

Curriculum Vitae

Mark Cheesman

PhD MSc MPH BSc CPsychol AFBPsS MAE PPVRA CDMP MABP

Skills and Experience

Expert witness

In 28 years of providing reports, I have written over 1500 reports for courts and tribunals for claimants, defendants and on a joint basis. I have prepared reports covering the following:

- Personal Injury. Impact on functioning with serious/catastrophic injuries, such as head injuries and spinal
- Clinical Negligence
- Race, Sex and Disability Discrimination
- Fitness to Practice
- Occupational stress and bullying
- Criminal injury
- Matrimonial
- Cases where PTSD and other mental health / emotional problems are an important consideration.
- Assessment of cognitive and psychological functioning.
- Mental health including PTSD, depression and anxiety post-trauma.
- Assessments for dyslexia, dyscalculia, dyspraxia and ADHD
- Screening for Autistic Spectrum
- Capacity to plead.

Employment

I have expertise in advising the Courts on loss of earnings, vocational rehabilitation and assessment of potential for retraining for individuals with acquired disabilities, following personal injury or medical negligence, also unfair dismissal, discrimination or martial/ breach of contract. Reports have covered assessing the employment prospects and previous loss of earnings of brain injury, spinal injury, chronic pain, mental health and other complex disabilities. I also have extensive experience of helping people return to work after an acquired disability or health setback.

I use psychometric assessment, where appropriate, that recommendations are practical, evidence-based and objective. They cover adjustments, possible treatments and other interventions including vocational rehabilitation and careers redirection/coaching.

Neurodiversity

I have been undertaking assessments of neurodiversity (e.g. dyslexia, dyscalculia, dyspraxia, and ADHD) for the last 28 years

Occupational Health

For the last 28 years, I have been providing reports for employers and occupational health providers across the private, public and third sectors as well as for insurance companies and solicitors. The majority of the reports either assess:

- Psychological and cognitive functioning, or
- Neurodiversity including dyslexia, dyspraxiam dyscalculia, ADHD and screening for ASD.

Based on clinical interview and the use of clinical, cognitive and occupational psychometric assessments these provide an objective basis to determine capacity, to establish the impact on work and recommendations.

The recommendations cover treatment/therapy/coaching, reasonable adjustments, prognosis, the timing and steps required to return to work and how the individual can be supported. Recommendations are based on best practice, evidence and objective assessment. The aim is to facilitate a return to work and/or retention at work where appropriate and to enable individuals to maximise their strengths and potential.

I am qualified in the use of psychometric measures to assess ability, aptitude, personality, resilience, and strengths as well as educational, neuropsychological, mental health, cognitive and psychological functioning.

Qualifications

- PhD in Worksite Counselling: University of Sheffield (1997)
- MSc Work Design & Ergonomics: University of Birmingham (1990)
- BSc Psychology 2:1: University of Birmingham (1988)
- MPH Public Health: University of Nottingham (2005)
- Diploma in Teleworking City University 2000

Vocational Qualifications

- Level A Certificate in Occupational Testing
- Level B Intermediate Certificate in Personality Testing
- AEB/CSCT Certificate in Counselling Skills
- Certificate in Disability Management and Practice (CDMP) 2014
- Mental Health First Aid Instructor (2018)

Membership of Professional Bodies

- Full member of the Divisions of Health & Occupational Psychology
- Registered Psychologist with the Health & Care Professions Council (HCPC)
- Chartered Psychologist (CPsychol) 1997
- Associate Fellow of the BPS
- Association of Business Psychologists, Principal member
- Professional Member Vocational Rehabilitation Association
- Member of the Academy of Experts
- Certified Disability Management Professional (CDMP)

Employment

Current

2008 to date Director Magdala Psychology Ltd

Services I offer include:

- The assessment of cognitive, psychological, and occupational functioning. to identify capacity, treatment, and recommendations for adjustments and supports at work. The aim where possible facilitate the client's retention in their current role or an alternative and/or to facilitate a sustainable return to work if off work.
- Assessment of cognitive and psychological functioning for safety-critical roles.
- Expert Witness work for courts and tribunals.
- Safety culture
- Neurodiversity: Assessment of dyslexia, dyscalculia, dyspraxia, and ADHD. Screening for ASD. Also the impact of head injuries and neurological disorders.
- Cognitive and memory assessment for occupational functioning.
- Vocational Rehabilitation and case management
- Transferable Skills Analysis and Careers redirection (identifying alternative careers post-injury or chronic illness).
- Careers coaching.

- Training and coaching in resilience and psychological wellbeing.
- Awareness training for mental health, neuro-difference.
- Inclusion & Diversity training
- Mental Health First Aid Instructor (2 Day Adult, ½ Day Adult)
- Bespoke training/ coaching in resilience, neurodiversity, positive psychology and mental health for individuals, teams and organisations including awareness and how to manage.

Previous positions

2003-08 NHS Public Health

Work in managing chronic illnesses, long term conditions, prison health and mental health problems at a population level. This included health needs assessment, service development and service procurement.

1999-2004 EDS

Consultancy in Human Factors and Organisational Psychology

This role involved working across a range of projects across the UK and in Dubai. In the UK projects included evaluating touch screen job search consoles and adaptive technologies for Jobcentre Plus, IT training management for the prison service, the development of a government portal for the Dubai government and projects for the Department of Justice.

1995-98 Department of Employment & Education. Higher Occupational Psychologist

Assessment of individuals with a range of physical, psychological and cognitive difficulties including those with neurological disorders, depression and anxiety, head injuries, strokes and orthopaedic injuries to assess capacity for current and alternative employment. Other parts of the role included training and coaching and organisational development as well as vocational rehabilitation and case management.

1994-95 Lecturer, Sheffield Hallam University, Sheffield

The design, preparation and presentation of courses for health care professionals, including nurses and physiotherapists, in stress management and counselling/ interpersonal skills.

1990-91 Occupational Psychologist, Employment Rehabilitation Service

Assessment of clients and designing client focused vocational rehabilitation programmes for individuals with various physical and psychological illnesses and

disabilities. These were based on the systematic use of psychometric assessments, counselling skills and career management techniques.

PAPERS AND ARTICLES

Shapiro, D.A, Cheesman, M.J. and Wall, T.D. (1993). *Mental Health at Work. Secondary prevention: Review of Counselling and EAPs.* Mental Health at Work. Royal College of Physicians. London.

Edwards, D.E., Cheesman, M and Frank, A. (2010). The VRA and the advantages of future working with DWP psychologists. *Journal of Occupational Psychology, Employment and Disability*, Vol 12, No 1, Spring 2010