



CANADA



CANADA

P.C. 1988-1854  
1 September, 1988

PRIVY COUNCIL · CONSEIL PRIVÉ

HER EXCELLENCY THE GOVERNOR GENERAL IN COUNCIL, on the recommendation of the Minister of Employment and Immigration, is pleased hereby

- (a) pursuant to subsection 63(1) of the Immigration Act, 1976, to appoint Cesar A.N. De Moraes of Toronto, Ontario, to be a full-time permanent member of the Convention Refugee Determination Division of the Immigration and Refugee Board (Toronto Regional Office) to hold office during good behaviour for a term of three years; and
- (b) pursuant to subsection 64(1) of the Immigration Act, 1976, to fix his remuneration at the rate set out in the schedule hereto, which remuneration is within the range GIC 4 (\$64,800 - \$76,300);

effective January 1, 1989.

Certified to be a true copy,



Assistant Clerk of the Privy Council.

SCHEDULE

*The remuneration payable to Cesar A.N. De Morais as a full-time permanent member of the Convention Refugee Determination Division of the Immigration and Refugee Board (Toronto Regional Office), shall be \$75,600 per annum, effective January 1, 1989.*





C.P. 1988-1854  
1 septembre 1988

CANADA

PRIVY COUNCIL • CONSEIL PRIVÉ

*Sur avis conforme du ministre de l'Emploi et de l'Immigration, il plaît à Son Excellence le Gouverneur général en conseil*

- a) *en vertu du paragraphe 63(1) de la Loi sur l'immigration de 1976, de nommer Cesar A.N. De Moraes, de Toronto (Ontario), membre titulaire à temps plein de la section du statut de réfugié de la Commission de l'immigration et du statut de réfugié (Bureau régional de Toronto) à titre inamovible pour un mandat de trois ans; et*
- b) *en vertu du paragraphe 64(1) de la Loi sur l'immigration de 1976, de fixer sa rémunération au taux spécifié à l'annexe ci-jointe, laquelle rémunération se situe dans l'échelle GIC 4 (64 800 \$ - 76 300 \$);*

*à compter du 1<sup>er</sup> janvier 1989.*

*Copie certifiée conforme,  
Le Greffier adjoint du Conseil privé.*

C.P. 1988-1854

ANNEXE

*La rémunération versée à Cesar A.N.*

*De Morais à titre de membre titulaire à temps  
plein de la section du statut de réfugié de la  
Commission de l'immigration et du statut de  
réfugié (Bureau régional de Toronto), sera de  
75 600 \$ par année, à compter du 1<sup>er</sup> janvier 1989.*





CANADA



CANADA

PRIVY COUNCIL • CONSEIL PRIVÉ

P.C. 1988-1855  
1 September, 1988

HER EXCELLENCY THE GOVERNOR GENERAL IN  
COUNCIL, on the recommendation of the Minister of  
Employment and Immigration, pursuant to sections  
59, 60 and 62 of the Immigration Act, 1976, is  
pleased hereby to re-appoint Cesar A.N. De Morais  
of Toronto, Ontario, to be a member of the  
Immigration Appeal Board to hold office during  
good behaviour for a term ending December 31,  
1988, and to fix his remuneration at the rate set  
out in the schedule hereto, which remuneration is  
within the range GIC 4 (\$62,000 - \$73,000),  
effective October 29, 1988.

*Certified to be a true copy,*

*Assistant Clerk of the Privy Council.*

SCHEDULE

*The remuneration payable to Cesar A.N. De Morais, a member of the Immigration Appeal Board, shall be \$71,000 per annum, effective October 29, 1988.*





C.P. 1988-1855  
1 septembre 1988

CANADA

PRIVY COUNCIL • CONSEIL PRIVÉ

*Sur avis conforme du ministre de l'Emploi et de l'Immigration et en vertu des articles 59, 60 et 62 de la Loi sur l'immigration de 1976, il plaît à Son Excellence le Gouverneur général en conseil de renouveler le mandat de Cesar A.N. De Morais, de Toronto (Ontario), commissaire de la Commission d'appel de l'immigration, à titre inamovible, pour une période se terminant le 31 décembre 1988, et de fixer son traitement au taux spécifié à l'annexe ci-après, lequel traitement se situe dans l'échelle GIC 4 (62 000 \$ - 73 000 \$), à compter du 29 octobre 1988.*

*Copie certifiée conforme,  
Le Greffier adjoint du Conseil privé.*

C.P. 1988-1855

ANNEXE

*Le traitement annuel de Cesar A.N.*

*De Morais, commissaire de la Commission d'appel de  
l'immigration, sera de 71 000 \$, à compter du  
29 octobre 1988.*





CANADA



PRIME MINISTER · PREMIER MINISTRE

PROTECTED

Ottawa, K1A 0A2  
November 15, 1988

Dear Mr. De Morais,

I am pleased to enclose a signed official copy of the Order in Council confirming your recent appointment.

