

**NOVA SCOTIA PROVINCIAL COURT JUDGES'  
SALARIES & BENEFITS TRIBUNAL**

**2026-2029**

**RECOMMENDATIONS OF THE TRIBUNAL**

**Tribunal Members:**

Scott Sterns, Chair  
David J. Roberts  
John C. MacPherson, KC

Andrew Taillon on behalf of the Honourable Becky Druhan  
Minister of Justice and Attorney General  
Nova Scotia Department of Justice  
1690 Hollis Street  
Halifax, NS B3J 2L6

Justin Adams on behalf of the Nova Scotia Provincial Judges Association (“Association”)  
Burchell Wickwire Bryson  
1900-1801 Hollis Street  
Halifax, NS B3J 3N4

## INTRODUCTION

1. Pursuant to Section 21A of the *Provincial Court Act* (“the Act”):
  - (1) There shall be a tribunal to recommend the salaries and benefits for judges of the Provincial Court, including the Chief Judge and the Associate Chief Judge of each Court.
  - (2) A tribunal shall be composed of three persons
    - (a) One of whom shall be appointed by the Association
    - (b) One of whom shall be appointed by the Minister; and
    - (c) One of whom shall be appointed by the persons referred to in Clauses A and B.
2. The original appointee pursuant to Section 21A, 2(a) was unable to act. A vacancy was created. David Roberts was appointed pursuant to Section 21A(7). John MacPherson was appointed pursuant to Section 21A, 2(b) and Scott Sterns was appointed pursuant to Section 21A, 2(c).
3. A hearing was held in Halifax on September 29, 2025. During the hearing, oral submissions were received from the Nova Scotia Provincial Judges Association and the Minister of Justice for the Province of Nova Scotia. In addition to the oral submissions, significant documentary evidence was presented by the parties.
4. What follows are the recommendations of the Nova Scotia Provincial Court Judges’ Salaries and Benefits Tribunal (“the Tribunal”) for 2026 to 2029.

### **Recommendation 1 – Salaries**

The Tribunal recommends that Nova Scotia Provincial Judges’ salaries for the period from April 1, 2026 to March 31, 2029 be established in the following manner:

- From April 1, 2026 to March 31, 2027, the annual salary of a Nova Scotia provincial judge shall be increased to an amount equal to not less than eighty percent (80%) of the Federally Appointed Judge Salary Rate for that period;
- From April 1, 2027 to March 31, 2028, the annual salary of a Nova Scotia provincial judge shall be increased to an amount equal to not less than eighty percent (80%) of the Federally Appointed Judge Salary Rate for that period; and

- From April 1, 2028 to March 31, 2029, the annual salary of a Nova Scotia provincial judge shall be increased to an amount equal to not less than eighty percent (80%) of the Federally Appointed Judge Salary Rate for that period.

**Recommendation 2 – Professional Allowance for Full-Time Judges:**

The Tribunal recommends that the professional allowance of full-time judges should increase to \$4,500.00 per year.

**Recommendation 3 – Professional Allowance for *Per Diem* Judges:**

The Tribunal recommends that the Chief Judge can authorize, at their discretion, reimbursement to a *per diem* judge for their professional development expenses incurred up to \$4,500.00.

**Recommendation 4 – Scope of Professional Allowance for *Per Diem* Judges**

The Tribunal recommends that *per diem* judges should be permitted to use their professional allowance in the same manner as full-time judges are permitted, including but not limited to, all reasonable incidental expenditures that the fit and proper execution of the office of a judge may require, including out of province travel, judicial attire, judges' professional development, membership dues and fees, and other miscellaneous items (including dry cleaning).

**Recommendation 5 – Pension Indexation**

The Tribunal recommends that the rate of pension indexation for Provincial Judges for the period April 1, 2026 to March 31, 2029 continue to be 75% of the Consumer Price Index for the appropriate preceding calendar year to a maximum of 5%.

**Recommendation 6 – The General Issue of Continuity**

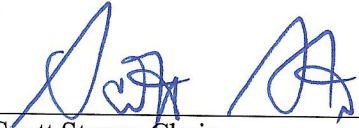
The Tribunal recommends that all matters of judicial compensation referred to in Section 21E(1) of the *Provincial Court Act* not made the subject of recommendations in this Report shall be governed by the current terms and conditions for the Provincial Court Judges as recommended by the 2023-2026 Tribunal or by previous Tribunals, where applicable.

**Potential Issue Regarding Public Service Superannuation Plan (“PSSP”)**


The Association has advised the Tribunal that the Nova Scotia Pension Services Corporation (“NSPSC”) is proposing changes to the Public Service Superannuation Plan (“PSSP”). These changes may impact Provincial Court Judges. This potential issue has been brought to the Notice of the Province and the Tribunal but is not presently before the Tribunal.

**Reasons to Follow**

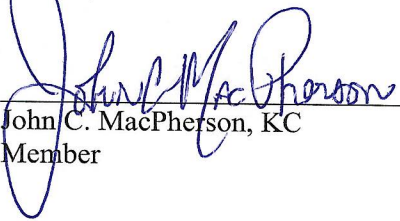
The Tribunal has received and considered significant submissions and material from the parties. It is the intention of the Tribunal to provide full written reasons which form the basis of the Tribunal's recommendations. However, the Tribunal is aware of legislative and policy considerations which necessitate the immediate release of the Tribunal's recommendations, with reasons to follow.

  
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Scott Sterns, Chair

Date: SEPT 29/2025

  
\_\_\_\_\_  
David J. Roberts  
Member

Date: Sept 29/2025

  
\_\_\_\_\_  
John C. MacPherson, KC  
Member

Date: Sept 29/2025