

STATES OF JERSEY



JERSEY EMPLOYMENT AND DISCRIMINATION TRIBUNAL: APPOINTMENT OF MEMBERS

**Lodged au Greffe on 1st August 2025
by the Minister for Social Security
Earliest date for debate: 9th September 2025**

STATES GREFFE

PROPOSITION

THE STATES are asked to decide whether they are of opinion –

to appoint, in accordance with the Employment and Discrimination Tribunal (Jersey) Regulations 2014, the following persons as Members of the Jersey Employment and Discrimination Tribunal, for a period of five years –

Employee Panel lay members

Alison Brown
James Thompson
Grzegorz Lukowski
Robert Douglas

Employer Panel lay members

James Lambert
Josephine Scott
Lisa Payn
Simon Soar

Discrimination Panel lay members

Pioneny Colvile
Rhodrick Chatikobo
Sabrina Stewart
Wali Ul Islam

MINISTER FOR SOCIAL SECURITY

REPORT

Introduction

Regulation 3 of the Employment and Discrimination Tribunal (Jersey) Regulations 2014 provides for the appointment of members to the Tribunal. Regulation 3(4) provides that the appointments shall be made by the States on the recommendation of the Minister for Social Security, after consultation with the Jersey Appointments Commission.

The Tribunal held an open and transparent recruitment exercise for lay members. The exercise was overseen by the Jersey Appointments Commission.

- 29 expressions of interest were received (17 female and 12 male)
- 16 applicants were invited for interview
- 2 applicants withdrew before the interview stage and 3 applicants were ultimately unsuccessful at interview

The 11 candidates for appointment are:

Employee Panel lay members

James Thompson
Grzegorz Lukowski
Robert Douglas

Employer Panel lay members

James Lambert
Josephine Scott
Lisa Payn
Simon Soar

Discrimination Panel lay members

Pioneny Colvile
Rhodrick Chatikobo
Sabrina Stewart
Wali Ul Islam

The Minister now seeks the agreement of the States to their appointment. Brief biographies of the candidates are set out later in this Report.

Separately, the Minister also seeks the agreement of the Assembly to the appointment of Alison Brown as an employee lay member of the Employment Tribunal. Ms. Brown was previously a Discrimination Panel lay member but wishes to be appointed to the Employment Panel. Under the Regulations, there is no provision for a lay member to transfer between the two Panels; the lay member must first resign and then be proposed by the Minister for re-appointment. The Jersey Appointments Commission has indicated it is content with this approach.

If this Proposition is agreed to, the appointments will take effect once the appointees have taken the relevant oath before the Royal Court, as provided for in Regulation 4 of the 2014 Regulations.

Brief details of the candidates for appointment

- **Alison Brown – Employee Panel lay member**

Alison was born in England and was appointed as a Solicitor of the Supreme Court of England and Wales in 1981. Alison practised Law in Yorkshire becoming a partner of a high street practice dealing with all personal Law matters. Alison has always been involved with contentious matters including employment.

During this time Alison and her husband started a specialised heavy goods vehicle recovery business which ultimately had four locations and employed in excess of 12 people.

In her role as a partner of a legal firm and the owner of a business Alison has managed contracts, staff disputes and redundancy.

In 2004 Alison moved with her family to Jersey, and after working for local firms as an English Solicitor, in 2016 was called to the Jersey Bar as an Advocate. Alison undertook a varied case load including matters before the Employment Tribunal, Alison has always specialised in family and criminal work; being accredited to the Children Panel and Criminal Panel of the Jersey Law Society before retiring in 2023.

Alison was an elected parent governor at Jersey College for Girls for 6 years. Alison retired in 2023 but remains an accredited family mediator with Jersey Family Mediation. Alison's Quaker faith has instilled respect for all people and to value diversity.

- **James Thompson – Employee Panel lay member**

James is a law student and has been a champion for disability rights since 2020, following his spinal cord injury. He has conducted accessibility audits on local premises with Liberate Jersey and has served as a board member since early 2022, becoming President in 2023. Additionally, James worked as an Independent Capacity Advocate with MyVoice for two years from 2021 to 2023, ensuring that the rights of vulnerable islanders were upheld. He is passionate about promoting fair and equal opportunities for individuals with disabilities.