Please accept my personal congratulations, and I would also like to take this opportunity to wish you the best of success in this position.

With every good wish,

Yours sincerely,

*Dan Mulroney*

Mr. Cesar A.N. De Morais  
616 Wellington Street West  
Toronto, Ontario  
M5V 2X5



CANADA

PRIME MINISTER · PREMIER MINISTRE

Ottawa, K1A 0A2  
December 5, 1986

Dear Mr. De Morais:

I am pleased to enclose a signed official copy of the Order in Council confirming your recent appointment.

Please accept my personal congratulations, and I would also like to take this opportunity to wish you the best of success in this position.

With every good wish,

Yours sincerely,

*Brian Mulroney*

Mr. Cesar De Morais  
616 Wellington Street West  
Toronto, Ontario  
M5V 2X5



P.C. 1986-2420  
29 October, 1986

PRIVY COUNCIL • CONSEIL PRIVÉ

HER EXCELLENCY THE GOVERNOR GENERAL IN  
COUNCIL, on the recommendation of the Minister of  
Employment and Immigration, pursuant to sections  
59, 60 and 62 of the Immigration Act, 1976, is  
pleased hereby to appoint Cesar De Moraes of  
Toronto, Ontario, to be a member of the  
Immigration Appeal Board to hold office during  
good behaviour for a term of two years, and to fix  
his remuneration at the rate set out in the  
schedule hereto, which remuneration is within the  
range GIC 4 (\$56,900 - \$67,000).

Certified to be a true copy,

Assistant Clerk of the Privy Council.

SCHEDULE

*The remuneration payable to Cesar De  
Morais, a member of the Immigration Appeal Board,  
shall be \$67,000 per annum.*





CANADA

C.P. 1986-2420  
29 octobre 1986

PRIVY COUNCIL • CONSEIL PRIVÉ

*Sur avis conforme du ministre de l'Emploi et de l'Immigration et en vertu des articles 59, 60 et 62 de la Loi sur l'immigration de 1976, il plaît à Son Excellence le Gouverneur général en conseil de nommer Cesar De Moraes, de Toronto (Ontario), commissaire de la Commission d'appel de l'immigration, à titre inamovible, pour un mandat de deux ans, et de fixer son traitement au taux spécifié à l'annexe ci-après, lequel traitement se situe dans l'échelle GIC 4 (56 900 \$ - 67 000 \$).*

*Copie certifiée conforme,  
Le Greffier adjoint du Conseil privé.*

C.P. 1986-2420

ANNEXE

*Le traitement annuel de Cesar De Moraïs,  
commissaire de la Commission d'appel de  
l'immigration, sera de 67 000 \$.*



PRESS RELEASE

CESAR DE MORAIS, A 38 YEAR OLD BANK MANAGER ANNOUNCED HIS CANDIDACY FOR WARD 4 SEPARATE SCHOOL TRUSTEE. MR. DE MORAIS CITED THE NEED FOR MORE SENSITIVE REPRESENTATION ON THE SCHOOL BOARD AND INCREASED COMMUNITY AND PARENTAL INVOLVEMENT IN THE SCHOOL SYSTEM.

"WITHOUT PARENTS TAKING PART IN THE SCHOOLS, THERE IS A GREAT DANGER THAT THESCHOOLS WILL FAIL IN THEIR JOB OF EDUCATING OUR YOUNG CHILDREN", MR. DE MORAIS WENT ON TO SAY "SCHOOLS MUST RECOGNIZE AND ADAPT THEMSELVES TO THE CULTURE OF THE CHILDREN SO THAT THEY WILL NOT ALIENATE THEM."

MR. DE MORAIS ALSO CRITICIZED THE INCREASING TAX BURDEN THAT SEPARATE SCHOOL SUPPORTERS MUST PAY FOR POORER FACILITIES THAN THE PUBLIC SCHOOL SYSTEM. HE SAID IT'S TIME TO GET MORE SUPPORT FROM OTHER LEVELS OF GOVERNMENT AND SPEND THE MONEY ON THE SCHOOLS TO MAKE SURE OUR CHILDREN GET A BETTER EDUCATION.

