

TREVOR GILBERT OBE

CURRICULUM VITAE

Honours, awards and professional memberships:

Officer of the Order of the British Empire (OBE)
British Citizen Award (BCAb)
Fellow of the Academy of Experts (FAE)
Fellow of the Royal Society of Arts (FRSA)
Expert Member of the Association of Child Abuse Lawyers
Voted one of the Top 100 Influential People in the UK 2023

Business experience:

I have owned and operated multi-million pound businesses specifically in the recruitment industry since 1968. From 1972 until 2022, I was the CEO of The TRG Group which delivered a range of services over the years to the private and public sectors including outsourcing, managed services, a full-service employment agency and executive search. I am the chairman of Trevor Gilbert & Associates and also the CEO – UK of Cross Border Claims which provides legal assistance and support by way of third-party administration.

My specialist knowledge of real-time employment and recruitment issues is widely recognised.

I was an ad hoc advisor to the John Major Conservative government on disability issues and in my capacity as President of the Institute of Employment Consultants at the time worked closely with the Minister of State, Minister for Disabled People, the Rt. Hon. Alistair Burt. I initiated and formulated the IEC's code of professional conduct in 1991. I was also closely involved in the evolution of the New Deal programmes, focusing on getting people into work rather than training.

I have practised as an independent expert witness employment analyst and career profiler since 1989 and personally delivered evidence in over 2,500 cases, quite often of high value and demanding detailed investigation and analysis. I write reports on personal injury, clinical negligence, for employment tribunals, matrimonial matters and historic child abuse. Although I am highly competent in a range of occupations, my specialist areas are investment banking/financial services, hospitality/catering, performing arts, martial arts and the recruitment agency industry.

I have been involved in landmark and important high-value cases such as:

- Helmut v Simon (2012) on behalf of the Defendant
- McGlone v NHS Greater Glasgow & Clyde Board (2012), in which I was the lead expert for the Defender.
- I was the sole appointed employment expert in the largest claim in British legal history pleaded at £238M (X children v Minister, 2018).
- I was also the sole appointed employment expert in Jhuti v Royal Mail Group. My evidence, upon which the Tribunal wholly relied, resulted in Ms Jhuti being awarded £2.36M (2023).

My instructions are derived from the majority of claimant and defendant personal injury/clinical negligence firms in England and I have delivered evidence and my reports accredited or used in settlement negotiations in many other countries including Scotland, Wales, Northern Ireland, Eire, the Channel Islands, Italy, Gibraltar, South Africa, Germany, Spain, Australia, Hong Kong, and Kosovo.

I have a particular interest in the application of data from the Annual Survey of Hours and Earnings and written extensively on the subject for the Association of Personal Injury Lawyers' magazine 'Focus'. I was able to advise Robin de Wilde QC, then editor of Facts & Figures, that data historically provided by another employment expert practice was incomplete as it referred only to mean values and as a result the full range of data including median values are now included.

I estimate that during the course of my long career I have interviewed around 10,000 people from a wide variety of occupations and at all levels and seen three times as many application forms/CVs.

Past voluntary social enterprise positions held:

Chair, Board of Trustees – Suffolk User Forum (mental health charity)

Area Chair, the Prince's Youth Business Trust.

Area Chair, Young Enterprise.

Creator and Co-ordinator of Priority 2000, a national project which I privately funded to encourage the private employment agency sector to place disabled people in to work – a total of 1,700 for which I was awarded the OBE.

Past voluntary professional positions held:

President of the Institute of Employment Consultants (now Institute of Recruitment Professionals).

Chair of the Joint Consultative Council for Recruitment Practice incorporating members of the then Department of Employment, the IEC, CIPD and various executive and graduate search organisations.

Vice-Chair of the Academy of Experts, Chair of the Recruitment Committee and member of the Executive Committee/Council.

Current voluntary professional positions held:

Fellowship Assessor for the Academy of Experts

Other qualifications:

6th Dan karate sensei, with the title of Shihan (master teacher).

Media/presentations:

I have contributed a number of articles to Modern Law magazine, APIL's 'Focus' magazine, and FOIL's 'The Voice' newsletter. I have delivered master classes and lectures on the use of employment expert witnesses to law firms, chambers, insurers, conferences and the University of Essex.

I deliver witness familiarisation and report writing training programmes to the private and public sectors including specialist elements of HM Forces and the Ministry of Defence. I have DV clearance.

I have advised The Forge Entertainment and contributed to Princess Productions, producers of The Wright Stuff.

Honours:

2016 Officer of the Order of the British Empire awarded for services to employment of people with disabilities

Awards, Nominations and Commendations:

2023 Voted as one of the Top 100 Influential People in the UK.

2022 For the second consecutive year I was voted Expert Witness of the Year & TGA Best Expert Employment Practice UK in the Lawyer International Legal 100 awards

2021 Lawyer International Legal 100 award as Expert Witness of the Year & TGA Best Expert Employment Practice UK

2020 Finalist in the Eclipse Proclaim Personal Injury Awards – Supporting the Industry category

2019 TGA - category winner (Supporting the Industry) Modern Law Awards

2018 TGA - category winner (Supporting the Industry) in the Eclipse Proclaim Personal Injury Awards for an unprecedented sixth time

2017 Commended by the Prime Minister, the Rt. Hon. Theresa May, for my work in the community

2017 TGA - category winner (Supporting the Industry) in the Eclipse Proclaim Personal Injury Awards

2016 I received the British Citizen Award for exceptional service to the community and business, and to people with disabilities

2016 TGA - category winner (Supporting the Industry) in the Eclipse Proclaim Personal Injury Awards

2015 TGA - category winner (Supporting the Industry) in the Eclipse Proclaim Personal Injury Awards

2014 TGA - finalist in the Eclipse Proclaim Personal Injury Awards

2014 TGA - finalist in two categories of the Claims Innovations Awards; Online Initiative and Client Care Initiative

2013 TGA - category winner (Supporting the Industry) in the Eclipse Proclaim Personal Injury Awards

2013 I was a finalist in the Modern Law Awards for the category of Entrepreneur of the Year

2013 TGA - finalist in the Modern Claims Awards in two categories; for Client Care Initiative and Online Initiative

2012 TGA - category winner (Supporting the Industry) in the Eclipse Proclaim Personal Injury Awards

2011 TGA - finalist in the Eclipse Proclaim Personal Injury Awards

2010 I was short-listed by Legal and General for its Shining Star (inspirational leadership) award, specifically relating to my understanding of people with disabilities and contribution to L&G's diversity committee, and innovative and ground-breaking work to help disadvantaged people into quality employment.

Accreditations:

TGA is accredited to the UK Register of Expert Witnesses and I with the Scottish Law Society register of expert witnesses and the Academy of Experts.