

Professional Summary

Accomplished Employment Consultant and Business Owner with over 40 years of international experience across Australia, New Zealand and the United Kingdom. Proven record of accomplishment of success in workforce development, vocational rehabilitation and job placement for diverse applicant groups, including long-term unemployed individuals and people with disabilities. Proven expertise in employer engagement, labour market analysis, and legal expert witness testimony within the Supreme and District Courts.

Core Competencies

- Vocational Rehabilitation & Job Placement of private and Centrelink clients, specialising with those with a disability and/or Impairment
- Labour Market & Remuneration Analysis and Detailed Reports (LMRA)
- Stakeholder & Employer Engagement
- Expert Witness Testimony in the Queensland Supreme and District Court (Legal)
- Career Counselling & Workshop Facilitation
- Resume & Selection Criteria Writing
- Program Development & Training
- Business Operations & Team Leadership

Professional Legal Consulting Experience

Legal Consultant & Expert Witness | Job Placement Services P/L

April 1996 – December 2023

- Court Appointed / Party Instructed Expert: Retained extensively by leading personal injury and civil litigation solicitors across South East Queensland to deliver independent, expert insight into complex labour market dynamics.
- Brisbane Court Appearances: Provided expert testimony under cross-examination in the Supreme Court and District Court of Queensland regarding pre- and post-injury earning capacities.
- Forensic Assessment Reporting: Authored hundreds of compliance-ready economic and vocational reports calculating localised remuneration variables, training requirements, and direct impacts of physical/psychological impairment on
- Expert Witness Testimony: Trusted provider of oral and written evidence within the Supreme Court and District Court jurisdictions in Brisbane and the Gold Coast.
- Labour Market Assessments: Advanced evaluation of earning capacity, vocational viability, and local employment conditions for litigation.
- Remuneration Analytics: Preparation of forensic wage, benefit, and historical economic assessments for personal injury and negligence claims.
- Evidentiary Integrity: Strict compliance with the Harmonised Expert Witness Code of Conduct to deliver objective, legally robust opinions.

- **Employer Research:** Conducted continuous, wide-scale regional surveys with South East Queensland employers regarding modern hiring methods, remuneration structures, and flexible work adjustments.

Key Career Achievements

- **Judicial Commendation & Landmark Precedent:** Formally commended by Wall QC DCJ in the landmark case *Dank v Tabcorp Holdings Limited* [2011] QDC 002. The judge specifically accepted expert evidence regarding the precise marketplace barriers injured workers face against able-bodied candidates, creating a widely searched and cited legal reference point for vocational assessment. [1]
- **National Excellence Award:** Voted Australia's Best Employment Consultant by the Australian and New Zealand Mental Health Association (November 2016) for excellence in assisting long-term unemployed clients with complex psychological and physical barriers.
- **Top Performance Awards:** Recognized as the premier Employment Consultant within the Queensland State Government-funded Skilling Queenslanders for Workframework across multiple cycles (2011–2013, 2015–2016).
- **Published Author:** Authored the regional industry resource booklet, "How to Find a Job on the Gold Coast".

Legal - Public Records

APPENDIX: NOTABLE JUDICIAL CITATIONS & PRECEDENTS

Expert Vocational Assessments by Wayne Johanson

Case Citation: *Dank v Tabcorp Holdings Limited* [2002] QDC 2

- **Jurisdiction:** District Court of Queensland (Brisbane)
- **Presiding Judge:** Wall QC DCJ
- **Nature of Matter:** Personal injury, workplace negligence, and long-term loss of earning capacity resulting from a manual handling injury.
- **Expert Contribution:** Retained to provide comprehensive labour market analysis, occupational viability reporting, and oral testimony regarding the claimant's residual earning capacity.
- **Judicial Weight:** The presiding judge specifically accepted and cited the expert evidence provided by Wayne Johanson. The judgment validated the assessment methodologies used to quantify the distinct, competitive disadvantages an injured or impaired job seeker faces when competing against able-bodied candidates in the open Gold Coast and Brisbane labour markets.
- **Legal Precedent:** This case continues to serve as a digitally archived reference point on [CaseNote](#) for personal injury solicitors evaluating employer liability regarding everyday office administration tasks and subsequent vocational rehabilitation constraints.

