standards and includes tests and procedures which allow him to report on the fairness of the financial statements prepared by management. As independent auditor, he has full and unrestricted access to the Audit Finance Committee to discuss the audit and related findings.

The financial statements have been approved by the Board of Directors.

On behalf of Nova Scotia Legal Aid Commission:

Megan Longley, QC

Chief Executive Officer

Jennifer Cain, CPA, CA Director of Finance

June 25, 2020



Auditor General of Nova Scotia

INDEPENDENT AUDITOR'S REPORT

To the Board of Directors of the Nova Scotia Legal Aid Commission:

Opinion

I have audited the financial statements of the Nova Scotia Legal Aid Commission (the Commission), which comprise the statement of financial position as at March 31, 2020, and the statement of operations, statement of change in net financial assets and statement of cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies, and other explanatory information.

In my opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the Commission as at March 31, 2020, and the results of its operations, changes in its net financial assets, and its cash flows for the year then ended in accordance with Canadian public sector accounting standards.

Basis for Opinion

I conducted my audit in accordance with Canadian generally accepted auditing standards. My responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of my report. I am independent of the Commission in accordance with the ethical requirements that are relevant to my audit of the financial statements in Canada, and I have fulfilled my other ethical responsibilities in accordance with these requirements. I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.

Responsibilities of Management and Those Charged with Governance for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with Canadian public sector accounting standards, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the Commission's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless an intention exists to liquidate the Commission or to cease operations, or there is no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Commission's financial reporting process.

Auditor's Responsibilities for the Audit of the Financial Statements

My objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes my opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists.



Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with Canadian generally accepted auditing standards, I exercise professional judgment and maintain professional skepticism throughout the audit. I also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for my opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are
 appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the
 Commission's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Commission's ability to continue as a going concern. If I conclude that a material uncertainty exists, I am required to draw attention in my auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify my opinion. My conclusions are based on the audit evidence obtained up to the date of my auditor's report. However, future events or conditions may cause the Commission to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

I communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that I identify during my audit.

Michael A. Pickup, FCPA, FCA Auditor General of Nova Scotia

Halifax, Canada June 25, 2020

| | 2020 | 2019 |
|---|---------------------|---------------------|
| FINANCIAL ASSETS | | |
| Cash and cash equivalents (Note 4) | \$ 9,019,360 | \$ 8,908,727 |
| Accounts receivable | 408,531 | 249,010 |
| Accrued interest receivable | 8,650 | 13,846 |
| Due from the Province of Nova Scotia (Note 9) | 10,669,800 | 8,891,000 |
| Due from the Frontice of Nova Scotia (Note 3) | 10,009,800 | 8,891,000 |
| | 20,106,341 | 18,062,583 |
| LIABILITIES | | |
| Payables and accruals (Note 6) | 5,962,849 | 4,810,073 |
| Deferred revenue (Note 7) | 428,610 | 260,286 |
| Long service awards (Note 8) | 619,800 | 639,300 |
| Post-retirement health and dental benefits (Note 9) | 10,669,800 | 8,891,000 |
| , | | |
| | 17,681,059 | 14,600,659 |
| NET FINANCIAL ASSETS | 2,425,282 | 3,461,924 |
| NON-FINANCIAL ASSETS | | |
| Tangible capital assets (Note 5) | 97,216 | 122,435 |
| Prepaid expenses | 194,927 | 115,617 |
| Trepaid expenses | 134,321 | 113,017 |
| | 292,143 | 238,052 |
| ACCUMULATED SURPLUS | <u>\$ 2,717,425</u> | <u>\$ 3,699,976</u> |

Contingencies and Contractual Obligations (Note 10)

The accompanying notes and schedules are an integral part of these Financial Statements

On Behalf of the Board

Director – George Ash, Commission Chair

Director – Ronald R. Chisholm, Audit Finance Committee Chair

Nova Scotia Legal Aid Commission Statement of Operations For the Year Ended March 31, 2020

| | 2020 | 2020 | 2019 |
|---|---------------|------------------------|------------------------|
| | Budget | Actual | Actual |
| Revenue Operating grants - Province of Nova Scotia Employee future benefits grant - Province of Nova Scotia Interest Other income | \$ 27,054,000 | \$27,084,676 | \$27,015,815 |
| | 440,000 | 492,900 | 396,500 |
| | 180,000 | 206,171 | 177,793 |
| | 30,000 | 186,048 | 33,038 |
| Expenses (Schedule 1) Adult Criminal Youth Criminal Family and civil Land Title Initiative | 27,704,000 | 27,969,795 | 27,623,146 |
| | 15,316,750 | 15,689,824 | 14,481,412 |
| | 1,146,400 | 907,295 | 1,084,405 |
| | 11,294,650 | 12,006,504 | 10,680,959 |
| | 446,200 | 348,723 | 252,639 |
| | 28,204,000 | 28,952,346 | 26,499,415 |
| Operating (deficit) surplus Accumulated surplus, beginning of year (Note 3) | \$ (500,000) | (982,551) 3,699,976 | 1,123,731 2,576,245 |
| Accumulated surplus, end of year | | <u>\$ 2,717,425</u> | <u>\$ 3,699,976</u> |

The accompanying notes and schedules are an integral part of these Financial Statements

Nova Scotia Legal Aid Commission Statement of Change in Net Financial Assets For the Year Ended March 31, 2020

| | 2020 Budget | 2020 Actual | 2019 Actual |
|---|----------------------------|-------------------------------------|---|
| Operating (Deficit) Surplus | \$ (500,000) | \$ (982,551) | \$ 1,123,731 |
| Amortization of tangible capital assets Acquisition of tangible capital assets Acquisition of prepaid expenses Use of prepaid expenses | 26,500 - - - - | 25,219 - (194,927) 115,617 | 34,691 (128,957) (115,617) 121,351 |
| | 26,500 | (54,091) | (88,532) |
| (Decrease) increase in net financial assets | (473,500) | (1,036,642) | 1,035,199 |
| Net financial assets, beginning of year | 3,461,924 | 3,461,924 | 2,426,725 |
| Net financial assets, end of year | \$ 2,988,424 | \$ 2,425,282 | \$ 3,461,924 |

The accompanying notes and schedules are an integral part of these Financial Statements