MR. DE MORAIS CAMPAIGN HEADQUARTERS ARE LOCATED AT 811 DUNDAS STREET WEST AND ARE OPEN WEEKDAYS 6 - 9 p.m., SATURDAYS 10 a.m. - 5 p.m. AND ON SUNDAYS 2 - 5 p.m. TELEPHONE NUMBER 869-3066. MR. DE MORAIS IS MARRIED TO DEBORA AND HAS A SON CESAR JR.

IN THE NEXT FEW WEEKS TILL THE ELECTION ON MONDAY, NOVEMBER 10TH, MR. DE MORAIS WILL TRY TO MEET AS MANY VOTERS AS POSSIBLE.

CONTACT CAMPAIGN HEADQUARTERS - 869-3066.



**GIC PERFORMANCE APPRAISAL REPORT**  
**RAPPORT D'ÉVALUATION DU RENDEMENT POUR LES PERSONNES**  
**NOMMÉES PAR LE GOUVERNEUR EN CONSEIL**

Name / Nom	Job Title / Titre du poste	Group and Level Groupe et niveau	Current Salary / Salaire actuel
Cesar De Moraes	Member		
Location / Endroit	Date of Appointment to Present Position Date de nomination au poste	Period Covered / Période visée	Name of Appraiser / Nom du supérieur
Toronto Region	01.09.88	01.04.89 - 31.03.90	Anna Ker, Q.C. Dorothy Davey

**PART A: PERFORMANCE REVIEW / PARTIE A: EXAMEN DU RENDEMENT**

1. List the responsibilities assigned and goals or expectations established for the period of review.  
Inscrire les responsabilités, les buts ou les objectifs établis pour la période visée.

- To sit with the adjudicators at initial/access hearings to determine eligibility and credible basis of claimant;
- To preside and sit (as the second member of the panel) at full hearings conducted in a non-adversarial and collegial setting, weigh facts, assess credibility, respond to submissions by legal counsel, and make reasoned decisions in an environment where there is frequently conflicting subjective information and a paucity of objective data;
- To interpret the law, select and apply precedents.
- To express clearly orally from the bench or in writing the reasons for refugee determinations;
- With due regard for the difficulties implicit in the new refugee determination system during its formative year of operation, to carry out the above responsibilities with maturity, sensitivity, impartiality, dependability and efficiency so that two CRDD hearings be completed per day.

2. Outline achievements and overall contribution in the above context. / Exposer les réalisations et la contribution globale à l'égard des éléments susmentionnés.

The member has discharged the above responsibilities with competence demonstrating well developed abilities and has met all the requirements of the position.

3. Identify the appointee's strengths, weaknesses and other factors which have a direct bearing on the results of the performance for this period.  
Indiquer les points forts et les points faibles du titulaire ainsi que les autres facteurs qui ont contribué au rendement constaté pour cette période.

Cesar is committed to the enhancement of the Board. He has contributed greatly to improving the organization and procedures of the hearing room in addition to administrative duties he voluntarily carried out while the senior administrative position was in transition. He is well liked by his colleagues.

4. Summary of performance - See attached performance categorization guide (plus or minus ratings may be given)  
Résumé du rendement - Consulter le guide de notation du rendement. (Les indicateurs « plus » ou « moins » peuvent être utilisés)

- Outstanding  
Exceptionnel  
 Superior  
Supérieur  
 Fully Satisfactory  
Entièrement satisfaisant

- Satisfactory  
Satisfaisant  
 Unsatisfactory  
Insatisfaisant  
 Unable to appraise - give reasons  
Impossible à évaluer - fournir les raisons

PART B: APPOINTEE APPRAISAL / PARTIE B: ÉVALUATION DU TITULAIRE

1. Appraise those abilities and characteristics listed below which are applicable on the following scale. Provide supporting comments on those which are more significant. / Évaluer, selon l'échelle suivante, les aptitudes et les qualités pertinentes énumérées ci-dessous. Commentez sur celles qui ont le plus d'importance.