- **Grzegorz Lukowski – Employee Panel lay member**

Grzegorz is a Polish expatriate with Jersey nationality who has proudly called Jersey home since April 2003. With over two decades of experience in conflict management and enforcement, Grzegorz has dedicated much of his career to public service and community support. He has held several key roles within the Government of Jersey, including interpreter and prison officer, and is currently serving as a Technical Shift Operator at the island's Energy Recovery Facility—playing a crucial part in Jersey's sustainability and infrastructure operations. Outside of his professional commitments, Grzegorz is a passionate community

contributor. He has volunteered his time and skills with the St John Ambulance Service and the Jersey Fire and Rescue Cadets, and he is currently involved with Regent Gymnastics Club, supporting youth development through sport and discipline. Grzegorz's journey reflects a deep commitment to service, safety, and community—values that continue to shape both his work and personal life in Jersey.

- **Robert Douglas – Employee Panel lay member**

Rob is an experienced professional in the fields of law and finance, starting in 1988, and including five years working for the Royal Court. He grew up in a family with strong Trade Union support and affiliations. During his career he has advised claimants on various types of employment disputes, and he has provided advice and support to numerous friends and colleagues involved in both disputes and compromise negotiations. Rob is a Trustee of the Jersey Marathon, a member of the Jersey Police Association and sits as a lay panel member on both Mental Health and Social Security Tribunals.

- **James Lambert – Employer Panel lay member**

James is an experienced senior manager with a public sector career spanning more than 4 decades. His first degree is in engineering and he spent 18 years in the Royal Navy as a submarine engineer. After leaving the Navy, he returned to Jersey and spent the next 25 years working in the Court Service (Judicial Greffe and Viscount's Department), retiring as Chief Operating Officer in 2022. During his time in the Court Service, he oversaw the move of the Tribunals from the Social Security Department to the Judicial Greffe in 2003 and was responsible for establishing the Tribunal Service in its current premises.

James is a Fellow of the Chartered Management Institute and holds a master's degree in business administration. James is passionate about alternative dispute resolution and was at the forefront of initiatives to establish alternatives to court-led dispute resolution. He is an experienced mediator and, in association with Queen Margaret University, Edinburgh, delivers the Professional Certificate in Mediation and Mediation Skills course in Jersey.

- **Josephine Scott – Employer Panel lay member**

Josephine is an HR professional, who started her career in HR in 2006. Prior to 2006, Josephine achieved a BA Law degree and a PG. Dip in Human Resource Management. Josephine currently works across HR, operations and payroll with a local charity. Josephine has previous HR experience working in the retail, hospitality, finance and more recently, the third sector.

Josephine is a Chartered Member of the Chartered Institute of Personnel and Development (CIPD) and in 2017 completed the Level 5 Chartered Management Institute (CMI) Diploma in Management and Leadership. Josephine has completed the Level 3 Award in Mental Health First Aid (RQF).

- **Lisa Payn – Employer Panel lay member**

Lisa is an experienced HR professional with over a decade of senior-level experience in Human Resources. Her career has spanned multiple sectors, where

she has consistently demonstrated sound judgment, discretion, and a deep understanding of employment law and best practice. Throughout her career, Lisa has worked closely with leadership teams and employees alike, handling complex HR matters with professionalism and impartiality. Her experience spans the full employee lifecycle, with a particular focus on resolving disputes, supporting performance management, and ensuring legal compliance. Lisa is a Chartered Member of the CIPD, having achieved her Level 7 qualification in 2023.

- **Simon Soar – Employer Panel lay member**

Simon currently holds a number of titles, including Managing Director of the Sundown (a new hospitality venue in town employing more than 15 staff), Director for Policy Centre Jersey and Non-Executive Director for Caring Cooks and Flourish. He has had a career spanning over 2 decades, primarily in or around the hospitality industry. Former CEO of the Jersey Hospitality Association where he looked after over 130 businesses and advised them on all levels, and former Head of Hospitality and Tourism at Jersey Business where he advised businesses of all levels on best business practise. Simon has championed hospitality workers mental health with Mindful Serve, an NPO supporting workers on island. Simon has frequently championed best practice and a fair approach to business operations.

- **Pioneny Colvile – Discrimination Panel lay member**

Pioneny is a highly experienced and conscientious social work professional with a strong dedication to social justice, mental health, safeguarding, and public service. Her diverse background spans social work, mental health, education, humanitarian work, and health and social care, giving her a comprehensive understanding of complex social issues. She excels in building trust with patients/clients, colleagues, and stakeholders from various backgrounds. Throughout her career, she has demonstrated leadership, integrity, and a deep knowledge of legal frameworks such as the Care Act 2014, Mental Capacity Act 2005, Mental Health (Jersey) Law 2016, Mental Capacity (Jersey) Law 2014, Mental Health (Jersey) Regulations 2018, Human Rights Act 1998, the European Convention on Human Rights (ECHR) and many other policy frameworks and safeguarding legislation, with expertise in conducting assessments, managing risks, developing care and support plans, and advocating for individuals' rights and safety.