Nova Scotia Legal Aid Commission Statement of Cash Flows For the Year Ended March 31, 2020

| | 2020 | 2019 |
|--|--|---|
| Operating Activities | | |
| (Deficiency) surplus of revenue over expenses Amortization | \$ (982,551) 25,219 (957,332) | \$ 1,123,731 34,691 1,158,422 |
| Changes in other items: Increase to accounts receivable Decrease (increase) to accrued interest receivable Increase to due from the Province of Nova Scotia (Increase) decrease to prepaid expense Increase to payables and accruals Increase to deferred revenue Decrease to long service awards Increase to post-retirement health and dental benefits Cash provided by operating transactions | (159,521) 5,196 (1,778,800) (79,310) 1,152,776 168,324 (19,500) 1,778,800 1,067,965 110,633 | (7,183) (4,246) (135,200) 5,734 424,403 260,286 (1,909,200) 396,500 (968,906) |
| Capital Activities Cash used to acquire tangible capital assets | <u>-</u> | (128,957) (128,957) |
| Increase in cash and cash equivalents during year | 110,633 | 60,559 |
| Cash and cash equivalents, beginning of year | 8,908,727 | 8,848,168 |
| Cash and cash equivalents, end of year | \$ 9,019,360 | \$ 8,908,727 |

The accompanying notes and schedules are an integral part of these Financial Statements

1. Authority

The Nova Scotia Legal Aid Commission was established in 1977 pursuant to the *Legal Aid Act*. The Act and Regulations stipulate that the Commission can provide legal services to persons whose income is derived primarily from municipal or provincial social assistance or to persons in an equivalent position. The Commission is tax exempt under the *Income Tax Act* (Canada).

Commission activities are funded by a grant from the Province of Nova Scotia. The Province in turn receives a contribution from the Government of Canada for legal aid provided by the Commission.

2. Accounting Policies

These financial statements are prepared in accordance with Canadian public sector accounting standards, that for the purposes of the Commission's financial statements are represented by accounting recommendations of the Public Sector Accounting Board (PSAB) of the Chartered Professional Accountants of Canada (CPA Canada).

These financial statements are prepared using the following significant accounting policies:

(a) Cash and cash equivalents

Cash and cash equivalents consist of petty cash, operating balances with banks and investments in high interest savings accounts.

(b) Tangible capital assets

Tangible capital assets are stated at cost less accumulated amortization and are amortized on a straight-line basis over their estimated useful lives:

Computer equipment 3 years Furniture and equipment 5 years

(c) Revenue recognition

- i. Operating grants and other revenue are recorded on the accrual basis.
- ii. Revenues are recognized in the period in which the legal services are rendered when collection is reasonably assured.
- iii. Government transfers are recognized as revenue in the period in which the transfer is authorized and all eligibility criteria have been met, except when and to the extent the transfer includes stipulations that give rise to an obligation that meets the definition of a liability. Transfers are recognized as deferred revenue when transfer stipulations give rise to a liability. Transfer revenue is recognized in the statement of operations as the stipulation liabilities are settled.
- iv. Annually, an authorized transfer from the Province of Nova Scotia totaling the year-over-year change in the Commission's accrued benefit liability relating to its employee future benefits is recognized as revenue
- v. Interest revenue is recognized as earned.

(d) Expense recognition

Expenses are reported on an accrual basis. The cost of all goods consumed and services received during the year are recorded as an expense in that year.

Accounting Policies (continued)

(e) Measurement uncertainty

The presentation of financial statements in conformity with Canadian public sector accounting standards requires management to make estimates and assumptions that affect the reported amount of assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenditures during the reported period. Actual results could differ from management's best estimates as additional information becomes available in the future. Significant estimates in the financial statements are related to private solicitors' fees, and post-retirement health and dental benefits .

(f) Private solicitors' fees

At the end of each fiscal year, the Commission has a liability for work conducted by private solicitors that is not yet billed and paid. The estimate is determined using an information system that incorporates average costs and time frames for similar cases over the last two years. The estimate will vary from the actual billings from private solicitors due to the specific requirements of each case and the difference between the estimate and the actual billing is adjusted through the Statement of Operations.

(g) Long service awards and post-retirement health and dental benefits

Costs for long service awards and post-retirement health and dental benefits are accrued over the periods in which the employees render services in return for these benefits. The Province of Nova Scotia covers the accrued benefit liability related to post-retirement health and dental benefits; therefore, a corresponding accounts receivable balance is recorded.

Actuarial gains and losses and assumption changes are amortized over the expected average remaining service life of active employees.

(h) Financial instruments

The Commission's financial instruments consist of investments in high interest savings accounts, accounts receivable, payables, and related accruals. The Commission measures its financial instruments at cost or amortized cost.

3. Accounting Policy Change

Change in attribution period related to post-retirement health and dental benefits

During the year, the Commission decided to change the attribution period related to post-retirement health and dental benefits to its employees to align with the attribution method used by the Province. Previously, the attribution period was based on attribution to assumed retirement. The attribution period is now based on attribution to full eligibility. The Commission has recorded this adjustment retroactively, but prior periods have not been restated as the amounts are not reasonably determinable. Because the Province of Nova Scotia covers the accrued benefit liability related to post-retirement health and dental benefits, there has been no impact to opening accumulated surplus in 2020. As a result, during the current fiscal year, the due from the Province of Nova Scotia and the post-retirement health and dental benefits liability each increased by \$1,285,900.

4. Cash and Cash Equivalents

| | 2020 | 2019 |
|--|--------------------------|---------------------------|
| Cash and cash equivalents Less: Amount of restricted cash | \$9,019,360 (428,610) | \$ 8,908,727 (260,286) |
| Unrestricted and internally restricted cash and cash | \$ 8,590,750 | \$ 8,648,441 |

Externally restricted cash consists of funds provided by the Province that are required to be spent on Land Title Initiative fees. Internally restricted cash are funds that have been restricted for future payment of long service awards, future case completion, family law pressures and contingency funding. Cash and cash equivalents include investments in high interest savings accounts, currently earning interest at a rate of 0.55% and 0.40%.

5. Tangible Capital Assets

| | | 2020 | | 2020 | 2019 |
|---|-----------------------|----------------------------|---------------------------|----------------------|-----------------------|
| | Computer Equipment | Furniture and Equipment | Leasehold Improvements | Total | Total |
| Cost Opening balance Additions Disposals | \$ 76,011 - - | \$ 171,552 - | \$ 211,237 | \$ 458,800 - - | \$ 329,843 128,957 |
| Closing balance | 76,011 | 171,552 | 211,237 | 458,800 | <u>458,800</u> |
| Accumulated amortization Opening balance Amortization Disposals | 35,576 15,652 | 171,552 - | 129,237 9,567 | 336,365 25,219 | 301,674 34,691 |
| Closing balance | 51,228 | <u>171,552</u> | 138,804 | 361,584 | 336,365 |
| Net book value | \$ 24,783 | <u>\$ -</u> | <u>\$ 72,433</u> | <u>\$ 97,216</u> | <u>\$ 122,435</u> |

6. Payables and Accruals

| | 2020 | 2019 |
|---|--|--|
| Private solicitors' fees Employee salaries and benefits Supplies and services | \$ 4,348,744 1,364,097 250,008 \$ 5,962,849 | \$ 3,800,772 650,146 359,155 \$ 4,810,073 |

7. Deferred Revenue

| | 2020 | 2019 |
|--|--------------------------------------|-------------------------------|
| Opening balance April 1 Receipts during year Transfer to revenue | \$ 260,286 193,000 (24,676) | \$ - 265,000 (4,714) |
| Closing balance March 31 | \$ 428,610 | \$ 260,286 |

The deferred revenue is the result of a government transfer with stipulations on the use of the funds. Funds are restricted for Land Title Initiative fees by the Department of Justice of the Province of Nova Scotia.

