

## **January 18, 2012 — Background summaries of Review Division decision makers**

### **Vice-President and Chief Review Officer: Pamela Cohen**

Pamela Cohen has held a variety of positions with WorkSafeBC over the past 20 years, starting her career as an adjudicator of occupational disease and interjurisdictional claims. While working as a manager and later the director of Long Term Disability & Occupational Disease Services, Pam spent 15 years on the Association of Workers' Compensation Boards of Canada's (AWCBC) Interjurisdictional Committee, and was its Chair for the last five. She has served on the International Association of Industrial Accident Boards & Commission's (IAIABC) International Outreach Committee since 2003, and has been its co-chair since 2005. She has been the Chair of the IAIABC's Administration Committee and peer reviewer for the IAIABC Journal on international compensation issues. Pam has recently been appointed as the AWCBC's representative on the Executive Committee of the IAIABC. This committee is comprised of ten administrators and senior-level directors of jurisdictional workers' compensation agencies who are charged with the governance of the IAIABC. Pam has served as Canada's representative to the focus group on the North American Agreement on Labor Cooperation under NAFTA.

For the past 3 ½ years, she was the Vice President of Human Resources & Facilities and effective January 1, 2012 she has taken on a new role as Vice President and Chief Review Officer of the Review Division and Fair Practices Office at WorkSafeBC.

### **Director, Quality Assurance: Katherine Crosbie**

Katherine joined the Review Division in 2004 from the Office of the Legislative Counsel, Newfoundland and Labrador. She obtained her law degree from the University of Toronto in 1986, and, following her call to the bar, worked in private practice and as a provincial justice solicitor before serving as general counsel to the Workplace Health, Safety & Compensation Commission of Newfoundland and Labrador.

### **Director, Quality Assurance: Susan Nickerson-Graham**

Upon graduating from Dalhousie University in law, Susan was called to the bar in Nova Scotia and Newfoundland, and worked as general counsel for the Workers' Compensation Commission before moving to B.C. She began her career at WorkSafeBC in the former Appeal Division, later moving to various positions involving compensation matters, including policy advisor, manager of practices and procedures, and policy director within the Policy and Regulation Development Bureau. Susan joined the Review Division as a director on the Quality Assurance team in 2003.

## **Team Managers**

### **Tony Bacchus**

In the 13 years Tony spent working for ICBC, he investigated, assessed, and resolved personal injury claims as a bodily injury adjuster specializing in litigation and fraud. He has extensive experience dealing with complex files through investigation and negotiation, and holds a UBC economics degree.

### **Sam Isaacs**

Sam commenced his employment with WorkSafeBC in 1985, as a Claims Adjudicator/Case Manager. After working in various adjudication assignments, including initial and ongoing case management, permanent disability and fatality claims, he became a Review Officer in 2003. In 2005, Sam became the Senior Client Services Manager, for Disability Awards and Sensitive Claims. He returned to the Review Division as a manager at the end of 2008. Sam obtained his MBA from UBC in 1987, and completed the Certified Risk Manager program in 2004, where he was the RIMS (Risk and Insurance Management Society) 2004 award winner for graduating with the highest marks in Canada.

### **Marie Johnson**

Marie obtained a UBC law degree in 1980, joining WorkSafeBC as an adjudicator two years later. She then worked as a legal officer within the Criminal Injury Compensation Program before joining the Review Division.

### **Susan Pandak**

Susan began her career with WorkSafeBC as a vocational rehabilitation consultant in 1988. Before joining the Review Division as a review officer in June 2002, she also held the positions of senior business planner with the Information Services Division and case manager with the Worker & Employer Services Division. In January 2005, Susan returned to Vocational Rehabilitation Services as a quality client services manager with the Worker & Employer Services Division until her return to the Review Division as a manager in January 2009. She has a Bachelor of Arts degree from Simon Fraser University and has been a Canadian Certified Rehabilitation Counsellor (CCRC) since 1998.

### **Belden Wong**

Belden worked as a personal injury adjuster with ICBC before obtaining his MBA from the University of British Columbia in 1993. He commenced his employment with WorkSafeBC in 1993 as a Reviewing Officer in the Prevention Division. Belden held the position of Senior Business Planner in the Information Services Division in 1998 until he joined the Review Division in 2003.