Unsatisfactory/ Insatisfaisant	Outstanding/ Exceptionnel			
1	2	3	4	5

- |  |  |
|--|--|
| <input checked="" type="checkbox"/> 4 Planning and organizing work<br>Planification et organisation du travail   | <input checked="" type="checkbox"/> 3 Oral communication<br>Communication verbale  |
| <input checked="" type="checkbox"/> 3 Meeting of deadlines<br>Respect des délais                                 | <input checked="" type="checkbox"/> 3 Written communication<br>Communication écrite  |
| <input checked="" type="checkbox"/> 3 Technical knowledge<br>Connaissances techniques                            | <input checked="" type="checkbox"/> 4 Assumption of responsibility<br>Acceptation des responsabilités                        |
| <input checked="" type="checkbox"/> 3 Exercise of judgement<br>Jugement  | <input checked="" type="checkbox"/> 4 Relationship with others<br>Relations avec autrui                                      |
| <input checked="" type="checkbox"/> 3 Analytical and conceptual skills<br>Aptitudes analytiques et conceptuelles | <input checked="" type="checkbox"/> 3 Representing the organization effectively<br>Représentation efficace de l'organisation |
| <input checked="" type="checkbox"/> 3 Devising solutions to problems<br>Élaboration des solutions aux problèmes  | <input checked="" type="checkbox"/> 4 Motivation and commitment<br>Motivation et engagement                                  |
| <input checked="" type="checkbox"/> 4 New ideas or innovations<br>Idées nouvelles, innovations                   | <input type="checkbox"/> Other<br>Autre  |

Comments / Commentaires

2. General comments and recommendations / Observations et recommandations générales.

- a) Personal career orientation and aspirations.  
Orientation et aspirations professionnelles.

- b) Potential for reappointment or for appointment to another GiC position, including those of a more senior level.  
Potentiel d'être renommé(e) au même poste ou d'être nommé(e) à un autre poste pourvu par le Gouverneur en conseil, y inclus les postes d'un niveau supérieur.

*Anna Ken*

Signature of Appraiser / Signature du supérieur

*Anna 21/90*

Date

*Dorothy Harvey*

Signature of Appointee / Signature du titulaire

*March 21/90*

Date



UNIVERSITY OF TORONTO

WOODSWORTH COLLEGE

Diploma and Certificate Programmes

119 St. George Street

Toronto, Ontario

M5S 1A9

978-4444

TO Mr. Cesar De Morais  
19 Cronin Drive  
Islington, Ontario  
M9B 4T7

DATE July 15, 1981

STUDENT NUMBER: 008 100 137

PROGRAMME CODE: 33 33 33

WE ARE PLEASED TO OFFER YOU ADMISSION TO THE UNIVERSITY OF TORONTO AS FOLLOWS:

SESSION: Winter 1981-82

PROGRAMME: Certificate Programme in Business

COLLEGE: Woodsworth

YOU HAVE BEEN ADMITTED WITH THE FOLLOWING NOTE(S):

You have been admitted with academic qualifications.

INFORMATION DEALING WITH REGISTRATION  
PROCEDURES AND OTHER MATTERS IS:

( ) ENCLOSED

( XX ) TO FOLLOW

ADMISSIONS OFFICER, DIPLOMA AND CERTIFICATE PROGRAMMES

STUDENT

WOODSWORTH  
COLLEGE



UNIVERSITY OF TORONTO  
119 St. George Street, Toronto, Ontario, Canada M5S 1A9

May 3, 1983

Mr. Cesar De Moraes  
296 Mill Road  
Apt. D-11  
Etobicoke, Ontario  
M9C 4X8

Student Number: 008 100 137  
Programme Code: 33 33 35  
College: Woodsworth  
Session: Winter 1983-84

Dear Mr. De Moraes:

This statement provides the details of your transfer to the Certificate Programme in Public Administration.

We are pleased to inform you that your transfer has been approved with the following notes:

You have been transferred with academic qualifications.

We would like to take this opportunity to wish you every success as you begin your studies in this programme. Please do not hesitate to contact us if you have any questions or problems.

Yours sincerely,

*[Signature]*  
Darlene Myers  
Director  
Diploma and Certificate Programmes

Information dealing with registration procedures and other matters is:  
 enclosed  
 to follow.

/sh

SCHOOL OF CONTINUING STUDIES UNIVERSITY OF TORONTO  
158 ST. GEORGE STREET, TORONTO, CANADA M5S 2V8



SCS NO./SECTION	COURSE/PROGRAMME TITLE
SCS9002	CANADIAN BUSINESS TAXATION
xxx	xxx
xxx	xxx
DURATION	SESSION
48 hours	Fall 1978

GRADE

C  
xxx  
xxx  
xxx

GRADING RANGE

A	80% - 100%
B	70% - 79%
C	60% - 69%
D	50% - 59%
E	35% - 49%
F	0% - 34%

STUDENT NAME AND ADDRESS

Cesar De Morais  
288 Mill Road, PH#26  
Etobicoke, Ont.

