

## Arbitrators/Independent Appeal Chairpersons

Updated April 2023

Please note that whilst the named arbitrators on the list below conduct work on behalf of the Labour Relations Agency for specific tasks and roles, they are not employees of the Agency and, as such, are free to work in an independent capacity if approached directly, to act as an independent arbitrator in a private capacity and not on behalf of the Agency.

To this extent there must be clarity in context and circumstances in which the arbitrator is performing his/her role – (ie) on behalf of the Labour Relations Agency as part of a collectively agreed process in accordance with said collective agreement OR selected from the list of the Labour Relations Agency arbitrators acting in a private capacity and in no way connected with the Labour Relations Agency, save for being listed as an independent arbitrator.

Great care must be taken when parties to an arbitration hearing are describing the arbitrator whilst working in a private capacity and it is suggested that the term “independent arbitrator” be used. Parties must be clear in advance in what capacity and under which auspices the arbitrator is engaging with them.

All arbitrators who work on behalf of the Agency or in a private capacity are deemed independent regardless of issues such as - source of remuneration, or previous roles / positions held and as such no inference should be drawn regarding independence being compromised by same. The ability to raise concerns about an arbitrator appointment by dint of a conflict of interest should always be an available avenue of recourse if one party is not content with an appointment.

## John Corey

John worked as a civil servant for 10 years prior to appointment as a full-time trade union official with the Northern Ireland Public Service Alliance (NIPSA). He held senior positions with the trade union and was NIPSA's General Secretary from 2003-2010. He also served as Chairperson of the Northern Ireland Committee of the Irish Congress of Trade Unions (ICTU) and a member of the ICTU Executive Council.

John was appointed in 2012 to the LRA's panel of Arbitrators and Independent Appeal Chairpersons. He has extensive experience of industrial relations across the civil and public services in Northern Ireland covering all aspects of employees' terms and conditions including pay, equal pay, grading, job evaluation, disciplinary, grievance and other employment procedures.

John's experience includes service on the boards of a range of public bodies. He was appointed as a Northern Ireland Human Rights Commissioner from 2011 to 2017 and for a period acted as the Commission's Interim Chair. Other public appointments included the boards of the Belfast Harbour Commissioners, the former Training and Employment Agency, the Staff Commission for Education and Library Boards, the Northern Ireland Economic Council and the Economic Research Institute of Northern Ireland. He was a Member of the European Union Economic and Social Committee from 2013-16 and continues in the role of an Alternate Member.

John has experience in the voluntary/charity sectors serving as the Trustee Board Chair of Community Advice Ards and North Down and a board member of Trademark Training social justice charity.

## Paul Corrigan

Paul is a self-employed HR consultant with particular experience and expertise in the area of workplace dispute investigation and resolution.

Paul worked for a major public sector organisation for 28 years in a number of senior management positions including the last 5 years of his career as an Operations Director. This was a highly unionised environment so Paul has considerable experience in working alongside trade union colleagues. On behalf of his employer he carried out numerous investigations under discipline procedures, grievances, bullying and harassment and interpersonal conflict with many of these often complex and sensitive cases.

Paul has been an Arbitrator and Independent Appeal Chair on the LRA panel since 2002 and has also conducted a number of private cases for both public sector bodies and private sector companies. Paul is currently a Non-Executive Director on the Northern Health & Social Care Trust (NHSCT) and the Local Government Staff Commission (LGSC). He is a Professional Associate with the Council for Catholic Maintained Schools (CCMS) providing support to Boards of Governors with employee dispute cases and is on the approved panel of independent investigators used by the local councils. Paul is a Lay Member for the Solicitor's Disciplinary Tribunal and previously served as a Lay Representative on the NI Medical & Dental Training Agency (NIMDTA).

Paul volunteers as a business advisor for the charity Young Enterprise NI helping promote entrepreneurship in primary and secondary schools.

## Clifford Jefferson

Clifford spent much of his career at Queen's University, Belfast where he was Head of Department of Economics and a senior lecture in the school of Management and Economics. He was previously employed in the civil service and in industry. His PhD was in econometric modelling and he is the author of a wide range

of publications in economics. He has lectured and researched abroad including a year as Ford Foundation European Fellow in the Department of Economics, Princeton University, USA. He has been an economic consultant to the government and Industry in Northern Ireland.

Clifford has been a LRA arbitrator for many years and has provided arbitration and conciliation services to central and local government, the public sector, banking and education sectors.

### Alistair Joynes

Alistair has spent the last 35 years working within the human resources field, as both a manager of the function and as a senior consultant. He has wide experience covering all aspects of employee relations, having worked with organisations of all sizes and within all areas of both the public and private sectors.

Over recent years he has conducted numerous investigations into bullying, harassment, intimidation and other disciplinary issues. Alistair has worked as a mediator and arbitrator in a number of public and private sector organisations. He has also carried out equal pay investigations and has had significant experience in the application of job evaluation techniques.