A qualified social worker trained at the University of Sussex, Pioneny also holds an MSc in Public Health from Canterbury Christ Church University and numerous other qualifications in IT, health, social care, and education. She is a registered member of the Chartered Institute of Environmental Health as well as a registered member of Social Work England, with extensive training in safeguarding, mental health, equality, and multidisciplinary collaboration. Currently serving as a Senior Mental Health Social Worker with the States of Jersey, she leads assessments, crisis intervention, and care coordination within multidisciplinary teams.

Her career includes roles with Kent County Council and organizations overseas, further honing her skills in case management, advocacy, and service development. Guided by integrity, empathy, and a commitment to human rights, Pioneny is passionate about supporting vulnerable communities and promoting fairness, transparency, and justice through her work. She is keen and eager to contribute her

expertise and try to make a positive impact through compassionate support to the employment tribunal process in Jersey.

- **Rhodrick Chatikobo – Discrimination Panel lay member**

Rhodrick is a finance leader and Chartered Accountant with over a decade of experience in financial services. He is a member of both the Institute of Chartered Accountants in England and Wales (ICAEW) and the South African Institute of Chartered Accountants (SAICA).

He holds a BCom in Accounting and a BCom (Honours) in Chartered Accountancy from the University of Johannesburg. Rhodrick began his career with Standard Bank Group in 2014, completing his articles and qualifying as a CA(SA). He moved to Standard Bank Jersey in 2017, and in 2019 joined Santander International, where he currently serves as Head of Planning and Management Information.

Rhodrick actively contributes to the community through various voluntary roles. He is Vice Chair of the Jersey Bankers Association (Prudential Committee), Treasurer and Board Council Member of the St Helier Methodist Centre, and a Committee Member of SAICA Channel Islands. He also serves as a Sponsor on the Santander UK Diversity Programme, promoting inclusion, fairness, and equity.

- **Sabrina Stewart – Discrimination Panel lay member**

Sabrina is a qualified governance, risk and compliance professional with over 20 years' experience in financial services regulation, anti-money laundering, and the combatting of terrorist financing. She currently holds regulated roles across several licensed entities and is a permanent attendee of their Boards and senior governance committees.

Her experience spans enterprise-wide risk assessments, regulatory remediation, and the design and oversight of compliance frameworks across trust, company, and fund services. She brings particular expertise in statutory obligations, systems and controls, and the responsibilities placed on regulated individuals under Jersey's civil regulatory regime.

Alongside her professional roles, Sabrina has held leadership positions across employee-led inclusion networks and DEI committees—co-chairing initiatives focused on race and contributing to forums on gender, sexuality, and disability at local, regional, and global levels. She also served as a European Staff Council member, representing employee voice across jurisdictions. Her work in these spaces has focused on strategic inclusion, community engagement, and cultural change through ERGs, panels, and internal advocacy.

She was a founding member and interim Vice-Chair of her local Maternity Voices Partnership and currently serves as an Expert Panel Member on a UK-based inquiry into racial injustice in maternity care

- **Wali Ul Islam – Discrimination Panel lay member**

Wali is currently employed as a Contracting Specialist within the Government of Jersey where he supports departments in ensuring ethical and legally compliant procurement of public services. His previous experience includes roles within central procurement, focusing on supplier due diligence, safeguarding, and policy development. He is undertaking a Graduate Diploma in Commercial Law and also progressing towards CIPS (Chartered Institute of Procurement & Supply) qualification.

Wali holds various qualifications from the Chartered Management Institute, including Fellowship (CMgr FCMI). Additionally, he has a background in the hospitality sector, having held senior positions such as Head Chef at the Government of Jersey and Pomme D'or Hotel, which provided him with valuable real-world experience. Wali has a thoughtful and analytical approach, underpinned by a strong commitment to fairness, public service, and the principles of equality and non-discrimination.

Financial and staffing implications

There are no financial or resource implications arising from this Report. Members of the Employment and Discrimination Tribunal are remunerated from the budget of the Judicial Greffier.

Children's Rights Impact Assessment

A Children's Rights Impact Assessment (CRIA) has not been prepared in relation to this Proposition, as a CRIA is not required, in accordance with Schedule 2 to the Children (Convention Rights) (Jersey) Law 2022 (paragraph (j)).