DATE

SECRETARY, SCHOOL OF CONTINUING STUDIES

04.01.79

*Warren Jevons*

ACHIEVEMENT REPORT

SCHOOL OF CONTINUING STUDIES UNIVERSITY OF TORONTO  
158 ST. GEORGE STREET, TORONTO, CANADA M5S 2V8

SCS NO./SECTION COURSE/PROGRAMME TITLE

0016 Mgmt. Princ. & Org. Behaviour

GRADE

B

GRADING RANGE

A	80% - 100%
B	70% - 79%
C	60% - 69%
D	50% - 59%
E	35% - 49%
F	0% - 34%

DURATION

SESSION

50 Hrs.

Mar. - Jun. 77

STUDENT NAME AND ADDRESS

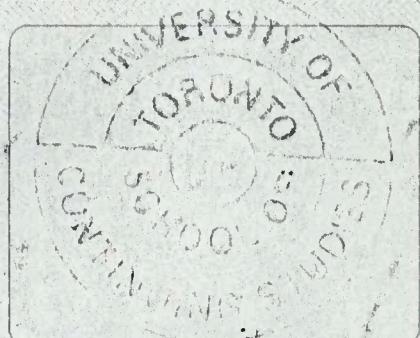
Cesar De Morais  
6855 Glen-Erin Dr.  
Unit 48  
Mississauga, Ont.  
L5N 1P6

DATE

SECRETARY, SCHOOL OF CONTINUING STUDIES

July 25/77

*Warren Jevons*



SCHOOL OF CONTINUING STUDIES

STATEMENT OF RESULTS

IN THE COURSE CANADIAN FINANCIAL MANAGEMENT SEMINAR

CONDUCTED DURING THE March April 1974 SESSION

Cesar A.N. DE MORAIS  
323 Rusholme Road  
Apt 1411  
Toronto M6H 2Z2

OBTAINED A GRADE STANDING OF A

DATE May 16, 1974

SECRETARY Ms T. Griffin

GRADING RANGE  
A (80% - 100%) B (70% - 79%) C (60% - 69%) D (50% - 59%) F (FAILURE)

UNIVERSITY OF TORONTO  
SCHOOL OF CONTINUING STUDIES

STATEMENT OF RESULTS

CANADIAN MARKETING MANAGEMENT

IN THE COURSE

CONDUCTED DURING THE May-June, 1974 SESSION

Cesar DE MORAIS,  
323 Rusholme Rd.,  
Apt. 1411,  
Toronto, Ontario.

OBTAINED A GRADE STANDING OF B+

DATE June 20, 1974

SECRETARY L. Dutton

GRADING RANGE  
A (80% - 100%) B (70% - 79%) C (60% - 69%) D (50% - 59%) F (FAILURE)

UNIVERSITY OF TORONTO  
SCHOOL OF CONTINUING STUDIES

ACHIEVEMENT REPORT

IN THE COURSE Canadian Business Policy

CONDUCTED DURING THE Spring 1976 SESSION

Cesar De Moraes

OBTAINED A GRADE STANDING OF B

DATE June 10, 1976

SECRETARY Maria Laskin

GRADING RANGE  
A (80% - 100%) B (70% - 79%) C (60% - 69%) D (50% - 59%) F (FAILURE)

UNIVERSITY OF TORONTO

SCHOOL OF CONTINUING STUDIES

ACHIEVEMENT REPORT

IN THE COURSE CANADIAN BUSINESS LAW

CONDUCTED DURING THE Fall 1976 Seminar SESSION

Cesar De Moraes  
6855 Glen Erin Drive  
Unit 48  
Mississauga, Ontario

OBTAINED A GRADE STANDING OF C

DATE December 14, 1976

SECRETARY Maria Laskin

RYERSON POLYTECHNICAL INSTITUTE  
50 Gould Street, Toronto

EXTENSION COURSE RESULTS:

DATE FALL 1972

SUB. NO.	SUBJECT NAME	ATTENDANCE (%) GRADE
MDB100	FUNDAMENTALS OF ACCOUNTING	A

STUDENT NAME

STUDENT NO.

MR CA DEMORAIS  
1411-323 RUSHOLME RD,  
TORONTO 4 ONT

431478874

NOTE

1. REQUESTS FOR ADJUSTMENTS MUST BE MADE IN WRITING WITHIN 14 DAYS.
2. DUPLICATE REPORTS - \$1.00
3. TRANSCRIPTS ----- \$2.00

*R.J. Bellairs*  
Director,  
Extension Department

RYERSON POLYTECHNICAL INSTITUTE

50 Gould Street, Toronto

EXTENSION COURSE RESULTS:

DATE Fall 1973

SUB. NO.	SUBJECT NAME	ATTENDANCE (%) GRADE
MDB101	Business Administration	B

STUDENT NAME

STUDENT NO.