Key Instructing Law Firms

Retained extensively by Australia's leading plaintiff and personal injury law firms to provide independent expert reporting and testimony, including:

- Shine Lawyers | Turner Freeman Lawyers | The Personal Injury Lawyers
- Travis Schultz & Partners | [Carter Capner Lawyers](#) | Bennett Philp Lawyers
- McInnes Wilson Group | Cooper Grace Ward Lawyers | Littles Law
- Brandon & Gullo Lawyers | BGM Lawyers | Bourke Law | AWL Lawyers

Professional Experience - Work Background

Consultant – Nerang Neighbourhood Centre

Jan 2025 to present

- Engaged on a part time consultancy basis providing training and job placement services for both funded and non-funded community and Centrelink clients.

Managing Director / Owner / Job Placement Services P/L

April 1996 – December 2023

Established and operated a comprehensive consultancy overseeing family business operations, sub-contracts, and employment service delivery across South East Queensland.

Contract and Employee Roles:

- Employment Consultant | *Nerang Neighbourhood Centre* (2011–2013, 2015–2023)
Delivered targeted training and job placement services for both funded and non-funded community clients.
- Employment Consultant & Trainer | *Mission Australia* (2000 – June 2015)
Provided specialist job placement and motivational training modules to Centrelink benefit recipients.
- Post-Studies Employment Advisor | *RTO Services* (2014–2015)
Guided graduating students through transition-to-work strategies and employment preparation.
- Vocational Placement Specialist | *QCOMP / Artius Health / Complete Rehabilitation*
- Managed end-to-end placement services for clients with complex injuries and disabilities. Developed rehabilitation models for Compulsory Third Party (CTP) clients.
- Job Search Trainer | *Queensland Business College / Tursa Southport*
Facilitated structured job-seeking training programs on a contract basis.
- Rehabilitation Placement Officer | *Workcover Queensland* (1996–2000)
Assisted injured workers with vocational reintegration post-rehabilitation.

- Job Placement Officer & Trainer | Commonwealth Rehabilitation Services (CRS), Gold Coast (1992 – 1996)
 - Worked within a multidisciplinary team of Social Workers, Occupational Therapists, Speech Pathologists, and Psychologists.
 - Designed, implemented, and facilitated motivation and training program to assist injured or impaired clients returning to the workforce.
- Managing Director | Quality Staff, Gold Coast (1987 – 1991)
 - Acquired and operated a private recruitment agency specialising in temporary and permanent staffing.
 - Serviced diverse sectors including Accountancy, Law, Architecture, Hospitality, and Construction.
 - Managed financial operations and led a team of five recruitment consultants and two support personnel.
- Managing Director / Personnel Consultant | Private Employment Agencies, Sydney (1980 – 1986)
 - Founded and managed Interactive Personnel, a boutique management consultancy placing corporate and IT professionals.
 - Commenced recruitment career at The Staffing Centre, specialising in office administration and technology placements.

Education & Professional Development

- Diploma of Personnel & Administration
- Certificate IV in Career Development
- Certificate IV in Workplace Assessment & Training (TAE)
- Certificate II in Self Development and Awareness
- Certified Training Credentials: Train the Trainer | Workplace Rehabilitation
- Professional Short Courses: Sales, Industrial Relations, Computer Literacy, Rehabilitation Strategies, and Cultural Awareness.

Professional Summary

Award-winning Employment Consultant, Legal Consultant, and Managing Director with over 40 years of international expertise across Australia, New Zealand, and the United Kingdom. Highly specialised in vocational rehabilitation, labour market analysis, and the preparation of complex remuneration assessments for personal injury claims. Recognized authority within the judicial system, maintaining an extensive record of expert witness appearances in the Supreme Court of Queensland and District Court of Queensland in Brisbane. Noted for high-integrity, data-driven testimony, including a landmark precedent case formally cited by a presiding Supreme Court Judge.

References

Verbal and written recommendations are available upon request.