He was previously Non-Executive Chair of the Northern Ireland Medical and Dental Training Agency and is also Non-Executive Chair of Mallaghan Engineering Ltd.

### Olive Lundy

Olive has been a self-employed human resource management consultant since 2001. Her range of services to organisations in this capacity include: alternative dispute resolution; investigation of employment issues, such as bullying and harassment; equal value investigation; chairing joint appeals in areas such as disciplinary, grievance and job evaluation; and advising on human resource

policies and procedures including strategic human resource management.

Prior to 2001, Olive managed aspects of the human resource management function within private industry for six years. She then lectured in the subject areas of Organisation Studies and Human Resource Management at the University of Ulster and, as it was formerly, the Ulster Polytechnic, for 23 years. She also engaged in research and consultancy. She was a member of a panel of consultants maintained by the Government to assist organisations implement the requirements of the Fair Employment legislation.

She has been a member of the Labour Relations Agency's panel of Independent Experts on Equal Value since 1984 and member of its panel of Arbitrator/Independent Appeal Chairpersons since 1990. She also chaired job evaluation appeals in a range of public organisations, and chaired the joint appeals board in a local government council.

Olive has held a number of public appointments including the Local Government Staff Commission from 1985 to 1989, the Northern Ireland Wages Councils from 1989 to 1994 and the Fair Employment Tribunal from 1995 to 2006. Olive holds a Bachelor of Education degree, a Masters degree in Business Administration and a Ph.D. Her doctoral thesis is on the subject of strategic human resource management. She is a Chartered Member of the Chartered Institute of Personnel and Development (CIPD).

John Lyttle

John has worked in human resources throughout his career. For some 30 years he worked in the field of management education and training in the further education sector and was formerly Head of the School of Management at the Belfast Institute of Further and Higher Education (now Belfast Metropolitan College). In his early career John spent 15 years in a range of industries, working in a number of roles from shop-floor to work study engineer to senior management. He was for 24 years a tutor with the Open University on the Management of Complexity unit.

John was a Labour Relations Agency Board Member from 1992 to 1998, and an Industrial Tribunals panel member for 12 years. He continues to act as an independent chairperson of arbitrations and also of appeals for a number of organisations in the private and public sectors. He is a member of the Labour Relations Agency's panel of Arbitrators and the panel of Independent Experts on Equal Pay for work of Equal Value and has completed a number of Equal Value claims cases.

John holds a Master's degree in Business Administration. He is a Fellow of the Chartered Management Institute; Fellow of the Institute of Administrative Management; and Fellow of the Institute of Management Services. He is also a member of the European Institute of Industrial Engineers.

Teddy Martin

Teddy is a self-employed employment relations consultant. He has experience as an Arbiter, an Appeal Officer, an Investigation Officer, a Disciplinary Officer; and a Representative dealing with all the major issues involving employment rights issues.

He served for twenty-two years as a Panel Member on Industrial Tribunals and for twenty years as the Disability Qualified Member on Disability Appeals Tribunals.

He was a Senior Official with the Labour Relations Agency from 1972 until 1981 when he took up employment with the Irish National Teachers Organisation as its Senior Official in Northern Ireland, a position which he held until his early retirement from full time employment. Since then, in addition to the matters mentioned above, he has carried out work as an Employment Relations Consultant.

Currently he is also an Independent Chair of the Dispute Panels in the Northern Ireland Housing Executive, the Belfast City Council and the Royal Bank of Scotland.

## Anthony McDowell

Anthony has a number of portfolio roles including his own HR Consultancy, working with Invest Northern Ireland, providing business advice and support to the small business sector, lecturing part-time with South West College for the last ten years on its Law degree, Business and Management degrees and the CIPD professional programme.

Previously he spent 10 years as an independent assessor for the Office of Public Appointments and as a part time lecturer at Queens University, Belfast.

His early career was in the legal field in international banking, before moving to lecturing law and business at the North West Regional College for a number of years. He then changed career path again and spent 13 years with multinational companies working in human resource management at a senior level. Anthony has extensive experience of employee relations in the private sector, in both union and non-union environments, was a union representative of the local branch of NIPSA at Invest Northern Ireland.

Anthony holds a Law degree, a Master's degree in Business Administration, and the CIMA Adv Dip Management Accounting. He is a Chartered Fellow of the Chartered Institute of Personnel and Development (CIPD) and a member of CIMA.

Throughout his career, Anthony has also run his own businesses, including a consultancy business, an electronics company, a retail outlet, property investment and internet businesses.

## Rodger McKnight

Rodger has occupied various senior human resource and general management roles within both the private and public sectors for more than 20 years. These roles and responsibilities have included

Strategic Director, Deputy Chief Executive and Chief Executive. Since 2015 he has been a self-employed Human Resource Consultant.