### **Registrar and Stakeholder Services: Susan Furlong**

Susan Furlong joined WorkSafeBC in 2000, working first in the Policy and Research Division as a Policy Analyst and then later as a Senior Policy Analyst and Acting Director. Susan joined the Review Division in 2006 as a director in the Quality Assurance team. Before joining WorkSafeBC, Susan's employment history included working in private law practice, as a researcher/writer with several Royal Commissions, including the 1998 Commission on workers' compensation, and as a journalist in Hong Kong with the South China Morning Post. Susan holds a law degree from UBC, a master's degree in history from Oxford, where she was a Rhodes Scholar, and a BA in French and economics from Memorial University of Newfoundland.

### **Review Division Medical Advisor: Dr. Francois Prat**

After obtaining his medical doctorate in 1978, Francois practised family medicine in Quebec, splitting his time between his office, the local hospital, and a rehab centre. He taught at McGill University from 1987 to 1990. Before joining WorkSafeBC's Review Division in 2003, Francois was a medical advisor for Workers and Employers Services. He holds MAs in science and health sciences (occupational health and epidemiology), and is certified by the College of Family Physicians of Canada.



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**Review Division Medical Advisor: Dr. Maureen Bulger**

Maureen graduated from University of Toronto Medical School in 1979. She practiced as a GP in British Columbia, Ontario and New Brunswick. She joined WorkSafeBC in 2002 as a Medical Advisor and has worked in various areas of the Worker and Employer Services Division where she advised Board Officers on issues related to Entitlement and Case Management.

## Review Officers

### **Doug Armstrong**

Doug completed a BA at the University of Winnipeg, and he received his law degree from Dalhousie University in Halifax. Called to the bar in B.C. in 1997, he practised mainly personal injury and insurance defence litigation before joining the Review Division in 2006. He worked for Citizenship and Immigration Canada before attending law school.

### **Nick Attewell**

Since 1974, Nick has worked with WorkSafeBC in a policy development, advisory, and decision-making capacity within Compensation Services, Finance, Prevention, and Review Division, and in past appeal structures. He holds a law degree from the University of London and a Master's in law from UBC.

### **Cindy Bachman**

Cindy graduated with a Master of Arts from Royal Roads University. Prior to joining the Review Division, Cindy worked in the area of administrative law for over 15 years. She held positions as adjudicator for Crime Victims Services, an investigator for the Office of the Police Complaint Commissioner (civilian oversight of municipal police), and an investigator/adjudicator for the BC Human Rights Commission.

### **Gurprit Bains**

Gurprit obtained her law degree from U.B.C. in 1998 and was called to the B.C. bar in 1999. She practiced law for several years, most recently in the areas of employment law and civil litigation at a mid-sized firm in downtown Vancouver. She also worked as a staff lawyer in the regulatory department at the Law Society of B.C. Prior to obtaining her law degree, Gurprit was a high school math and science teacher.

### **Robert Bal**

Robert received his Bachelor of Arts degree (Honours) from the University of Victoria and his law degree from UBC. After being called to the bar in 1993, he worked as the Assistant Negotiator and Junior Legal Counsel for the British Columbia Medical Association. Prior to that, he practised law with Stephens and Holman for six years.

### **Anand Banerjee**

Anand graduated from the Faculty of Law at the University of Toronto in 1993, and was called to the bar of B.C. in 1994. He has appeared in all levels of court in B.C., and has practised for a number of years in Vancouver, with expertise in entertainment, employment, human rights, and federal drug prosecution, before joining the Review Division in 2004.

### **Jannie Berntsen**

Jannie graduated from Simon Fraser University in 1989 and worked as a rehabilitation consultant for five years, which included providing expert testimony and evidence for personal injury trials. She joined WorkSafeBC in 1994, initially as a vocational rehabilitation consultant, and later as a Client Services Manager before joining the Review Division as a Review Officer.

### **Brad Blisner**

Brad received his law degree in 1996 from the University of Manitoba and practised law with Taylor McCaffrey in Winnipeg from 1996 to 2002. In 2002, Brad accepted a

position with Assante Asset Management in the role of legal counsel/compliance. Brad joined the Review Division from HSBC Global Asset Management where he was the Director of Compliance from 2004 onward. Brad also has a Bachelor of Commerce degree.

**Angela Boddez**

Called to the bar in 1998, Angela has worked in civil litigation and corporate commercial law, and for the Langley Legal Assistance Centre, focusing on administrative and civil law. Angela previously held the position of case officer, Compliance Section, Prevention Division.