8. Long Service Awards

The Commission follows the provisions of the *Civil Service Act* with respect to the payment of long service awards. Employees of the Commission are entitled to long service awards upon retirement. The awards are based on the number of years of service of the employee and are earned at the rate of one week's pay for every year of service, to a maximum of twenty six weeks.

The accrual of service under the long service award ceased April 1, 2015. Benefits payable under the long service award continue to be paid upon retirement based on the employee's salary at retirement.

During the 2017/18 year, employees were provided with a one-time option to elect an immediate payment of their long service award entitlement. 102 employees elected to receive an immediate payment for a total of \$1,871,900 in payments. The awards were paid in July 2019.

An actuarial valuation was prepared for the fiscal year ended March 31, 2020 to determine the liability relating to the awards. The valuation was based on a number of assumptions about future events, such as inflation rates, wage and salary increases, and employee turnover. The assumptions used reflect the Commission's best estimates.

8. Long Service Awards (continued)

The Commission is responsible for the funding and eventual payment of these awards, and has internally restricted assets for this purpose. The assets are included in cash and accrued interest receivable. Based on the acctuarial valuation of the accrued benefit obligation for long service awards at March 31, 2020, these assets are sufficient to fund the liability for long service awards.

| | 2020 | 2019 |
|--|--|--|
| Components of Benefit Cost Amortization of actuarial gains Interest cost | \$ (9,700) 17,500 | \$ (10,500) <u>38,000</u> |
| Benefit cost recognized | <u>\$ 7,800</u> | \$ 27,500 |
| Change in Accrued Benefit Obligation Accrued benefit obligation, beginning balance Interest cost Benefits paid Actuarial (gain) loss | \$ 554,200 17,500 (27,300) (51,000) | \$ 2,454,800 38,000 (1,936,700) (1,900) |
| Accrued benefit obligation at the end of the year | <u>\$ 493,400</u> | <u>\$ 554,200</u> |
| Unamortized net actuarial gain | 126,400 | 85,100 |
| Accrued benefit liability | <u>\$ 619,800</u> | \$ 639,300 |

The significant actuarial assumptions adopted in measuring the Commission's accrued benefit obligations for 2020 and 2019 are as follows:

| Discount rate (interest and service cost) | 3.24% | 3.42% |
|---|--------------|--------------|
| Discount rate (March 31st ending accrued benefit obligation) | 3.24% | 3.29% |
| Salary increases | 1.5% -2.50 % | 1% -2.50 % |
| | plus merit & | plus merit & |
| | promotion | promotion |
| Expected average remaining service life for amortization of actuarial gains /losses | 11 years | 8 years |

9. Post-retirement Health and Dental Benefits

The Commission provides post-retirement health and dental benefits to its employees. The Commission pays 65% of the cost of the post-retirement health and dental programs. The Commission pays 100% of the premiums of employees on long-term disability. The Province of Nova Scotia covers the accrued benefit liability related to employee future health and dental benefits; therefore, a corresponding accounts receivable balance is recorded.

An actuarial valuation was prepared for the fiscal year ended March 31, 2020. The valuation was based on a number of assumptions about future events, such as inflation rates, interest rates, medical inflation rates, wages and salary increases, and employee turnover and mortality. The assumptions used reflect the Commission's best estimates.

During the year, the Commission opted to change the attribution method from attribution to estimated retirement to attribution to full eligibility to align with the method used by the Province for post-retirement health plans. This change in methodology resulted in an adjustment to both the fiscal 2020 opening accrued benefit obligation and the accrued benefit liability of \$1,285,900. Please see details in Note 3 regarding accounting policy changes.

| | 2020 | 2019 |
|---|---|--|
| Components of Benefit Cost Current service cost (employer portion) Amortization of actuarial gains Interest cost | \$ 418,500 (49,400) 316,500 | \$ 390,800 (92,200) 266,100 |
| Benefit cost recognized | \$ 685,600 | \$ 564,700 |
| Change in Accrued Benefit Obligation Accrued benefit obligation at the end of the prior year Impact of attribution change to opening obligation Current service cost (employer portion) Interest cost Benefits paid Actuarial loss | \$ 8,274,300 1,285,900 418,500 316,500 (192,700) 1,369,100 | \$ 7,668,600 - 390,800 266,100 (168,200) |
| Accrued benefit obligation at the end of the year | <u>\$ 11,471,600</u> | \$ 8,274,300 |
| Reconciliation of Accrued Benefit Liability Accrued benefit obligation at the end of year Unamortized net actuarial (loss) gain Accrued benefit liability | \$ 11,471,600 (801,800) \$ 10,669,800 | \$ 8,274,300 616,700 \$ 8,891,000 |

9. Post-retirement Health and Dental Benefits (continued)

The significant actuarial assumptions adopted in measuring the Commission's accrued benefit obligations for 2020 and 2019 are as follows:

| | 2020 | 2019 |
|---|----------|----------|
| Weighted-Average Assumptions for Expense | | |
| Discount rate (interest and service cost) | 3.24% | 3.42% |
| Discount rate (March 31st ending accrued benefit obligation) | 3.24% | 3.29% |
| Expected average remaining service life for amortization of actuarial gains /losses | 14 years | 10 years |
| Initial medical care trend rate | 6.83% | 6.67% |
| Ultimate medical care trend rate | 4.50% | 4.50% |
| Year ultimate rate reached | 2034 | 2032 |
| Initial and ultimate dental care trend rate | 4.5% | 4.50% |

10. Contingencies and Contractual Obligations

- (a) The Commission is contractually obligated to see ongoing cases through to completion for clients being represented by private solicitors. The Commission uses a system that incorporates average costs and timeframes for similar cases over the prior two years to estimate the future cost related to these ongoing matters. This cost represents the future cost to complete these cases and is for services not yet performed by the private solicitors. The estimate for future case completion at March 31, 2020 is \$2,065,306 (March 31, 2019 \$2,140,052).
- (b) Lease agreements for office space typically call for payment of a base rent plus a provision for the Commission's portion of operating costs and property taxes. Lease terms vary by office. The Commission also carries leases for office equipment.

