



SEUMAS HALLIDAY

Occupational Psychologist, Employment Expert

PROFILE

An Occupational Psychologist and Employment Consultant with specialist experience of assessing people following injury, for employment rehabilitation and litigation purposes.

Experience includes:

- Since 1993, occupational assessment of people with a wide range of disabilities, including head, spinal, orthopaedic and psychological injuries.
- Workplace analysis and assessment.
- Developing and providing vocational rehabilitation services.
- Providing expert employment evidence in County Courts, High Courts (UK and abroad), for personal injury, clinical negligence, CICA, matrimonial, employment tribunal claims etc. Work related stress (breach of duty).
- 15 years previous experience in personnel management in engineering, construction, property and service sectors. Knowledge of a wide range of careers.

QUALIFICATIONS AND MEMBERSHIP OF INSTITUTIONS

- Registered Psychologist (HCPC No. PYL05584)
- ICO registration ZA232077
- BSc (Hons) Psychology (1976). MSc Occupational Psychology (1997).
- Associate Fellow of the British Psychological Society:
Chartered Psychologist, Full Member, Occupational Division.
Affiliate, Neuropsychology Division.
Member, Special Group of Coaching Psychology.
Registered Test User.
- Expert Witness Institute - Founder Member.
- Law Society Checked Expert Witness; Single Joint Expert trained.
- APIL – 1st Tier Expert.
- Vocational Rehabilitation Association – Professional Member.
- CMSUK – Case Manager Member
- CIPD - Affiliate.

CAREER HISTORY

Consultant	1993 - Present
Director	1997 - Present
<i>Langman HRD Ltd, Sheffield.</i>	

A key fee earner preparing expert witness reports on individuals' pre-injury and post-injury employment prospects and earnings, for solicitors and insurers.
Providing vocational rehabilitation services for individual clients.
Occupational assessments using psychometric tests and work samples.
Marketing and business development.

FREELANCE CAREERS CONSULTANT (1992 - 93)
Contracted to FOCUS, British Coal Enterprise and Corporate Psychologists International.

Providing careers advice to redundant staff in organisations such as British Coal (Durham and Yorkshire), British Aerospace, British Gas, Property Services Agency and Spillers.

PERSONNEL MANAGEMENT: CONSTRUCTION AND PROPERTY SECTORS (1977 - 92)

1989 - 1992 Kumagai Gumi UK Ltd London
Selection, training and development of high calibre project managers, engineers, surveyors and accountants for a Japanese construction and property group with a development portfolio in excess of 1 billion. Responsible to the Directors for all aspects of the HR function including health and safety policy.

1984 - 1989 George Wimpey Plc London Based

- Group employee relations specialist providing UK-wide support to line managers and subsidiary company directors, in a group with about 15,000 UK employees.
- Negotiations with trade unions; development and monitoring of personnel policies and procedures.
- Contributed to the development of graduate and management selection procedures.

1977 - 1984 John Laing Plc Various locations

- Recruitment and selection for multi-million pound mechanical and civil engineering construction and projects in the UK and overseas (Poland and Falkland Islands).
- Site industrial relations.
- Training delivery for technical, professional, craft and semi-skilled employees.

1976 – 1977 British Rail Civil Engineering Division - Leicester.

1972 – 1973 Engineering and hosiery industries - Leicester.

TRAINING

Examples of relevant courses include:
Job Analysis for Rehabilitation and Job Matching- City University, London (5 day)
Brain injury rehabilitation – various
Diagnostic tests
Dyslexia awareness courses - various
Disability Discrimination - City University, London
Counselling and coaching courses - various
Systematic instruction and job coaching (5 day)
Single Joint Expert Training and CPR Awareness (2011) through Bond Solon.
Employment Law updates.
Vocational Rehabilitation – various.