**Seeley Brocklebank**

Seeley obtained her law degree from the University of Victoria in 2002, was called to the BC bar in 2003 and spent several years in private law practice. Prior to joining the Review Division, she worked as a Case Manager for the Worker and Employer Services Division of WorkSafeBC.

**Sandra Broudy**

Sandra obtained her Bachelor of Law degree from the University of Saskatchewan in 1987. Sandra spent several years in Japan working as an English Instructor before returning to Canada to practise refugee and immigration law. She joined WorkSafeBC in 2001 as a Freedom of Information Officer prior to joining the Review Division.

**Rebecca Chidley**

Rebecca holds a Bachelor of Social Work degree from the University of Calgary, and has been a Certified Canadian Rehabilitation Counsellor for over 15 years. She possesses 12 years of experience as a Vocational Rehabilitation Consultant and Vocational Rehabilitation Manager at WorkSafeBC. Prior to coming to the Review Division in July 2003, she worked for four years as a Vocational Consultant on the Columbia Rehabilitation Centre's Chronic Pain Management team.

**Jackie Christofferson**

Jackie obtained her law degree from the University of Alberta and was called to the bar in B.C. in 1993. Prior to joining the Review Division in 2004, she acted as counsel for the director of Child, Family and Community Service through Somers and Company Law Corporation, and practised personal injury litigation in ICBC matters.

**Cindy Comrie**

Cindy joins the Review Division after serving the Canada Border Services Agency by litigating cases before the Immigration Refugee Board. She has a range of experience in administrative law and decision-making.

**Marla Cook**

Marla obtained an MA in Education in 2001 (specializing in community rehabilitation) from the University of Calgary, and completed degrees in law and psychology in 1988 from Carleton University. Before working as a vocational rehabilitation consultant at WorkSafeBC, she worked as a vocational consultant setting up a disability management program for Canada Post. She also worked as a rehabilitation counsellor at the Ontario WCB.

**Robert de Balinhard**

Robert de Balinhard obtained his law degree from the University of Western Ontario in 1997 and was called to the B.C. bar in 1999. He also holds a Master's in Public



Administration. Prior to joining WorkSafeBC in 2001, he acted for both employers and workers in a range of matters related to the workplace.

### **Kate Denby**

Kate was a solicitor in general practice in England for 11 years before moving to Canada. She joined WorkSafeBC in 1995, working in the former Appeal Division, and prior to joining the Review Division worked as a freedom of information officer.

### **Sidney Dennison**

Sidney holds BAs in psychology (1978) and social work (1985) from the University of Victoria, and worked for the Office of the Ombudsman for 18 years before joining WorkSafeBC's Review Division in 2003. Sidney possesses advanced knowledge of the theories and principles of administrative law.

### **Amanda Derry**

Amanda joins WorkSafeBC from the Workplace Safety & Insurance Board of Ontario, where she was a claims adjudicator in the Occupational Disease and Survivor Benefits program.

### **John Dhaliwal**

John, who holds a BBA (Finance) from SFU (1984), joined WorkSafeBC in 1987 after serving at the Ministry of Human Resources. He held the positions of Claims Adjudicator, and Senior Pensions Adjudicator. In 1995, he moved to the Prevention Division to adjudicate health and safety issues, as a Reviewing Officer. In 2002, he joined the Review Division.

### **Anne Dobson-Mack**

Anne obtained her law degree from UBC in 1993. Before joining WorkSafeBC, she clerked at the B.C. Supreme Court, articulated with Lawson Lundell, and was called to the bar in 1995. She practised as an associate lawyer in litigation for six years, prior to joining the Review Division.

### **Ainslie Dowd**

Ainslie spent ten years with Canada's Armed Forces, after which he practised law (mostly family law) in various parts of British Columbia. Ainslie worked most recently with the Legal Services Society in Quesnel and the Family Maintenance Enforcement Program in Victoria prior to joining WorkSafeBC as a Review Officer.

### **Carmen Dowhaniuk**

Carmen holds a Master's degree in law (specializing in international law) from the University of Amsterdam (1998) and a Bachelor's degree in law from the University of Alberta (1995). She's worked as a policy analyst/researcher for the Alberta Civil Liberties Research Centre and the Alberta Ministry of Health & Wellness.

### **Rod Ellard**

Rod obtained his law degree from the University of British Columbia in 1982. Prior to joining the Review Division in 2008, Rod practised law, primarily civil litigation, for nearly 25 years.

