



Dr KATHERINE PAVLIDIS JOHNSON
PhD (Law).

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Author of

Book 1 – **Theory. *Mediation Quest: Making Sense of Loss.***

The Re-Constructionist model of Mediation: an example of Democracy in action in a Relational World, Published 2018

Book 2: **Guidelines for Practitioners *Mediation Quest: Making Sense of Loss.***
The Re-Constructionist model of Mediation, Published in 2018

Website: **MediationQuest.com.au**

Katherine is a **practising** barrister/**mediator** working on various Government panels and an accredited mediator under the NMAS. She is currently and has been the longest serving **President** of the *Australian Dispute Resolution Association (ADRA)* since its inception. Katherine is the **Co-Founder** of the *Dispute Resolution and Psychology Interest group of the Australian Psychological Society (APS)*, **Founder** of the interest group ***Pave the Way to Peace*** meeting in NSW Parliament House since 1996; a **Guardian Ad Litem** for the *NSW Department of Communities and Justice* and an **Education presenter** at various conferences on various topics in Dispute Resolution.

She has been a **trainer of mediators** for many years and is currently the **Co-ordinator** of the *Mongolian Family Law Project* about which an address was delivered to the *National Mediation Conference in Canberra* on 16th April 2019; on 11 September 2021; and will be presented again at the first *International conference of ADRA* on 16 August 2024. The full text of the project was delivered in an address to the *Learned Friends Conference* in Seville, in July 2019 and later published in the ***Australasian Dispute Resolution Journal*** in 2020.

Katherine has recently been appointed as the **Chief Consultant** for the Erdenet Private University Research Department in Mongolia into Family Law matters; and continues to train judges, social workers and psychologists in Mongolia in Dispute Resolution practises.

Qualifications and Relevant Experience:

UNIVERSITY EDUCATION:

2015: PhD Law Majoring in Dispute Resolution (Macquarie University).
1994: LLM University of Technology Sydney (UTS).
1993: Admitted as a Barrister under *Legal Profession Act 1987*
1992: B Leg S Macquarie University
1990: Admitted as a Psychologist: Ps 0000126 in NSW
1980: MA (School Counselling) Macquarie University
1975: BA (Psychology & Education) Macquarie University
1972: Diploma in Teaching (Kuringai Campus UTS)
1969: High School Certificate (HSC) from Fort Street Girls' High.

CURRENT EMPLOYMENT:

1998- present. Sole Director

Unilegal Consulting Pty. Ltd. (ACN: 059 697 675; ABN: 86 059 697 675).

Aim: to provides dispute resolution and consulting services in relational matters. Responsibilities include: assist managers to resolve local workplace grievances in a confidential, fair, objective and timely manner; assist executive leadership in the implementation of remedial action and decision making; negotiating and mediating financial matters including loans, leases and purchases; and all manner of Family Dispute Resolution as an accredited Family Dispute Resolution Practitioner (FDRP).

1993- present. Barrister

Demonstrated excellence in negotiation and advocacy skills; General Practice includes briefs in Industrial Law, Family Law, Equity, Local Court matters, personal injury, **commercial law**, criminal law but *specialised in migration matters and immigration law (Migration Agent No: 000 1454.)*

1993 – present. Mediator

Skills include:

demonstrated ability in Mediation and Dispute Resolution; vast experience in lecturing, training and assessment of mediators. General Practice includes a total of over 3000 hours of Mediation in the following areas:

Industrial relations, **workplace grievance**, building and construction, **commercial and corporate**, family dispute resolution (FDRP), family provision, de facto provisions, farm debt, migration law, and workers' compensation law.