Mr C. DE Morais  
323 Rusholme Road  
Toronto, 4

431478874

NOTE

1. REQUESTS FOR ADJUSTMENTS MUST BE MADE IN WRITING WITHIN 14 DAYS.
2. DUPLICATE REPORTS - \$1.00
3. TRANSCRIPTS ----- \$2.00

*R.J. Bellairs*  
Director,  
Extension Department

RYERSON POLYTECHNICAL INSTITUTE

50 Gould Street, Toronto

WINTER 1974

EXTENSION COURSE RESULTS:

DATE

SUB. NO.	SUBJECT NAME	ATTENDANCE (%) GRADE
MDB102	COMMUNICATION	A

STUDENT NAME

STUDENT NO.

MR CA DE MCRAIS  
1141-323 RUSHOLME RD,  
TORONTO ONT

431478874

NOTE

1. REQUESTS FOR ADJUSTMENTS MUST BE MADE IN WRITING WITHIN 14 DAYS.
2. DUPLICATE REPORTS - \$1.00
3. TRANSCRIPTS ----- \$2.00

*R.J. Bellairs*  
Director,  
Extension Department

RYERSON POLYTECHNICAL INSTITUTE

50 Gould Street, Toronto

DATE WINTER 1976

MANAGEMENT DEVELOPMENT INSTITUTE

ATTENDANCE (%) GRADE

SUB. NO.	SUBJECT NAME	STUDENT NO.
MDB103	ECONOMICS D. BRYSON	C

STUDENT NAME

STUDENT NO.

MR C DEMORAIS  
48-6855 GLEN ERIN DR,  
MISSISSAUGA L6N1P6

431478874

NOTE

1. REQUESTS FOR ADJUSTMENTS MUST BE MADE IN WRITING WITHIN 14 DAYS.

*Janet Hall*



CANADA

PRIVY COUNCIL • CONSEIL PRIVÉ

P.C. 1991-1616  
29 August, 1991

HIS EXCELLENCY THE GOVERNOR GENERAL

IN COUNCIL, on the recommendation of the Minister of Employment and Immigration, pursuant to subsection 59(1) of the Immigration Act, is pleased hereby to re-appoint CESAR A.N De MORAIS, of the City of Toronto, Ontario, as a full-time permanent member of the Convention Refugee Determination Division of the Immigration and Refugee Board (Toronto Regional Office), to hold office during good behaviour for a term of five years, effective January 1, 1992.

CERTIFIED TO BE A TRUE COPY - COPIE CERTIFIÉE CONFORME

CLERK OF THE PRIVY COUNCIL - LE GREFFIER DU CONSEIL PRIVÉ



CANADA

PRIVY COUNCIL • CONSEIL PRIVÉ

C.P. 1991-1616  
29 août 1991

Sur recommandation du ministre de l'Emploi et de l'Immigration et en vertu du paragraphe 59(1) de la Loi sur l'immigration, il plaît à Son Excellence le Gouverneur général en conseil de renouveler le mandat de CESAR A.N. De MORAIS, de Toronto (Ontario), à titre de membre titulaire à temps plein de la section du statut de réfugié de la Commission de l'immigration et du statut de réfugié (Bureau régional de Toronto), pour occuper son poste à titre inamovible pour un mandat de cinq ans commençant le 1<sup>er</sup> janvier 1992.

CERTIFIED TO BE A TRUE COPY - COPIE CERTIFIÉE CONFORME

CLERK OF THE PRIVY COUNCIL - LE GREFFIER DU CONSEIL PRIVÉ



P.C./C.P. 1990-2716  
13 December/décembre 1990  
EXTRACT/EXTRAIT

PRIVY COUNCIL • CONSEIL PRIVE

HIS EXCELLENCY THE GOVERNOR GENERAL IN  
COUNCIL, on the recommendation of the Prime Minister,  
is pleased hereby to fix the salary for full-time  
permanent members and full-time temporary members of  
the Convention Refugee Determination Division, and  
full-time permanent members of the Immigration Appeal  
Division, Immigration and Refugee Board, at the rate  
set out in the Schedule hereto, which salary is within  
the range GIC 4 (\$71,300 - \$83,900), effective June 1,  
1990.

