



**Health Professions  
Discipline Tribunal**

# **DISCIPLINE TRIBUNAL APPOINTMENTS**

Vice Chairs, Professional  
and Public Members

**DECEMBER 2025**

**Website: [hporoo.ca](http://hporoo.ca)**



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## **The Health Professions Discipline Tribunal is Recruiting part-time Vice-Chairs, Professional Members, and Public Members.**

The *Health Professions and Occupations Act* (HPOA) will become fully operational on April 1, 2026. It will see many changes to the regulation of health professions in BC, including establishing an independent oversight office that includes the new Health Professions Discipline Tribunal. The Discipline Tribunal will provide independent and impartial oversight of the resolution of misconduct and incompetence complaints against regulated health professionals in the province.

The Discipline Tribunal is looking to recruit part-time members. Discipline Tribunal members sit on hearing panels, support the development of the Tribunal's processes and policies, and assist and advise the Director on a range of matters. There are three categories of members: Vice-Chairs, Professional Members, and Public Members.

### **Background to the HPOA**

The HPOA aims to improve public protection and safety in the health system, by doing the following:

- Establishing the Health Professions and Occupations Regulatory Oversight Office (HPOROO) to ensure regulatory colleges are focused on patient safety and the public interest.
- Creating an independent disciplinary hearing process that provides support services for people going through the process.
- Enhancing a commitment to cultural safety and humility, including by requiring colleges to offer Indigenous support workers for Indigenous individuals going through the discipline process.
- Including all instances of disciplinary orders and summary protection orders against a health professional on a public registry following the disciplinary hearing process.
- Moving to fully appointed college boards, whose board members are selected based on merit and competency.

## Key Features of the Discipline Tribunal

The new Discipline Tribunal provides oversight over some of the disciplinary decisions made by the colleges and ensures there is an independent body reviewing requests for citations and conducting disciplinary hearings. The HPOA requires that the Discipline Tribunal take measures to address racism, implement anti-



racism processes that are specific to Indigenous people and support reconciliation and the United Nations Declaration on the Rights of Indigenous Peoples.

The Discipline Tribunal is also required to have members who represent diverse groups of people, have experience in assisting people who have experienced sexual abuse or discrimination, and have experience in supporting trauma-informed processes.

Hearing panels under the HPOA will have three members. These include a Vice Chair who will preside over the hearing and ensure the participation of the other members, a Professional Member who is licensed in the same profession as the subject of the proceeding, and a Public Member.

The Discipline Tribunal is recruiting for all three types of members. More information about the Discipline Tribunal can be found at [www.hporoo.ca](http://www.hporoo.ca).

## Discipline Panel Members

### Vice Chairs

Vice Chairs have substantial experience and specialisation in key areas of the Discipline Tribunal's mandate. They provide guidance and training to other members through their expertise and experience in at least one of the following areas:

- First Nations law and legal systems, rights, and community traditions and protocols;
- Métis or Inuit law and legal systems, rights, and community traditions and protocols;
- Trauma-informed hearing and mediation practices;
- Anti-discrimination measures and the effects of discrimination
- Administrative law, professional discipline, conducting administrative hearings, civil litigation, and training and teaching in related areas.



Vice Chairs may preside over hearings, oversee measures to ensure trauma-informed practices, conduct dispute resolution processes, provide management and oversight to other tribunal members, provide administrative support to the Director and Deputy Director, and do other work as assigned by the Director or Deputy Director.

Vice Chairs are currently compensated at a rate of \$755 - \$845 a day for their work with the Discipline Tribunal. They are expected to be able to commit to work an average of 1 - 5 days a month and more when required to preside over hearings. More information about the nature of the role can be found at [www.hporoo.ca](http://www.hporoo.ca).

## Professional Members

Professional Members bring valuable insight into the practice and context of their licensed profession. Professional members must be a licensed member of a regulated health profession, have an interest in the work of the Discipline Tribunal, and be willing and able to work collaboratively with others.

Professional Members are currently compensated at a rate of \$755 - \$845 a day for their work with the Discipline Tribunal. They are expected to be able to commit to work an average of 1 – 3 days a month and more when required to sit on hearing panels. More information about the nature of the role can be found at [www.hporoo.ca](http://www.hporoo.ca).



## Public Members

Public members are required on each hearing panel and are an integral part of the decision-making process. Public Members should have an interest in administrative law, employment law and practices, human resources or professional regulation, an ability to think critically, and to work collaboratively with others.

Public Members are currently compensated at a rate of \$605 – \$700 a day for their work with the Discipline Tribunal. They are expected to be able to commit to work an average of 1 – 3 days a month and more when required to sit on hearing panels. More information about the nature of the role can be found at [www.hporoo.ca](http://www.hporoo.ca).

## Discipline Tribunal Members Support the Principles of the HPOA:

Discipline Tribunal Members have a unique opportunity to shape the Discipline Tribunal's approach to incorporating the principles of the HPOA into its work.