Minimum lease payments for the next five fiscal years, not including taxes, are as follows:

| \$ 1,288,066 |
|-----------------|
| \$ 1,068,396 |
| \$ 806,614 |
| \$ 775,273 |
| \$ 632,032 |
| \$ \$ \$ |

- (c) The Commission provides funding to Dalhousie Legal Aid Services. The Commission has agreed to provide a grant of \$69,000 to Dalhousie Legal Aid Services for the year ending March 31, 2021.
- (d) The Commission created a professional development fund during 2012-13 whereby each lawyer was allowed a set amount of dollars for professional development. The policy allows a carry-over of the amount for one additional fiscal year if not used. Effective April 1, 2019 the policy is changing to allow for a two year carryover. At March 31, 2020, a maximum amount of \$75,600 (2019 \$39,195) was not used.

11. Client Trust Funds Under Administration

On March 31, 2020, \$1,666 (2019 - \$15,706) was held in trust for clients. These trust funds are accounted for separately and are not reflected in the financial statements.

12. Pension fund

Pursuant to Section 7 of the *Legal Aid Act*, all permanent employees of the Commission are entitled to receive pension benefits under the Nova Scotia Public Service Superannuation Plan (PSSP). Benefits paid upon retirement are based on an employee's length of service, rate of pay, and possible inflation adjustments. The plan is funded by equal employee and employer contributions. The employer contributions are included in the Commission's operating expenses in the amount of \$1,420,939 (2019 - \$1,332,079). The Commission's responsibility with regard to the PSSP is limited to its contributions. The Commission is not responsible for any residual liability or surpluses for the PSSP.

13. Financial Risk Management

The Commission recognizes the importance of managing risks and as a result, has in place policies, procedures and oversight designed to reduce risks identified to an appropriate threshold. The risks that the Commission is exposed to through its financial instruments are credit risk, liquidity risk and market risk. There have been no changes compared to previous years with respect to the Commission's objectives, policies and processes for managing the risks described.

Credit Risk

Credit risk is the risk of loss resulting from failure of an individual or group to honour their financial obligations. The Commission's accounts receivable are due primarily from government organizations and reputable organizations. The Commission's cash and investments are held at Canadian chartered banks, and Canadian financial institutions, respectively. The Commission is not exposed to significant credit risk.

At year-end, there were no significant accounts receivable that were past due nor impaired.

Liquidity Risk

Liquidity risk is the risk that the Commission will not be able to meet its financial obligations as they fall due. The Commission's approach to managing liquidity risk is to ensure that it will have sufficient working capital and cash flow to fund operations and settle liabilities when due.

Market Risk

Market risk comprises three types of risk: currency risk; interest rate risk; and, other price risk.

(a) Currency Risk

Currency risk is the risk that the value of a financial instrument will fluctuate due to changes in foreign exchange rates. The Commission is not exposed to significant currency risk.

(b) Interest Rate Risk

Interest rate risk is the risk that the Commission's investments will change in fair value due to future fluctuations in market interest rates. The fair value of the investments, and the income they generate, varies as market interest rates vary. All other financial instruments are non-interest bearing. The Commission mitigates this risk by monitoring interest rates.

13 Financial Risk Management (continued)

(c) Other Price Risk

Other price risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of change in market prices (other than those arising from interest rate risk or currency risk). The Commission is not exposed to significant other price risk.

14. Economic Dependence

The Commission is economically dependent upon the ongoing and future funding from the Province of Nova Scotia.

15. Related Party Transactions

The Commission is related to all other departments, agencies, boards and commissions included in the Province of Nova Scotia's consolidated financial statements. Transactions related to the Departments of Finance and Treasury Board, and Justice, have been disclosed separately in these financial statements. All transactions have been entered into in the normal course of business.

Related parties also include key management personnel having the authority and responsibility for planning, directing and controlling the activities of the Commission. This includes the senior leadership team, and members of the Board of Directors and their close family members. Certain members of the Board of Directors and their close family members provide legal aid services to clients of the Commission either directly or through association and rent office space for one location. These members billed the Commission \$219,509 (2019 - \$46,344) during the fiscal year. All transactions have been entered into in the normal course of business.

16. Budget

Budget figures are provided for comparison purposes and have been approved by the Commission's Board.

17. Comparative Figures

Certain comparative figures have been restated to conform to current year's presentation.

18. Impact of the Covid-19 Pandemic on our Results and Operations

On March 11, 2020, the COVID-19 outbreak was declared a pandemic by the World Health Organization. This has resulted in governments worldwide, including the Canadian government, enacting emergency measures to combat the spread of the virus. These measures, which include the implementation of travel bans, self-imposed quarantine periods and social distancing, have caused material disruption to businesses globally and in Canada resulting in an economic slowdown. Governments and central banks have reacted with significant monetary and fiscal interventions designed to stabilize economic conditions however the success of these interventions is not currently determinable.

The financial and operational impact to the Commission during the fiscal 2020 year was minimal but due to the dynamic situation presented by COVID 19, the magnitude of the future impact is not known at this time.

Nova Scotia Legal Aid Commission Schedule 1 – Additional Expense Information For the Year Ended March 31, 2020