### **Barry Faulkner**

Barry received his BA from the University of Toronto. He worked for a period of time in private industry before returning to school to obtain a law degree at the University of British Columbia. Upon completion of his LLB, Barry joined WorkSafeBC as a Review Officer.

### **Lisa Field**

Lisa joined WorkSafeBC in 2003 after working at Transport Canada's Security and Emergency Preparedness Branch as an inspector. Prior to this, Lisa spent four years with the Ministry of Public Safety and Solicitor General, Liquor Control and Licensing Branch, and has also worked with the Ministry of Social Services.

### **Tony Fletcher**

Tony joined WorkSafeBC as a case manager, Compensation Services, in 2002. Prior to that, he was employed with ICBC as a claims adjuster, bodily injury adjuster, and member of the Bodily Injury Claims Investigation Team for 13 years. Tony has a BA in Commerce from UBC.

### **Bob Friedland**

Bob received his law degree in 1990 from the University of Alberta and practised with Dinning Hunter Lambert & Jackson prior to joining the Review Division. His law practice covers administrative, human rights, municipal, and employment law. Bob has been a tribunal chairperson and member for several tribunals, and has experience as senior manager in the public sector, as a journalist, and as a former Victoria City Councillor.

### **Kathleen Gallagher**

Kathleen has 12 years' experience applying and analyzing complex policy and legislation with the provincial government. As a family maintenance worker, Kathleen's work included negotiating provincial court consents, interviewing and assessing eligibility for child/spousal support, and ensuring clients met program requirements in policy and legislation.

### **Cari Goldin**

Cari dabbled in journalism and office management before attending Capilano College to become a legal assistant. Preferring to be in charge, she returned to UBC for a law degree and was called to the bar of British Columbia in 1991. After a few years of a varied private practice involving plaintiff and defendant personal injury, some family law and ad hoc Crown litigation, she joined ICBC's in-house legal department in 1996. For 12 years she provided opinions on complex legal issues.

### **Wendy Jeske**

Wendy graduated with a Bachelor of Commerce and Business Administration (B Comm) from UBC in 1980. Wendy joined the Review Division in 2003, following three years as chair/member of the B.C. Chicken Marketing Board. Prior to this role, Wendy was an elected Municipal Councillor with the Municipality of Delta for nine years and served as a Director on the GRVD Labour Relations Bureau. Her last 12 years have been spent in environments characterized by conflicting interests.

### **Zen Kozak**

Zen holds Bachelor of Science degrees from UBC in general science and occupational therapy. He joined WorkSafeBC in 1992, and has since worked as an occupational therapist, a vocational rehabilitation consultant, and a case manager prior to joining the Review Division.

### **Paul Lail**

Paul holds a BA in Economics and a law degree from UBC; he was called to the bar in 1987. Prior to joining the Review Division, Paul spent 15 years in private law practice.

### **Harry Lin**

Harry received his BA (Criminology) from Simon Fraser University. He joined WorkSafeBC in 1998 and has held various positions in the Worker and Employer Services Division. He was a case manager for the last three years prior to joining the Review Division.

### **Deborah Ling**

Deborah received her law degree from UBC in 2006. Prior to joining the Review Division, she was employed as in-house corporate counsel for FortisBC.

### **Melina Lorenz**

Melina obtained her law degree from the University of Victoria in 1990, clerked with the B.C. Supreme Court, and was called to the bar in 1992. She worked for a short time in private practice, and spent 10 years at ICBC as in-house defense counsel.

### **Margaret MacLennan**

Margaret achieved a BA (1979) and an MEd (1987) from UBC, and then began her career at WorkSafeBC in 1988 as an adjudicator. Since then, she has been privileged to serve in a variety of positions including Vocational Rehabilitation consultant, Trainer, Executive Assistant to the Chair, and Fair Practices Officer. Most recently, Margaret has undertaken research studies in Corporate Planning. Outside the Board, Margaret is active in youth group and community charity initiatives, cherishing many rich friendships.

### **Craig Maynard**

Craig holds a diploma in occupational health and safety from BCIT, and is a candidate for a public sector management diploma from the University of Victoria. He joined WorkSafeBC in 1993, mostly recently as a review officer in the Review and Penalty Section, Prevention Division prior to joining the Review Division.

### **Linda Nguyen**

Linda obtained her Bachelor of Business Administration from SFU and worked for Canada Revenue Agency and a chartered accounting firm. Linda then obtained her law degree from UBC and was called to the BC bar in 2005. Before joining the Review Division, Linda practiced with a national law firm, specializing in labour and employment law and human rights. Linda has appeared at all levels of court in BC and at the Supreme Court of Canada.