These principles include:

- Respect for the Principles of Procedural Fairness

Ensuring that the Discipline Tribunal's processes are fair, impartial and transparent is at the heart of a Tribunal Member's work. The decisions that they make on cases have profound effects both on Health Professionals in BC and the public. Discipline Tribunal members receive extensive training and support to ensure that all the issues that are relevant to their decisions are identified and explored with the participation of the subject of a discipline proceeding. That fairness extends to the Discipline Tribunal's focus on restorative justice and rehabilitation in its approach to determining an appropriate resolution where misconduct has been found.

- Protecting the Public from Harm and Discrimination

Misconduct causes harm or a risk of harm to the public. This is central to the rationale for discipline proceedings under the HPOA. The HPOA is explicit that discrimination is a distinct form of misconduct and, as such, is also harmful to the both the person who experienced it and to the public at large. The Discipline Tribunal is required to have members who have experience working with people who have been subjected to discrimination.



- Supporting and Promoting Awareness of Reconciliation, UNDRIP and Indigenous Specific Anti Racism measures

Indigenous specific stereotyping, racism, and discrimination is a common experience for Indigenous people in the BC health care system. Because of this, Indigenous people have faced harms including poor quality of care and even death. The Discipline Tribunal is committed to supporting the eradication of Indigenous specific racism.

All Tribunal Members are expected to understand how Indigenous specific racism operates in colonial systems, structures and policies, and to support conditions of greater inclusion, equality, and justice.

The Discipline Tribunal considers experience and understanding of First Nations, Metis, and Inuit legal traditions and protocol on par with traditional Canadian legal education with respect to remuneration, standing, and authority within the Discipline Tribunal. Indigenous knowledge, protocols and wisdom will guide the Discipline Tribunal's work on files involving Indigenous participants.

- Reflecting the Public Interest

The HPOA highlights the importance of considering the public interest in regulating Health Professionals in BC. The Discipline Tribunal is required to consider what effect a resolution in a case has on public confidence in the integrity of health professions and, where it is reasonable and fair to do so, prioritise the public interest in making decisions under the HPOA.



## Discipline Tribunal Leadership



**Benson Cowan**  
*Director of Discipline*

Benson is a settler of Irish and French-Canadian heritage. He was born and raised in Northern Ontario and Manitoba and has longstanding family ties to the Ottawa area. He lives in the traditional territory of the Lekwungen (Songhees and Esquimalt) and the Wsanec peoples.

Benson was appointed Director of Discipline in September 2024. He is responsible for the management of the Health Professions Discipline Tribunal and is a statutory decision maker on some matters under the HPOA. Prior to his appointment, he was a constitutional and administrative lawyer with the BC Ministry of Attorney General. Previously, he served as the CEO of Nunavut Legal Aid, Legal Director with Safety, Licensing and Standards Tribunals Ontario and Environment and Land Tribunals Ontario, and Director of Social Policy with the Ontario Ministry of Indigenous Relations and Reconciliation. He has also worked in private criminal and constitutional law practice at Goldblatt Partners in Toronto, on war and ethnic crimes prosecutions in Kosovo, and justice sector reform projects in Kosovo, Liberia, and the Solomon Islands. You can reach him at [benson.cowan@hporoo.ca](mailto:benson.cowan@hporoo.ca).



**Amita Vulimiri**  
***Deputy Director of Discipline***

Amita Vulimiri was appointed Deputy Director of Discipline in September 2025. Before this, she served as Legal Counsel with the BC Labour Relations Board and Employment Standards Tribunal, where she advised on statutory interpretation, procedural fairness, and decision writing, and represented the institutions on judicial reviews.

She has also worked as Counsel at the Law Commission of Ontario on law reform projects, as a lawyer with the Community Legal Assistance Society representing low-income British Columbians, and internationally with the Law Society of Kenya on constitutional and human rights reform. Amita is Vice-Chair of the Canadian Parks and Wilderness Society – BC Chapter and has held board roles with the Vancouver Association for Survivors of Torture and PovNet.

Amita is a South Asian settler of Telugu heritage, born and raised in British Columbia. She lives in Vancouver, on the unceded territories of the Musqueam, Squamish, and Tsleil-Waututh Nations. You can reach her at [amita.vulimiri@hporoo.ca](mailto:amita.vulimiri@hporoo.ca).



## Health Professions Discipline Tribunal

We are grateful to work on the homelands of First Nations in what we now call British Columbia. We thank the caretakers of these lands and honour their long tradition of supporting the health and safety of their people. We are grateful to the Lekwungen, W̱SÁNEĆ, Squamish, Musqueam and Tsleil-Waututh People on whose territories our offices are located. We recognize and respect the distinct rights, cultures, and histories of all Indigenous Peoples—First Nations, Métis, and Inuit—who live in British Columbia.

### CONTACT

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