Rodger has also served as a member of the Industrial and Fair Employment Tribunals for the last 26 years, and was also, for 7 years, a member of the Solicitor's Disciplinary Tribunal. He previously acted as a chairperson for the independent complaints processes for the former Eastern and Southern Health and Social Services Boards. In 2014 he was appointed by the Minister for Agriculture and Rural Development to Chair the Agricultural Wages Board. In this role he is responsible for leading the annual wage and terms and conditions negotiations and settlements for the NI Agricultural sector which employs more than 12,000 agricultural workers.

Human resource management and employee relations issues have been a major feature of Rodger's career and he has carried out a significant number of independent investigations into breaches of discipline, bullying and harassment, etc., in both the private and public sectors. He is also trained and experienced in a number of job evaluation schemes, including Hay and the local government schemes. Rodger was elected a Fellow of the Chartered Institute of Personnel and Development (CIPD) in 1999, and holds the Chartered Institute of Public Finance and Accountancy (CIPFA) Advanced Certificate in Investigative Practice. He has completed the Chartered Institute of Arbitrators special members course, which allowed him to become a corporate member, and is an accredited and experienced mediator through the Centre for Effective Dispute Resolution (CEDR).

Rodger has been a Justice of the Peace for the County Court Division of Antrim since 2002. He holds Masters degrees in Law and Employment Relations and EU Employment Law.



## Stephen Mearns

Stephen Mearns is now a retired solicitor with almost twenty years' experience in the employment law field, as well as a diverse range of litigation matters. He has been involved in several high profile cases and is now a full time writer.

## John O'Neill

John is a qualified solicitor who has retired from full-time practice. He was previously a partner in the Belfast office of a major UK wide firm specialising in personal injury and employment law. As a solicitor he specialised in employment and discrimination law and regularly presented cases in front of the Industrial and Fair Employment Tribunals, the Nursing and Midwifery Council, the Health and Care Professions Council and the NI Certification Officer. Additionally he regularly provided articles and talks and on various aspects of employment law for a variety of periodicals and audiences.

John has a Masters degree in Organisations and Management and is a qualified workplace mediator. He has chaired grievance and disciplinary proceedings and appeals in a variety of workplaces.

He has worked at a senior level in the private, public and voluntary sectors, having previously been the Director of the Law Centre (NI) and Chief Executive of the Irish government's Refugee Agency. He has held a number of public appointments, including Chair of Social Security Appeal Tribunals and a member of the National Consultative Committee on Racism and Interculturalism in the Republic of Ireland. He has also served as a member and office bearer on the Boards of a number of charities and voluntary organisations, including the Community Foundation for Northern Ireland, where he was a trustee, and the Irish Association (for cultural, economic and social affairs) and was the chairperson of the Employment Lawyers Group (NI) from 2013-2016.

## Petra Sheils

Petra qualified as a barrister and practised at the Bar until 1990. She left the Bar to take up the post of Deputy Director (Legal) of the then Equal Opportunities Commission and subsequently became Legal Director of the Equality Commission for Northern Ireland from 1998 until 2004.

In 2004 Petra left the Equality Commission to become a fee-paid Chair of the Industrial and Fair Employment Tribunals. She has since added to this by becoming a fee-paid Chair of the Special Educational Needs and Disability Tribunal and the Health and Safety Tribunal, to the Social Security Appeals Tribunal.

Petra also works in a self-employed capacity as an Independent Investigator conducting employment investigations in councils and other large institutions. She also provides guidance and training on employment policies and procedures to employers of small to large businesses and charities, as well as supporting individual clients with job applications, resumes and CVs.

In 2004 Petra left the E.C. to become a fee-paid (then) chair of the industrial ad fair employment tribunals. She continues to sit as an employment judge to date.

Petra has also been a tribunal judge for the Special Education Needs and Disability Tribunal since 2006. Petra was appointed as a legally qualified member of the Social Security Appeals in 2014.

Petra also remains self-employed as an Employment Independent Advisor to public and private sector organisations, conducting grievances and disciplinary investigations, hearing grievance and disciplinary appeal hearings and conducting high profiles-organisation-wide structural reviews.

## John Young

John has worked in human resources throughout his career. For the past 10 years, he has worked as an independent consultant, specialising in the areas of recruitment and selection, management assessment and development, equality/discrimination/fair employment, and has acted as expert witness in the areas of workplace stress, bullying and harassment. Recently, he has had considerable experience of the use of workplace mediation as an alternative dispute resolution methodology, and is an Associate Practitioner with Mediation Northern Ireland.

From 1990 to 2002 John was the Northern Ireland Director of an international management consultancy specialising exclusively in the employment relations field. Prior to this, he was part of a multi-national management consultancy firm, working as Managing Consultant/Director in charge of the Human Resources Division. Earlier in his career, John was a Senior Lecturer in the Queen's University, Belfast's Business School from 1969 to 1987, with responsibility for teaching, research and consultancy in the areas of human resource management and organisational behaviour.

John is an Industrial Tribunals panel member and is a member of the Labour Relations Agency's panel of Independent Experts on Equal Value.