| Section Sect | | Budget 2020 | Actual 2020 | Actual 2019 |
|--|--|------------------|-------------------|---------------------------------------|
| Equipment and maintenance Leasehold improvements 100,000 18,350 27,054 2 | Amortization | <u>\$ 26,500</u> | \$ 25,21 <u>9</u> | \$ 34,69 <u>1</u> |
| Equipment and maintenance Leaschold improvements 100,000 18,530 27,054 Office furniture and equipment 105,000 34,257 213,322 225,000 207,823 323,075 225,000 207,823 323,075 225,000 207,823 323,075 225,000 207,823 323,075 225,000 259,944 58,401 Employer furniture and dues 390,000 376,120 377,600 Memberships, meetings and conferences 390,000 376,120 377,600 Meetings and conferences 388,000 148,862 83,414 488,000 148,862 83,414 488,000 148,862 83,414 488,000 148,862 83,414 488,000 148,862 83,414 488,000 148,862 83,414 488,000 148,862 83,414 488,000 148,862 83,414 488,000 148,862 83,414 488,000 148,862 83,414 488,000 148,862 83,414 488,000 148,862 83,414 488,000 148,862 83,414 488,000 148,862 83,414 488,000 148,862 83,414 488,000 148,862 83,414 488,000 148,862 83,414 488,000 148,683 148,483 14 | Directors' fees | 55,000 | 27,275 | 33,730 |
| Leasehold improvements | Duty Counsel fees | 150,000 | 282,702 | 245,089 |
| Office furniture and equipment 105,000 74,257 213,322 Office machine leasing and maintenance 39,000 115,035 82,089 Library 65,000 59,944 58,401 Memberships, meetings and conferences 390,000 376,120 377,600 Membership and dues 390,000 148,862 83,414 Miscellaneous 578,000 524,982 461,014 Miscellaneous 75,000 69,000 69,000 Grant – Dalhousie Legal Aid 69,000 69,000 7,500 Public Information/legal education 7,500 7,500 7,500 Office disbursements 76,500 76,500 7,500 Family 120,000 120,322 110,836 Adult criminal 140,000 138,648 101,988 Social justice 15,000 5,664 5,811 Youth criminal 20,000 32,746 17,715 Land Title - 24,256 4,714 Court ordered coursel - Provincial 295,000 324,288 <td></td> <td></td> <td></td> <td></td> | | | | |
| Office machine leasing and maintenance 9,0000 115,036 82,088 Library 65,000 59,944 323,074 Memberships, meetings and conferences 390,000 376,120 377,600 Membership and dues 390,000 376,120 377,600 Meetings and conferences 188,000 148,862 33,414 Miscellaneous 69,000 69,000 69,000 Format – Dalhousie Legal Aid 69,000 69,000 7,500 Public information/legal education 7,500 7,500 7,500 Office disbursements 76,500 7,500 7,500 Family 120,000 180,648 10,818 Adult crimial 140,000 18,468 10,988 Social justice 15,000 5,664 5,811 Youth criminal 20,000 32,746 1,715 Land Title 2,272 427 Civil and family – conflicts 2,175,000 2,422,810 2,024,088 Adult criminal – bormicide 380,000 249,54 417,7 | | · | | |
| Library 65,000 59,944 58,401 | • • | • | · | · |
| Memberships, meetings and conferences 390,000 376,120 377,600 Meetings and conferences 188,000 148,862 83,414 Miscellaneous 578,000 524,982 461,014 Miscellaneous 69,000 69,000 75,000 Public information/legal education 7,500 75,500 75,500 Office disbursements 76,500 76,500 76,500 Family 120,000 130,232 110,836 Adult criminal 140,000 138,648 101,988 Social justice 150,000 32,746 17,715 Land trible - 24,676 4,714 Court ordered coursel - Provincial 2 2,722 427 Private solicitors' fees 2 2,175,000 2,422,810 2,024,088 Adult criminal – conflicts 2,175,000 2,422,810 2,024,088 Adult criminal – conflicts 2,100,000 2,841,663 2,234,101 Youth criminal – conflicts 2,100,000 2,841,663 2,234,101 Youth crimin | Office machine leasing and maintenance | | | |
| Membership and dues 390,000 376,120 377,600 Meetings and conferences 188,800 128,862 83,414 Miscellaneous 578,000 524,982 461,014 Grant – Dalhousie Legal Aid 69,000 69,000 7,500 7,612 1,01,88 4,01,98 4,01,98 4,01,98 4,01,98 4,01,98 4,01,99 4,01,99 4,01,99 4,0 | Library | 65,000 | 59,944 | 58,401 |
| Membership and dues 390,000 376,120 377,600 Meetings and conferences 188,800 128,862 83,414 Miscellaneous 578,000 524,982 461,014 Grant – Dalhousie Legal Aid 69,000 69,000 7,500 7,612 1,01,88 4,01,98 4,01,98 4,01,98 4,01,98 4,01,98 4,01,99 4,01,99 4,01,99 4,0 | Mambarshins mastings and conferences | | | |
| Meetings and conferences 188,000 148,862 33,414 Miscellaneous 578,000 524,982 461,014 Miscellaneous 69,000 69,000 69,000 Public information/legal education 7,500 7,500 7,500 Office disbursements 76,500 76,500 76,500 Family 120,000 120,232 110,836 Adult criminal 140,000 138,648 101,988 Social justice 15,000 5,664 5,811 Youth criminal 20,000 32,746 17,715 Land Title - 24,676 4,714 Court ordered counsel - Provincial 2,35,000 324,688 241,491 Private solicitors' fees 2,175,000 2,422,810 2,024,088 Adult criminal – homicide 380,000 249,254 412,794 Adult criminal – homicide 380,000 2,942,54 412,794 Adult criminal – homicide 380,000 18,599 142,109 Youth criminal – homicide 30,000 1,50 | | 390,000 | 376 120 | 377 600 |
| Miscellaneous Grant - Dalhousie Legal Aid G9,000 G9,000 G9,000 Public information/legal education 7,500 | · | · | | |
| Grant — Dalhousie Legal Aid Public information/legal education 69,000 7,500 7,500 7,500 7,500 7,500 7,500 76, | Ç | | | |
| Public information/legal education 7,500 7,500 7,500 Office disbursements 76,500 76,500 76,500 Family 120,000 120,232 110,836 Adult criminal 140,000 138,648 101,988 Social justice 15,000 5,664 5,811 Youth criminal 20,000 32,746 17,715 Land Title - 24,676 4,714 Court ordered counsel - Provincial - 2,722 427 Civil and family – conflicts 2,175,000 2,422,810 2,024,088 Adult criminal – homicide 38,000 2,422,810 2,024,088 Adult criminal – homicide 30,000 - 4,127,94 Adult criminal – homicide 30,000 - 2,242,810 2,224,088 Adult criminal – homicide 30,000 - 4,127,94 4,127,94 Auth criminal – homicide 30,000 - 4,127,94 4,127,94 4,127,94 4,127,94 4,127,94 4,127,94 4,127,94 4,127,94 | | CO 000 | CO 000 | 50,000 |
| Office disbursements 76,500 76,500 76,500 Family 120,000 120,232 110,836 Adult criminal 140,000 138,648 101,988 Social justice 15,000 5,664 5,811 Youth criminal 20,000 32,746 17,715 Land Title - 24,676 4,714 Court ordered counsel - Provincial - 2,722 427 Court ordered counsel - Provincial - 2,2722 427 Evil and family - conflicts 2,175,000 2,22,810 2,024,088 Adult criminal - homicide 380,000 2,422,810 2,024,088 Adult criminal - conflicts 2,100,000 2,841,963 2,234,101 Youth criminal - homicide 30,000 2,841,963 2,234,101 Youth criminal - homicide 30,000 1,85.599 142,109 Youth criminal - homicide 30,000 1,85.599 142,109 Private solicitors' fees Land Title 62,000 3,438 - Private solicitors' fees Land Title | | | · | • |
| Office disbursements 120,000 120,232 110,836 Family 120,000 138,648 101,988 Social justice 15,000 5,664 5,811 Youth criminal 20,000 32,746 17,715 Land Title - 24,676 4,714 Court ordered counsel - Provincial 2.95,000 324,688 241,491 Private solicitors' fees Civil and family - conflicts 2,175,000 2,422,810 2,024,088 Adult criminal - homicide 380,000 24,9254 412,794 Adult criminal - conflicts 2,100,000 2,841,963 2,234,101 Youth criminal - homicide 30,000 - - Youth criminal - conflicts 150,000 18,599 122,109 Youth criminal - homicide 30,000 - - - Youth criminal - conflicts 60,000 3,438 - Private solicitors' fees Land Title 62,000 3,438 - Professional fees 60,000 48,668 45,196 | Public Illiorniation/legal education | | | |