### **Elizabeth Nicholls**

Elizabeth practised law for several years and then became an investigator with the BC Ombudsperson (formerly the British Columbia Ombudsman's Office (specializing in complaints about the health care system)). She then worked as a Director in health care administration, in Client Relations & Risk Management for Richmond Health Services (part of the Vancouver Coastal Health Authority), before joining the Review Division.

### **John Nunez**

John has several years' experience with administrative tribunals, and most recently worked for the Financial Institutions Commission.

### **Judy Olson**

Judy joined WorkSafeBC in 1972, working primarily within the appeal process. Most recently, she was registrar of the Medical Review Panel process.

### **Christina O'Sullivan**

Christina joined the Review Division in 2003. She holds a BA from Dalhousie University and obtained her law degree from the University of Saskatchewan in 2000. Prior to joining the Review Division, Christina practised civil litigation, as well as acted as an agent for the Attorney General of Canada.

### **Liam O'Sullivan**

Liam obtained his law degree from the University of Saskatchewan in 1999, was called to the B.C. bar in 2000, and practised law in Vancouver for five years before joining the Review Division. His legal practice focused on commercial litigation, with additional experience in class action, insurance defence, and personal injury claims.

### **Jane Otto**

Jane graduated from SFU in 1979 with a BA, and obtained a diploma in administrative management from BCIT. She worked with the Canada Employment and Immigration Commission adjudicating entitlement to unemployment insurance claims before joining WorkSafeBC in 1980. Jane held the positions of claims adjudicator, case manager, quality case manager (quality initiative), and subject matter expert on various projects prior to joining the Review Division.

### **Lara Paul**

Lara holds a law degree from UBC. She was a self-employed lawyer before joining the Review Division in 2003. Before that, Lara held information officer positions with the Residential Tenancy Office, and Australian Consulate General and Trade Commission.

### **Pearl Poon**

Pearl worked within Alberta's workers' compensation system for 12 years before joining the Review Division. In Alberta, Pearl held a variety of positions which include appeals advisor, appeals registrar, and case manager.

### **Jefferson Rappell**

Jefferson obtained his law degree from the University of Saskatchewan in 1999, and was called to the Alberta bar in 2001 and the Ontario bar in 2002. Before joining the Review Division, he worked as an associate for McCarthy Tetrault LLP (Toronto), working as counsel on civil litigation matters in areas such as medical malpractice, insurance, and employment.

### **Kevin Rooney**

Kevin has held various positions with the Ministry of Skills, Development and Labour, Employment Standards Branch, including transition manager, regional manager, and nine years as an industrial relations officer.

### **Sharon Samuels**

Sharon obtained her law degree from McGill University and was called to the B.C. bar in 1991. She practised administrative law before joining WorkSafeBC in 1999. Sharon worked as a Senior Policy Analyst in the Policy & Research Division, prior to joining the Review Division in 2004.

### **Bruce Scott**

Bruce obtained his law degree from the University of Alberta in 1982, and was called to the Alberta bar in 1983 and to the B.C. bar in 1997. Before joining the Review

Division, he worked in private practice doing civil litigation, and served for two years on the Board of Referees, adjudicating employment insurance appeals.

### **Lynn Scrivener**

Lynn obtained her law degree from UBC in 2005. She was called to the bar in 2007 following a clerkship at the Federal Court and articles at WorkSafeBC. Prior to joining the Review Division, Lynn practiced civil litigation with an emphasis on insurance defence.

### **Roger Sharma**

In 1990, Roger obtained his bachelor's degree in applied science from SFU, in the field of communication. He was employed at ICBC for 13 years as claims adjuster, bodily injury adjuster, and dispute process advisor prior to joining the Review Division.

### **Dawn Shaw-Biswas**

Dawn obtained her law degree from UBC in 1992, and was appointed to the Canadian Bar Association (B.C. Branch) Equality and Diversity Committee in 1996, where she was involved in various equality initiatives. Prior to joining the Review Division, Dawn practised as a litigator with an emphasis on criminal defence and personal injury law.

### **Diane Tam**

After obtaining her degree in business administration from the University of Regina in 1988, Diane worked for the WCB of Saskatchewan until 1992 in the area of vocational rehabilitation and compensation claims services. After 1993, she joined the disability and life-insurance industry, specializing in disability claims management. Prior to joining the Review Division, Diane was assistant manager for Disability & Life, with the B.C. Life & Casualty Company.