CERTIFIED TO BE A TRUE COPY - COPIE CERTIFIÉE CONFORME

CLERK OF THE PRIVY COUNCIL - LE GREFFIER DU CONSEIL PRIVE

P.C./C.P. 1990-2716  
13 December/décembre 1990  
EXTRACT/EXTRAIT

Schedule

The annual salary for full-time permanent members and full-time temporary members of the Convention Refugee Determination Division, and full-time permanent members of the Immigration Appeal Division, Immigration and Refugee Board, shall be \$83,900, effective June 1, 1990.



P.C./C.P. 1990-2716  
13 December/décembre 1990  
EXTRACT/EXTRAIT

PRIVY COUNCIL • CONSEIL PRIVE

Sur avis conforme du Premier ministre, il plaît à SON EXCELLENCE LE GOUVERNEUR GÉNÉRAL EN CONSEIL de fixer, à compter du 1<sup>er</sup> juin 1990, le traitement des membres titulaires et des membres vacataires de la Section du statut de réfugié, et des membres titulaires de la Section d'appel de l'immigration, Commission de l'immigration et du statut de réfugié, au taux établi dans l'annexe ci-après, traitement qui se situe au niveau de GIC 4 (71 300 \$ - 83 900 \$).

CERTIFIED TO BE A TRUE COPY - COPIE CERTIFIÉE CONFORME

CLERK OF THE PRIVY COUNCIL - LE GREFFIER DU CONSEIL PRIVE

P.C./C.P. 1990-2716  
13 December/décembre 1990  
EXTRACT/EXTRAIT

Annexe

Le traitement annuel des membres titulaires et des membres vacataires de la Section du statut de réfugié, et des membres titulaires de la Section d'appel de l'immigration, Commission de l'immigration et du statut de réfugié, est de 83 900 \$, à compter du 1<sup>er</sup> juin 1990.



P.C. 1991-1616  
29 August, 1991

PRIVY COUNCIL • CONSEIL PRIVÉ

HIS EXCELLENCY THE GOVERNOR GENERAL IN  
COUNCIL, on the recommendation of the Minister of  
Employment and Immigration, pursuant to subsection  
59(1) of the Immigration Act, is pleased hereby to  
re-appoint Cesar A.N De Morais, of the City of  
Toronto, Ontario, as a full-time permanent member  
of the Convention Refugee Determination Division  
of the Immigration and Refugee Board (Toronto  
Regional Office), to hold office during good  
behaviour for a term of five years, effective  
January 1, 1992.

Certified to be a true copy,

C C-E

Assistant Clerk of the Privy Council.



C.P. 1991-1616  
29 août 1991

PRIVY COUNCIL · CONSEIL PRIVÉ

*Sur recommandation du ministre de l'Emploi et de l'Immigration et en vertu du paragraphe 59(1) de la Loi sur l'immigration, il plaît à Son Excellence le Gouverneur général en conseil de renouveler le mandat de Cesar A.N. De Moraes, de Toronto (Ontario), à titre de membre titulaire à temps plein de la section du statut de réfugié de la Commission de l'immigration et du statut de réfugié (Bureau régional de Toronto), pour occuper son poste à titre inamovible pour un mandat de cinq ans commençant le 1<sup>er</sup> janvier 1992.*

*C C-E*

*Copie certifiée conforme,  
Le Greffier adjoint du Conseil privé.*



Immigration and Refugee Board      La Commission de l'immigration et du statut de réfugié

# NEWS RELEASE

November 14, 1991

For immediate release

OTTAWA - Gordon Fairweather, Chairman of the Immigration and Refugee Board (IRB), announced today the Governor-in-Council has approved the appointment of Emer G. Robles as Assistant Deputy Chairman of the Convention Refugee Determination Division (CRDD) of the Board in Vancouver. Mr. Robles has been a full-time Member of the CRDD since September 1988.

In addition, five new members were appointed to fill vacancies in the CRDD and the Backlog Sub-Division, and 30 Members were reappointed.

Mr. Fairweather also announced the opening of a new hearings facility in Ottawa to meet the needs of claimants residing in the Capital. Said Mr. Fairweather: "With the use of two permanent hearing rooms, the Board anticipates completing 100 cases a month in Ottawa."

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NOTE: Biographical notes on new members and a list of reappointments are attached.

For further information, contact Suzanne Mayhew (613) 992-7851.

Canada

BIOGRAPHICAL NOTES**NEW MEMBERS****Jak Almaleh**

Born in Istanbul, Turkey, Mr. Almaleh obtained his law degrees from Istanbul University in 1959 and McGill University in 1973 after immigrating to Canada in 1971. Specializing in corporate and tax law, he worked for several law firms in Montreal. Mr. Almaleh has been appointed to the CRDD in Montreal on a full-time basis.

