



**KATHERINE PAVLIDIS JOHNSON**  
**PhD(Law).**

**10 Weaver Street,  
Ryde, 2112**

0421321276  
02 9802 2015  
**Johnson.katherinep@gmail.com**

**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 *specialise 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,
- Workers Compensation Commission
- The Resolution Institute **GRADE 3 Arbitrator; advanced mediator.**
- Australian Prudential Regulation Authority (APRA)
- ADRA (**President:** 2006, 2007; **Vice President** 2008-2012 inclusive; **President** 2013-2017 inclusive.) Vice President 2018 -2019;
- **Co-President of ADRA, 2020-2021**
- **Fellow of ADRA since 2018 and**
- **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
- NSW Justice Department (Guardian Ad Litem).
- Office of the Commonwealth Ombudsman Restorative Engagement Panel (Defence Ombudsman's Office- mediator from inception in 2016 to present.)

### **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 in Mongolia via Video conferencing in Family Law Intake Processes.

Katherine has been appointed as a **Fellow** of the World Mediation Organisation

**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. Supervisor:**

I have supervised students in the

- **Professional Practice of Law** at
  - University of Western Sydney (UWS) and at
  - **College of Law (St. Leonards).**
- **Approved Supervisor for 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 Trainer of**

Postgraduate students for accreditation as Mediators with

- NSW Law Society,
- UTS,
- 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 –2020

**CONSULTANT DISPUTE RESOLVER**

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. **Many seminars about resolving workplace grievance disputes have been conducted.**
- ***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.
- **Vice President** of the *Australian New Zealand Association of Psychiatry, Psychology and Law (ANZAPPL)* from 2007 to 2018; Treasurer- 2010, 2011.
- **Executive Member** of the *NSW Women Barrister's Forum* from 2007 to present
- Member of *International Commission of Jurists* – from 2000 – present.
- Justice of the Peace since about 1980 to present.
- **Workers' Compensation Commission**; Appointed as **Mediator /Arbitrator** in April 2002 for 3year period; re-appointed as Arbitrator in April 2005 -2007. Maintained appointment as **Mediator** from 2002- present.
- **Guardian Ad Litem with the NSW Justice Department from 2015 to present.**
- FDRP with NSW Legal Aid until 2018; and with Family Law Settlement Services from 2016 to present

#### **FORMER MEMBERSHIPS/APPOINTMENTS:**

- Department of FairTrading 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); and ADRA 30<sup>th</sup> Anniversary 2016.
- 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 - 20018

**REFERENCES:**

Mary Walker  
Barrister  
0407 212 612

Laurence Boulle  
Professor of Law  
0408 937 632

FEES: Hourly rate of \$330 per hour (incl. GST) with a minimum 4 hours  
Travel: \$120 per hour (incl. GST);  
Disbursements and travel (NRMA schedule) at cost.