Nationally Accredited Mediator

With:

- Supreme and District Court; Land and Environment Court of NSW,
- Office of the Migration Agents Registration Authority (OMARA) until 2017,
- NSW Rural Assistance Authority,
- Persona Injury Commission (PIC) formerly Workers Compensation Commission (WCC)
- The Resolution Institute **GRADE 3 Arbitrator; advanced mediator.**
- Australian Prudential Regulation Authority (APRA)
- ADRA (**President:** 2006, 2007, 2013-2017; 2021-2024 inclusive; **Vice President** 2008-2012; 2018 – 2019.
- **Fellow of ADRA since 2018**
- **Fellow of Resolution Institute (RI) since 2017**
- Office of the Franchise Mediation Advisor (OFMA) now **Australian Small Business and Family Enterprise Ombudsman (ASBFEO)**
- NSW Family Law Settlement Service (FLSS) Federal Court Circuit until 2020
- NSW Justice Department (Guardian Ad Litem).
- Office of the Commonwealth Ombudsman Restorative Engagement Panel (Defence Ombudsman's Office- mediator from inception in 2016 to 2022.)

Internationally Accredited Mediator

With

IMI (International Mediation Institute).

Papua New Guinea Supreme Court (PNG) Mediator

Mongolia Judicial Council – trainer of mediators and Judges- July 2019

Currently training judges/social workers, psychologists and mediators in Mongolia via Video conferencing in Family Law Intake Processes.

Katherine has been appointed as a **Fellow** of the World Mediation Organisation (WMO) and a member of the World Law Alliance (WLA)

1994- present:

APPROVED EDUCATOR AND TRAINER

A. Lecturer/Tutor in Law –

appointments at

- University of Technology (UTS),
- Macquarie University,
- University of Western Sydney (UWS),
- College of Law (St. Leonards),
- InSearch (Business School of UTS for international students) and
- CSU (Charles Sturt University)

Duties included:

- Co-ordination of programs,
- Curriculum development,
- presentation and assessment for postgraduate courses in:
 - *Psychology and Dispute Resolution*
 - *Industrial Dispute Resolution,*
 - *Dispute Resolution,*
 - **Resolving Workplace Grievance Disputes.**

Teaching Undergraduate courses to:

- Law and
- Non-Law students in:
 - *Constitutional Law,*
 - *Property Law,*
 - *Business Administration,*
 - *Dispute Resolution and Civil Procedure,*
 - *Mediation, Alternative Dispute Resolution,*
 - *Introduction to Law and Practise etc.*

B. Approved Supervisor for students at:

- **Professional Practice of Law** at
 - University of Western Sydney (UWS) and at
 - **College of Law (St. Leonards).**
- **AHPRA (now retired)**
 - psychologists for accreditation with the Australian Psychological Society (APS) and for registration; now retired.

- **Approved provider for Continuing Professional Development (CPD)**
for training psychologists at
 - Australian Psychological Society (APS)
 - College of Organisational Psychologists,
 - College of Community Psychologists and
 - College of Counselling Psychologists (now retired).

C Approved Trainer for Accrediting Postgraduate students as Mediators with:

- NSW Law Society,
- UTS,
- UWS,
- Macquarie University,
- Unifam, and
- Charles Sturt University (CSU).

D Mediation Coach/Assessor with

- Australian Dispute Centre (ADC)
- **Australian Dispute Resolution Association (ADRA)**
- Charles Sturt University (CSU).

E Guest speaker in various universities for:

- School of Law,
- School of Psychology
- School of Business Administration
on all nature of topics dealing with
**Mediation and Dispute resolution as an agent for Social Change and
Using Mediation to resolve workplace grievance disputes etc.**

1980 –2024

CONSULTANT DISPUTE RESOLVER

- In February 2024, appointed as **Chief Consultant** for the Mongolia Project on Family Law at *Erdenet Private University Social Research Department*, Erdenet, Mongolia.

Current contracts include briefs **to resolve workplace grievance disputes and to diagnose organisational problems in both public institutions and private corporations.** Change management skills, ability to effectively initiate change and provide a positive working environment. Provide senior executives with an improved level of competencies.

Organisational contracts include **Mediation of Workplace Disputes**, making use of employee assistance counselling; post retrenchment vocational counselling; critical incident debriefing; designing the implementation of individual programs for clients from private corporations and from the public sector.

