

Paul Doherty

BSc(Hons) MSc CPsychol CSci AFBPsS MAE MEWI

Employment & Vocational Rehabilitation Consultant and Expert Witness

Registered Occupational Psychologist

Chartered Psychologist



Focus of work

As an occupational psychologist and employment advisor, there are two main strands to my work:

- Disability / injury related occupational assessment – Since 1991, I have assisted individuals build or rebuild, their working lives following acquired injury (e.g., ranging from sensory loss, cognitive impairment, spinal injury, pain, various orthopaedic injuries and mental health as well as multiple disabilities) through the provision of an objective assessment, and if necessary, vocational / careers advice and support.
- Assessments can range from structured interview to more formal approaches using psychometrics to assess personality, dyslexia and cognitive / retraining potential, and making appropriate recommendations to both individuals and organisations to help them to keep their job or get another one (e.g., in relation to reasonable adjustments, vocational rehabilitation action plans). Once I have prepared my assessments, I can also work with such individuals to help them and the employer implement those recommendations.
- As part of this work, I frequently act as an expert witness for the Courts and prepare reports on the impact of various functional disabilities and their management in the workplace (employment as well as vocational rehabilitation needs assessment reports). I have acted as an expert witness since 1994 and have given evidence in Court and in Employment Tribunals many times, typically where loss of earnings is a key factor. I have won various awards for my expert witness work. I also act as an expert witness in cases where the claim relates to bullying at work and / exposure / poor management of occupational stress.
- As part of this work, I am an active trainer, running approximately 12 courses a year on resilience at work for people at a variety of levels and positions, including those with disabilities / health related problems.

- Organisational consulting on recruitment, assessment, resilience and development -
The other part of my work involves providing a consulting service to organisations on people issues, such as design of objective recruitment / selection tools, work place assessment and advising on appointments, particularly at senior levels and reasonable adjustments (i.e., in relation to disability re the DDA 1995 and Equality Act).
- I have also held positions as Chief Psychologist for the Cabinet Office and Chief Psychologist for an international firm of management consultants. In both roles, my focus was the development and use of tools for objective assessment and development.
- In my consultancy work, I operate in a broad range of sectors, including the NHS (I provide services to 'NHS Improvement' providing specialist personality assessments on doctors and dentists), central and local government, the Police College, financial services, a number of IT / HR / executive search and selection consultancies, pharmaceuticals and not for profit organisations. I am a senior advisor on the Government's Fast Stream development programme and have advised the Supreme Court of the UK on fair recruitment.
- I consider that my breadth of experience has given me with a good understanding of the needs of employers and what they look for in employees, including those individuals who are disabled / have on-going health problems.

Career history

- I started my career as a recruitment consultant in the Sales and IT sector and later took up a research and consultancy position with the Civil Service / MOD as an occupational psychologist where I specialised in the assessment of stress and its management on the battlefield.
- I then moved to take up a position as Head Work and Organisational Psychologist with a social services department, where I specialised in assessing and assisting individuals with acquired disabilities / health problems (whether through accident, illness, assault or military action / line of duty) to rebuild their working lives. This involved the design and implementation of vocational rehabilitation plans, each designed for the particular individual, employer and employment sector.
- Since 2003, I have been a partner in Doherty Stobbs. We are a professional consultancy firm using applied psychology and vocational rehabilitation to help organisations and individuals, particularly those with disabilities / health problems. My qualifications and professional memberships are below:
 - Chartered Psychologist, 1990, (CPsychol) and Chartered Scientist, 2011 (CSci)
 - Associate Fellow of the British Psychological Society - AFBPsS
 - 'Registered' as an Occupational Psychologist with the Health Care Professions Council (HCPC) – 2010
 - BSc (Hons) Psychology, 1985, MSc 1988 Occupational Psychology (Distinction awarded)
 - Licenced to use ability and personality tests with the British Psychological Society (full level B)
 - Qualifications in Counselling, Stress Management and Coaching

- Practising Professional Member of the Academy of Experts and the Expert Witness Institute

Doherty Stobbs

Doherty Stobbs are experts in advising the Courts on loss of earnings, vocational rehabilitation and assessment of retraining potential for people with acquired disabilities, following personal injury or medical negligence (also unfair dismissal claims). We also offer a range of services to help injured claimants rebuild their working lives and return to work.

Our professional background and experience is in the fields of occupational/ work psychology, vocational rehabilitation for people with disabilities, careers coaching / counselling, design of objective selection methods, stress management and organisational consulting. Instructions are accepted from solicitors representing either the Claimant or the Defendant, or for the preparation of joint reports. Our experts travel throughout the UK.

The majority of our employment experts are occupational psychologists with experience of helping people with disabilities rebuild their lives. As professional practitioners with much experience of working in a vocational rehabilitation context for people with acquired disability, we believe that we are able to approach the employment issues in litigation from a broader and more holistic perspective than many Employment Consultants and so contribute significantly towards achieving greater accuracy in the valuation of a loss of earnings claim:

- Good understanding of the employment implications of disabilities
- Able to assess a Claimant's retraining potential and suitability for a range of occupations
- Have a good working knowledge of the vocational rehabilitation and return to work services
- Careers information, labour market opportunities and pay – good understanding of the behavioural and psychological demands required in a range of occupations

As well as litigation support, we also design assessment processes for organisations to select and develop people and provide career coaching / counselling programmes.

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Paul Doherty

Work and Organisational Psychologist

Expert Witness in Employment and Vocational Rehabilitation

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