

# 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)

### **Business experience:**

I have worked in the recruitment industry since 1968 and from 1972, Chairman and CEO of The TRG Group which has delivered a range of services over the years to the private and public sectors including; outsourcing, managed services, a full service employment agency, executive search, consulting telecoms engineers, witness familiarisation training, vocational rehabilitation and an expert witness practice – Trevor Gilbert & Associates (TGA).

Consulting engineers, Gilbert Telecoms, was commissioned to deliver the telecoms infrastructure for the Lancaster House conference centre, the Port Said 10-year master plan, the Maldives airport, and the Saudi press centre amongst other prestigious contracts. The executive search consultancy, TRG/McKendrick, was mandated to find senior executives, and TRG Recruitment Services, the full service agency delivers managed services with clients which have included the Palace of Westminster, Shell, ITV, BBC, Buckingham Palace, the NHS, Deutsche Bank, Aviva, Legal & General, The European Commission, Linklaters, and No. 10 Downing Street.

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

I was an ad hoc advisor to the previous 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. I initiated and formulated the IEC's code of professional conduct in 1991.

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. Although I am highly competent in a range of occupations, my specialist areas are investment banking, hospitality/catering, performing arts, martial arts and the recruitment agency industry.

I have been involved in landmark cases e.g. Helmut v Simon (2012) and numerous high-value cases such as McGlone v NHS Greater Glasgow & Clyde Board (2012), in which I was the lead expert for the Defender. I was the sole employment expert appointed in the recent (2018) largest claim in British legal history pleaded at £238M (X children v Minister).

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, South Africa, Germany, Spain, Australia, Hong Kong, and Kosovo. I have also delivered evidence in matrimonial matters, employment tribunals and child abuse cases.

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'. Because of this, I was able to advise Robin de Wilde QC, then editor of Facts & Figures, that data provided by another employment expert practice was incomplete and as a result the full range of data is now included.

I remain very much 'hands-on' in terms of recruitment and employment through my recruitment consultancy activities. 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.

#### **Honours:**

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

#### **Awards, Nominations and Commendations:**

**2021** Lawyer International award as Expert Witness of the Year & Best Expert Employment Practice UK

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

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

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

**2017** TGA - category winner (Supporting the Industry) for the 5<sup>th</sup> time in the Eclipse Proclaim Personal Injury Awards

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

**2016** TGA - category winner (Supporting the Industry) in the Eclipse Proclaim Personal Injury Awards for the fourth time in five years

**2016** I was voted Employment Expert Witness of the Year by Lawyer Monthly magazine

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

**2015** I received the Corporate Vision Executive Award of 'Expert Witness of the Year'

**2015** My recruitment consultancy, The TRG Group, winner of Acquisition International magazine's Business Excellence award of 'Best in Recruitment Services - London'

**2015** The TRG Group - winner of the ACQ Global Awards in the category Managed Services Provider of the Year - (Switchboard, reception and concierge)

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**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
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- 2013** TGA - category winner (Supporting the Industry) in the Eclipse Proclaim Personal Injury Awards for the second consecutive year
- 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
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- 2012** TGA - category winner (Supporting the Industry) in the Eclipse Proclaim Personal Injury Awards
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- 2011** TGA - finalist in the Eclipse Proclaim Personal Injury Awards
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- 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.

**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.

**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.

**Other memberships:**

Liveryman of the Worshipful Company of Arbitrators  
Chevalier of the Order of St. George  
Freeman of the City of London

**Other qualifications:**

6<sup>th</sup> 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.

**Quality and performance:**

TGA is accredited to the international quality standards ISO 9001 and ISO 14001. It is an approved Tier 1 expert by the Association of Personal Injury Lawyers, a Trade and Industry Partner of the Forum of Insurance Lawyers and registered with the UK Register of Expert Witnesses.