COMMUNITY INTERESTS AND PROFESSIONAL APPOINTMENTS:

- **Founding Member and Co-ordinator of *Pave Peace (PAVE)*** since June 1996. An Interest Group of Professionals meeting monthly in NSW Parliament House to enhance Peace; Law based seminars attract CPD points from the NSW Bar Association as do Dispute resolution seminars. **25th anniversary** of PAVE was held on 20 July 2021 with an all-day conference.
- **Foundation and Core Group Member of *Mediation Practice Network*** – a professional skills training group for accredited Mediators since its inception in 2009 to present.
- **Co-Founder and Co-ordinator** of the Australian Psychological Society (APS) Interest Group ***Dispute Resolution and Psychology*** from its foundation (2009) to 2018.
- **Co-Founder and Executive Member** of the Steering Committee for the IFDR (Industry Forum for Dispute Resolution) now renamed Council for Alternate Dispute Resolution (**CADR**) – an access point for Government consultation. **CADR successfully lobbied for Australia to become a signatory to the Singapore Convention in 2021.**
- **Vice President** of the *Australian New Zealand Association of Psychiatry, Psychology and Law (ANZAPPL)* from 2007 to 2018; Treasurer- 2010, 2011.
- Member of ***International Commission of Jurists*** – from 2000 – present.
- Justice of the Peace since about 1980 to present.
- Appointed as **Mediator /Arbitrator** of Workers Compensation Commission (WCC) in April 2002 for 3-year period; re-appointed as **Arbitrator** of WCC in April 2005 -2007. Maintained appointment as **Mediator of WCC/Personal Injury commission (PIC)** from the inception of WCC in 2002- present.
- **Guardian Ad Litem with the NSW Justice Department from 2015 to present.**
- FDRP with NSW Legal Aid from 2013 until 2018; and with Family Law Settlement Services from 2016 to 2020, Now work as an FDRP for private clients.

FORMER MEMBERSHIPS/APPOINTMENTS:

- Department of Fair Trading Strata Title and Mediation Units from 1999 until 2006.
- Member of *NSW Bar Association **Mediation** Subcommittee* from 2000 – Jan 2007.
- Executive Member of **LEADR National Executive Board** from January 2002 – January 2003; then served on **LEADR NSW Executive Board** from January 2003 – January 2006.
- Member of *Constitutional Committee* for founding the ***Mediator Standards Board*** in 2008-2010.

- Member of Organising Committee for **National Mediation Conference** held 11, 12, 13 September 2012.
- **Co-convener of ANZAPPL International Conference November 2014**
- **Convener of Dispute Resolution and Psychology Interest Group International Conference in November 2014.**
- **Tribunal Member** of NSW Psychologists Registration Board (from 1999 until 2015).
- **Chair**, Organising Committee of ADRA Anniversary Conference 2006 (20th Anniversary); ADRA 30th Anniversary 2016; and ADRA 35th anniversary (2021)
- Member **Mediator Standards Board Complaints Handling Group** from 2008-2010
- Convenor for *Industry Standards Forum* as ADRA President in 2006-2008 for devising **complaints handling template** adopted by *Mediator Standards Board* in September 2008-2010.
- **Executive member** of **Sydney Branch of Australian Psychological Society** from November 2006 to December 2014
- **Executive Member** of *NSW Australian Psychological Society (APS) College of Counselling Psychologists*; served on Executive Committee from October 2005 – 2017
- Member of NSW Australian Psychological Society (APS) **College of Community Psychologists, and College of Organisational Psychologists**
- Native Title Tribunal Panel Member from 2014 - 2018

REFERENCES:

Mary Walker, AO
Barrister
0407 212 612

Laurence Boule
Professor of Law
0408 937 632

FEES: Hourly rate of \$330 per hour (incl. GST) with a minimum 4 hours
Travel: \$110 per hour (incl. GST);
Disbursements and travel (NRMA schedule) at cost.