| Adult criminal 140,000 138,648 101,988 Social justice 15,000 5,664 5,811 Youth criminal 20,000 32,746 17,715 Land Title - 24,676 4,714 20,000 32,746 17,715 Land Title - 24,676 4,714 295,000 324,688 241,491 295,000 324,688 241,491 295,000 324,688 241,491 295,000 324,688 241,491 295,000 324,688 241,491 295,000 324,688 241,491 295,000 324,688 3241,491 295,000 324,688 3241,491 295,000 324,22,810 2,024,088 Adult criminal – homicide 380,000 249,254 412,794 Adult criminal – homicide 330,000 2,841,963 2,234,101 Youth criminal – homicide 30,000 18,599 142,109 295,000 118,599 142,109 295,000 118,599 142,109 295,000 118,599 142,109 295,000 3,438 - 295,000 34,868 45,196 205,000 118,590 142,100 295,000 15, | Office disbursements | 70,300 | 70,500 | 70,300 |
| Social justice | Family | 120,000 | 120,232 | 110,836 |
| Youth criminal Land Title 20,000 32,746 17,715 Land Title - 24,676 4,714 Court ordered counsel - Provincial - 2,722 427 295,000 324,688 241,491 Private solicitors' fees Civil and family - conflicts 2,175,000 2,422,810 2,024,088 Adult criminal - homicide 380,000 249,254 412,794 Adult criminal - conflicts 30,000 - - Youth criminal - conflicts 150,000 18,599 142,109 Youth criminal - conflicts 150,000 18,599 142,109 Private solicitors' fees Land Title 62,000 3,438 - Private solicitors' fees Land Title 62,000 3,438 - Professional and other fees 30,000 1,500 5,985 Payroll administrative fees 80,000 80,733 50,837 Payroll administrative fees 80,000 80,733 50,837 Salaries and benefits 18,981,000 19,067,742 17,716,501 <td>Adult criminal</td> <td>140,000</td> <td>138,648</td> <td>101,988</td> | Adult criminal | 140,000 | 138,648 | 101,988 |
| Land Title | Social justice | 15,000 | 5,664 | 5,811 |
| Court ordered counsel - Provincial 2,722 427 295,000 324,688 241,491 Private solicitors' fees Civil and family – conflicts 2,175,000 2,422,810 2,024,088 Adult criminal – homicide 380,000 249,254 412,794 Adult criminal – conflicts 2,100,000 2,841,963 2,234,101 Youth criminal – conflicts 150,000 118,599 142,109 Youth criminal – conflicts 4,835,000 5,632,626 4,813,092 Private solicitors' fees Land Title 62,000 3,438 - Professional and other fees - - - Professional fees 60,000 48,668 45,196 Consultant fees 30,000 1,500 5,985 Payroll administrative fees 80,000 80,733 50,837 Salaries and benefits 18,981,000 19,067,742 17,716,501 Employee future benefits 18,981,000 19,067,742 17,716,501 Employee future benefits 440,000 492,900 396,500 <td>Youth criminal</td> <td>20,000</td> <td>32,746</td> <td></td> | Youth criminal | 20,000 | 32,746 | |
| Private solicitors' fees Civil and family – conflicts Adult criminal – homicide Adult criminal – homicide Adult criminal – conflicts Youth criminal – homicide Xouth Criminal | | - | | |
| Private solicitors' fees 2,175,000 2,422,810 2,024,088 Adult criminal – homicide 380,000 249,254 412,794 Adult criminal – homicide 30,000 - - Youth criminal – conflicts 150,000 118,599 142,109 Youth criminal – conflicts 150,000 118,599 142,109 Private solicitors' fees Land Title 62,000 3,438 - Professional and other fees Professional fees 60,000 48,668 45,196 Consultant fees 30,000 1,500 5,985 Payroll administrative fees 30,000 1,500 5,985 Payroll administrative fees 80,000 80,733 50,837 Salaries and benefits 18,981,000 19,067,742 17,716,501 Employee future benefits 18,981,000 19,067,742 17,716,501 Employee future benefits 19,421,000 19,560,642 18,113,001 Supplies and services General cleaning and office expense 75,000 79,280 76,163 < | Court ordered counsel - Provincial | | | |
| Civil and family – conflicts 2,175,000 2,422,810 2,024,088 Adult criminal – homicide 380,000 249,254 412,794 Adult criminal – conflicts 2,100,000 2,841,963 2,234,101 Youth criminal – homicide 30,000 - - Youth criminal – conflicts 150,000 118,599 142,109 Professional conflicts 62,000 3,438 - Professional and other fees 60,000 48,668 45,196 Consultant fees 30,000 1,500 5,985 Payroll administrative fees 80,000 80,733 50,837 Salaries and benefits 18,981,000 19,067,742 17,716,501 Employee future benefits 440,000 492,900 396,500 Supplies and services 75,000 79,280 76,163 Printing and stationery 120,000 118,094 111,889 Rent, insurance, taxes and utilities 1,555,000 1,901,251 1,423,894 Communications 225,000 206,856 203,984 | | 295,000 | 324,688 | <u>241,491</u> |
| Adult criminal – homicide 380,000 249,254 412,794 Adult criminal – conflicts 2,100,000 2,841,963 2,234,101 Youth criminal – homicide 30,000 - - Youth criminal – conflicts 150,000 118,599 142,109 Professional conflicts 4,835,000 5,632,626 4,813,092 Private solicitors' fees Land Title 62,000 3,438 - Professional and other fees 60,000 48,668 45,196 Consultant fees 30,000 1,500 5,985 Payroll administrative fees 80,000 80,733 50,837 Salaries and benefits 18,981,000 19,067,742 17,716,501 Employee future benefits 440,000 492,900 396,500 Employee future benefits 440,000 492,900 396,500 Printing and stationery 120,000 118,094 111,889 Rent, insurance, taxes and utilities 1,555,000 1,497,021 1,423,994 Communications 225,000 206,856 203,984 | Private solicitors' fees | | | |
| Adult criminal – conflicts 2,100,000 2,841,963 2,234,101 Youth criminal – homicide 30,000 - - Youth criminal – conflicts 150,000 118,599 142,109 Private solicitors' fees Land Title 62,000 3,438 - Professional and other fees 60,000 48,668 45,196 Consultant fees 30,000 1,500 5,985 Payroll administrative fees 80,000 80,733 5,985 Payroll administrative fees 80,000 80,733 5,0837 Salaries and benefits 18,981,000 19,067,742 17,716,501 Employee future benefits 440,000 492,900 396,500 Insurance face services 75,000 79,280 76,163 Printing and stationery 120,000 118,094 111,889 Rent, insurance, taxes and utilities 1,555,000 1,497,021 1,423,894 Communications 225,000 206,856 203,984 Travel 200,000 194,355 181,384 | Civil and family – conflicts | 2,175,000 | 2,422,810 | 2,024,088 |
| Youth criminal – homicide 30,000 118,599 142,109 Youth criminal – conflicts 150,000 118,599 142,109 4,835,000 5,632,626 4,813,092 Private solicitors' fees Land Title 62,000 3,438 — Professional and other fees 60,000 48,668 45,196 Consultant fees 30,000 1,500 5,985 Payroll administrative fees 80,000 80,733 50,837 Salaries and benefits 18,981,000 19,067,742 17,716,501 Employee future benefits 18,981,000 19,067,742 17,716,501 Employee future benefits 440,000 492,900 396,500 Supplies and services 75,000 79,280 76,163 Printing and stationery 120,000 118,094 111,889 Rent, insurance, taxes and utilities 1,555,000 1,497,021 1,423,894 Communications 225,000 206,856 203,984 Travel 200,000 194,355 181,384 | Adult criminal – homicide | | 249,254 | |
| Youth criminal – conflicts 150,000 4,835,000 118,599 5,632,626 142,109 4,813,092 Private solicitors' fees Land Title 62,000 3,438 — Professional and other fees 80,000 48,668 45,196 6,985 Professional fees 60,000 48,668 45,196 6,985 Consultant fees 30,000 1,500 5,985 6,985 Payroll administrative fees 80,000 80,733 50,837 6,837 Payroll administrative fees 80,000 80,733 50,837 6,837 | Adult criminal – conflicts | 2,100,000 | 2,841,963 | 2,234,101 |