**Joel Hartt**

A native of Montreal, Dr. Hartt received a B.A. degree from Concordia University, his M.A. degree from McGill University and Ph.D. from New York University. He taught at several universities, including Rutgers in New Jersey, Wilfred Laurier in Waterloo and John Abbott College in Ste-Anne-de-Bellevue. Dr. Hartt is married, the father of nine children, eight of whom are adopted and have interracial and intercultural backgrounds. He will be hearing cases in Montreal on a part-time basis.

**John H. Morrison**

A communications consultant, Mr. Morrison has several years of service to both the private and public sectors. He has been appointed to the Backlog Sub-Division in Toronto on a full-time basis.

**Tom Rideout**

A former Premier of Newfoundland, Mr. Rideout represented his home district, Baie Verte-White Bay, in the House of Assembly for the past 16 years. In 1982, he was Parliamentary Assistant to the then Premier Brian Peckford until 1984 when he became Minister of Culture, Recreation and Youth. In 1985, he was appointed Minister of Fisheries and when Mr. Peckford resigned, Mr. Rideout succeeded him as Premier in March 1989. Following the 1989 election, he became Leader of the Official Opposition. Mr. Rideout will be hearing cases on a full-time basis in St. John's, where Board operations have been expanded.

**Pamela Stratton**

A former businesswoman, Mrs. Stratton has considerable experience in private industry and many years of service as a volunteer with a number of organizations in her community. She has been appointed to the Backlog Sub-Division in Toronto on a full-time basis.

**REAPPOINTMENTS TO THE IMMIGRATION AND REFUGEE BOARD****TORONTO - CONVENTION REFUGEE DETERMINATION DIVISION**

Ariemma, Paul (former Immigration Appeal Division Member)

Aulach, Harindar

De Faria, Riina

De Morais, Cesar

Haley, John

Hanson, Hugh (part-time)

Kapasi, Fatima

Sharratt, Barbara

Teitelbaum, Ethel

Thomson, Lorraine

Winkler, Doreen

Witer, Andrew

**TORONTO - BACKLOG SUB-DIVISION**

Bigford, Lennox

Butchart, Lorne

Campos, Jorge

**MONTREAL - CONVENTION REFUGEE DETERMINATION DIVISION**

Bergeron, Marc  
Brown, Anthony  
Carrier, Marthe  
Desmarais, Jean-Claude  
Dionne, Regis  
Doray, Nancy  
Gagnon, Gérard  
Murphy, Thomas  
Poiré, Liliane  
Raymond, Denyse  
Sahay, Renuka  
Terrillon, Raymond  
Vo, Marie Thu N.

**CALGARY - CONVENTION REFUGEE DETERMINATION DIVISION**

Weiler, John

**VANCOUVER - CONVENTION REFUGEE DETERMINATION DIVISION**

Paetkau, Mabel



## **Immigration and Refugee Board**

## **MEMBER PERFORMANCE APPRAISAL REPORT**

Name <b>DE MORAIS, Cesar</b>	Job Title <b>CRDD Member</b>		
<b>Location</b> <b>Toronto I</b>	<b>Date of Appointment</b> <b>1 January 1992</b>	<b>Period Covered</b> <b>1991</b>	<b>Appraiser</b> <b>Dorothy Davey, ADC</b>

## PART A: PERFORMANCE REVIEW

Appraise those abilities and characteristics listed below which are applicable on the following scale. Provide supporting comments on those which are more significant.

- 3 Knowledge (law, procedure, country conditions\*), skills and analytical ability.
  - 3 - Reasons - timeliness and form
  - 3 + Assumption of responsibility; professional development.
  - 3 Demeanour during hearings, relations with colleagues and staff.

\*Not required for IAD

## Comments

Mr. De Moraes has assisted me by presiding over all abandonment and assignment courts on Fridays. He also reviews all requests for postponements. In addition, he assumes his share of reason writing although some recently have exceeded the guidelines for timely completion. He is exceedingly conscientious and is always seeking ways to make the system work more efficiently. He served again as Chairman of the United Way and also of the Members Social Committee.

**PART B: APPOINTEE APPRAISAL**

- Superior

Fully Satisfactory

Satisfactory

(Member)

(Assistant Deputy Chairman)

Date

Date \_\_\_\_\_

(Deputy Chairman)

Date \_\_\_\_\_

## **Chairman**

Date \_\_\_\_\_

Canadä