### **June Thompson**

June obtained her law degree from UBC in 1994; she was called to the bar in 1995. June has spent most of her career with the Office of the Public Guardian and Trustee, and has also worked at Employment Standards Branch, Ministry of Skills, Development and Labour.

### **Sean Vanderfluit**

Sean worked at the B.C. Supreme Court from 1991 to 1997 where he was a deputy district registrar. Sean obtained his law degree from UBC in 2000 and clerked at the B.C. Supreme Court in New Westminster. He was called to the bar in 2002. Sean practised corporate and commercial litigation and employment law at Clark Wilson LLP before joining the Review Division in 2007.

### **Rachia van Lierop**

Rachia holds a law degree from Osgoode Hall and was called to the bar of Ontario in 1992. With a background in labour and immigration law, Rachia joined the Ontario Office of the Worker Adviser as a law and policy advisor and was employed there for 11 years before moving to Vancouver. She also worked as a policy advisor for the Ontario Ministry of Labour, and a staff representative for the Ontario Nurses' Association. Rachia joins us from the B.C. Workers' Advisers' Office, where she was employed as a law and policy advisor for two years.

### **Ken Venables**

Ken has 13 years of adjudicative experience with the workers' compensation boards of Alberta and BC beginning in 1981. He completed a Master of Arts degree in 1994



and a Master of Archival Studies in 1996 and most recently worked as a WorkSafeBC client services manager.

### **Liane Voelpel**

Liane worked for Telus in Alberta for 10 years in the areas of revenue and financial administration and business performance. Prior to this, Liane was employed as a case manager with the Alberta workers' compensation board, where she worked for five years.

### **Jonathan Waller**

Before joining the Review Division, Jonathan spent 11 years practising civil litigation in the Vancouver area, with a focus on personal injury litigation. He was called to the bar of British Columbia in 1996, after graduating from UBC Law in 1995. He also has a Bachelor of Arts from UBC.

### **Mark Wasarab**

Mark obtained his Bachelor of Commerce from the University of Alberta in 1982. Prior to joining the Review Division in 2003, Mark had a lengthy career in commercial mediation consultation and coordination.

### **Taryn Winsor**

Taryn worked as a senior Vocational Rehabilitation Consultant for 14 years and as a Case Manager for approximately 1 year, prior to joining the Review Division in 2006. She holds a BA in political science and sociology from Mount Allison University in New Brunswick and a Master of Social Work from Wilfrid Laurier University in Ontario. Taryn is a Certified Canadian Rehabilitation Counsellor.

### **Kit Wong**

Kit worked with the Canada Border Services Agency, representing the federal government before the Immigration and Refugee Board of Canada in refugee/removal hearings and appeals. Kit has also been a crown prosecutor with the Attorney General of BC, and an agent of the Attorney General of Canada for federal prosecutions. She holds a law degree from the University of Victoria.

### **Mari Worfolk**

Mari obtained her law degree from UBC in 1987 and her master's in law from Oxford University in 1988. She practised civil litigation for 20 years, appearing at all levels of court and before a number of administrative tribunals, before joining the Review Division. Mari also has experience as an arbitrator in strata law disputes, and was author of the Continuing Legal Education Society of B.C.'s Strata Property Manual, and a member of their Editorial Board.

### **Allan J. Wotherspoon**

Allan was called to the B.C. bar in 1988, and was awarded his chartered arbitrator designation by the ADR Institute of Canada in 1995. He was an arbitrator with the Residential Tenancy Branch from 1989 until 2006 where he presided over more than 25,000 hearings. Allan joined the Review Division in 2006. Since 2000, he has also been an instructor in the areas of evidence, statutory interpretation, decision-making, and decision-writing for the Arbitration and Mediation Institute of British Columbia Chartered Arbitrator training program. He has also been an instructor of the British Columbia Council of Administrative Tribunals Foundations' Administrative Justice course, since 2003.



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### **Lyall Zucko**

Lyall obtained a law degree from the University of British Columbia and was called to the British Columbia Bar in February 1999. Prior to joining the Review Division in January 2003, Lyall practised law with a Victoria law firm, and then with a provincial insurance company. This work history consisted of a general legal practice with a subsequent personal injury litigation specialty. Lyall also briefly worked as a freedom of information officer at WorkSafeBC.