| Private solicitors' fees Land Title | | 30,000 | - | - |
| Private solicitors' fees Land Title 62,000 3,438 - Professional and other fees 80,000 48,668 45,196 Consultant fees 30,000 1,500 5,985 Payroll administrative fees 80,000 80,733 50,837 Salaries and benefits 170,000 130,901 102,018 Salaries and benefits 18,981,000 19,067,742 17,716,501 Employee future benefits 440,000 492,900 396,500 19,421,000 19,560,642 18,113,001 Supplies and services 75,000 79,280 76,163 Printing and stationery 120,000 118,094 111,889 Rent, insurance, taxes and utilities 1,555,000 1,497,021 1,423,894 Communications 225,000 206,856 203,984 Travel 200,000 194,355 181,384 | Youth criminal – conflicts | | | |
| Professional and other fees Professional fees 60,000 48,668 45,196 Consultant fees 30,000 1,500 5,985 Payroll administrative fees 80,000 80,733 50,837 170,000 130,901 102,018 Salaries and benefits 18,981,000 19,067,742 17,716,501 Employee future benefits 440,000 492,900 396,500 19,421,000 19,560,642 18,113,001 Supplies and services 75,000 79,280 76,163 Printing and stationery 120,000 118,094 111,889 Rent, insurance, taxes and utilities 1,555,000 1,497,021 1,423,894 Communications 225,000 206,856 203,984 Travel 200,000 194,355 181,384 | | 4,835,000 | <u>5,632,626</u> | 4,813,092 |
| Professional fees 60,000 48,668 45,196 Consultant fees 30,000 1,500 5,985 Payroll administrative fees 80,000 80,733 50,837 170,000 130,901 102,018 Salaries and benefits Salaries and benefits 18,981,000 19,067,742 17,716,501 Employee future benefits 440,000 492,900 396,500 19,421,000 19,560,642 18,113,001 Supplies and services 75,000 79,280 76,163 Printing and stationery 120,000 118,094 111,889 Rent, insurance, taxes and utilities 1,555,000 1,497,021 1,423,894 Communications 225,000 206,856 203,984 1,975,000 1,901,251 1,815,930 Travel 200,000 194,355 181,384 | Private solicitors' fees Land Title | 62,000 | 3,438 | _ |
| Professional fees 60,000 48,668 45,196 Consultant fees 30,000 1,500 5,985 Payroll administrative fees 80,000 80,733 50,837 170,000 130,901 102,018 Salaries and benefits Salaries and benefits 18,981,000 19,067,742 17,716,501 Employee future benefits 440,000 492,900 396,500 19,421,000 19,560,642 18,113,001 Supplies and services 75,000 79,280 76,163 Printing and stationery 120,000 118,094 111,889 Rent, insurance, taxes and utilities 1,555,000 1,497,021 1,423,894 Communications 225,000 206,856 203,984 1,975,000 1,901,251 1,815,930 Travel 200,000 194,355 181,384 | Drafessianal and other fees | | | |
| Consultant fees 30,000 1,500 5,985 Payroll administrative fees 80,000 80,733 50,837 170,000 130,901 102,018 Salaries and benefits Salaries and benefits 18,981,000 19,067,742 17,716,501 Employee future benefits 440,000 492,900 396,500 19,421,000 19,560,642 18,113,001 Supplies and services General cleaning and office expense 75,000 79,280 76,163 Printing and stationery 120,000 118,094 111,889 Rent, insurance, taxes and utilities 1,555,000 1,497,021 1,423,894 Communications 225,000 206,856 203,984 1,975,000 1,901,251 1,815,930 Travel | | 60.000 | 48.668 | 45.196 |
| Payroll administrative fees 80,000 170,000 80,733 102,018 Salaries and benefits 170,000 130,901 102,018 Salaries and benefits 18,981,000 19,067,742 17,716,501 17,716,501 Employee future benefits 440,000 492,900 396,500 396,500 Supplies and services 19,421,000 19,560,642 18,113,001 General cleaning and office expense Printing and stationery 120,000 118,094 111,889 111,889 Rent, insurance, taxes and utilities 225,000 206,856 203,984 203,984 Communications 225,000 1,901,251 1,815,930 Travel 200,000 194,355 181,384 | | | , | |
| Salaries and benefits Salaries and benefits 18,981,000 19,067,742 17,716,501 Employee future benefits 440,000 492,900 396,500 19,421,000 19,560,642 18,113,001 Supplies and services General cleaning and office expense 75,000 79,280 76,163 Printing and stationery 120,000 118,094 111,889 Rent, insurance, taxes and utilities 1,555,000 1,497,021 1,423,894 Communications 225,000 206,856 203,984 1,975,000 1,901,251 1,815,930 Travel 200,000 194,355 181,384 | Payroll administrative fees | | | |
| Salaries and benefits 18,981,000 19,067,742 17,716,501 Employee future benefits 440,000 492,900 396,500 19,421,000 19,560,642 18,113,001 Supplies and services General cleaning and office expense 75,000 79,280 76,163 Printing and stationery 120,000 118,094 111,889 Rent, insurance, taxes and utilities 1,555,000 1,497,021 1,423,894 Communications 225,000 206,856 203,984 1,975,000 1,901,251 1,815,930 Travel | | 170,000 | 130,901 | 102,018 |
| Salaries and benefits 18,981,000 19,067,742 17,716,501 Employee future benefits 440,000 492,900 396,500 19,421,000 19,560,642 18,113,001 Supplies and services General cleaning and office expense 75,000 79,280 76,163 Printing and stationery 120,000 118,094 111,889 Rent, insurance, taxes and utilities 1,555,000 1,497,021 1,423,894 Communications 225,000 206,856 203,984 1,975,000 1,901,251 1,815,930 Travel | Salaries and benefits | | | |
| Employee future benefits 440,000 19,421,000 492,900 19,560,642 396,500 19,421,000 Supplies and services Supplies and services General cleaning and office expense Printing and stationery 75,000 79,280 76,163 76 | | 18.981.000 | 19.067.742 | 17.716.501 |
| Supplies and services General cleaning and office expense 75,000 79,280 76,163 Printing and stationery 120,000 118,094 111,889 Rent, insurance, taxes and utilities 1,555,000 1,497,021 1,423,894 Communications 225,000 206,856 203,984 1,975,000 1,901,251 1,815,930 Travel 200,000 194,355 181,384 | Employee future benefits | | | |
| General cleaning and office expense 75,000 79,280 76,163 Printing and stationery 120,000 118,094 111,889 Rent, insurance, taxes and utilities 1,555,000 1,497,021 1,423,894 Communications 225,000 206,856 203,984 1,975,000 1,901,251 1,815,930 Travel | · <i>'</i> | | | · · · · · · · · · · · · · · · · · · · |
| General cleaning and office expense 75,000 79,280 76,163 Printing and stationery 120,000 118,094 111,889 Rent, insurance, taxes and utilities 1,555,000 1,497,021 1,423,894 Communications 225,000 206,856 203,984 1,975,000 1,901,251 1,815,930 Travel | Supplies and services | | | |
| Printing and stationery 120,000 118,094 111,889 Rent, insurance, taxes and utilities 1,555,000 1,497,021 1,423,894 Communications 225,000 206,856 203,984 1,975,000 1,901,251 1,815,930 Travel 200,000 194,355 181,384 | ·· | 75,000 | 79,280 | 76,163 |
| Rent, insurance, taxes and utilities 1,555,000 1,497,021 1,423,894 Communications 225,000 206,856 203,984 1,975,000 1,901,251 1,815,930 Travel 200,000 194,355 181,384 | | · | | · |
| 1,975,000 1,901,251 1,815,930 Travel 200,000 194,355 181,384 | | 1,555,000 | | |
| Travel | Communications | | 206,856 | 203,984 |
| | | 1,975,000 | 1,901,251 | 1,815,930 |
| \$ 28,204,000 \$ 28,952,346 \$ 26,499,415 | Travel | 200,000 | 194,355 | 181,384 |
| | | \$ 28,204,000 | \$ 28,952,346 | \$ 26,499,415 |

Nova Scotia Legal Aid Commission Schedule 2 – Supplementary Compensation Information For the Year Ended March 31, 2020

Under the *Public Sector Compensation Disclosure Act*, all organizations which are part of the Government Reporting Entity must disclose all compensation paid to any person that totals \$100,000 or more in the fiscal year. The following information is being disclosed in accordance with the Act.

| Amoud, Antonios | 112,694 | Nolen, Peter | 135,364 |
|---------------------------------------|---------|-------------------------|--------------------|
| Anderson, Jennifer | 110,166 | Patriquin, Kevin | 139,011 |
| Baker, David | 137,075 | Payne, Charys | 101,090 |
| Baranowski, Alex | 105,472 | Perry, Jill | 149,119 |
| Bearden, Joshua | 114,448 | Postlewaite, Gussie | 149,150 |
| Blackmore, Gordon | 120,859 | Queripel, Lonny | 154,121 |
| Brown-Fagan, Alisha | 100,566 | Robertson, Stephen | 153,984 |
| Burrill, Roger | 149,150 | Rogers, Drew | 103,769 |
| Cain, Jennifer | 128,762 | Rolle, Brandon | 109,087 |
| Campbell, Nicole | 127,928 | Rovers, Nicole | 125,541 |
| Carter, Shawn | 106,521 | Rowlett, Kelly | 138,651 |
| Chipman, Robert | 153,624 | Ryan, Kelly | 120,276 |
| Darrah, Matthew | 131,428 | Sarson, Brad | 151,231 |
| Dill, Matthew | 113,666 | Seaman, Alfred | 117,068 |
| Drohan-Burke, Jessica | 100,688 | Seshagiri, Lee | 118,668 |
| Endres, Karen | 135,000 | Snow, Amber | 120,928 |
| Forbes, Krista | 152,423 | Snow, James | 110,429 |
| Fulmer, Margo | 114,735 | Stephens, Brian | 142,810 |
| Gilmer, Lola | 147,692 | Stordy, Paul | 153,624 |
| Glasgow, Wakai | 110,069 | Sturmy, Tracey | 128,391 |
| Green, Meg | 101,739 | Thompson, Christa | 117,068 |
| Greer, Kenneth | 149,150 | van Dyk, Daleen | 100,566 |
| Hillson, Stephanie | 137,103 | Vardigans, Brian | 153,624 |
| · · · · · · · · · · · · · · · · · · · | 124,070 | Whynot, Barry | 161,620 |
| Jones, Patricia | 138,651 | Wohler, Tammy | |
| Jones, Tanya Kirk, Andrew | 114,220 | - | 137,403 150,621 |
| | | Zayid, Samira | 150,621 |
| Kuna, Michael | 138,651 | | |
| Lloy, Douglas | 139,011 | | |
| Longley, Megan | 174,781 | | |
| MacAulay, Chrystal | 126,693 | Drivata Laurvors | |
| MacKeen, Cameron | 138,067 | <u>Private Lawyers:</u> | |
| MacLaughlin, Shawn | 138,651 | Davida av David | 115 500 |
| MacLeod, Darren | 153,624 | Boubnov, Pavel | 115,599 |
| MacNeil, Matthew | 131,395 | Stanwick, Alan | 102,955 |
| Madore, Jennifer | 110,354 | Sutherland, Robert | 144,122 |
| Mahanay, Nisala I | 153,684 | | |
| Mahoney, Nicole J. | 131,360 | | |
| Mancini, Marian | 130,194 | | |
| Mason, Shannon | 138,605 | | |
| McDougall, Sheila | 138,651 | | |
| McNally, Kent | 126,285 | | |
| Moore, Charlene | 161,620 | | |
| Moores, Robert | 142,810 | | |
| Newton, Geoffrey | 127,451 | | |
| Nodelman, Joshua | 101,090 | | |