

CURRICULUM VITAE

PAUL JACKSON

Employment Expert and Vocational Rehabilitation Consultant

PROFILE

An Employment expert and vocational rehabilitation practitioner with extensive experience of assessing people following injury, for employment rehabilitation and litigation purposes.

Experience includes:

- Since 1991, occupational assessment of people with a wide range of disabilities and conditions, including Traumatic Brain Injury (TBI), spinal cord (including Cauda Equina), cerebral palsy, ASD (Autism and Asperger's Syndrome), orthopaedic and psychological injuries as well as epilepsy, depression/anxiety, visual impairment and stress-related illness.
- Workplace analysis and assessment.
- Developing and providing vocational rehabilitation services.
- Providing expert employment evidence, on behalf of Claimant, Defendant and on a Joint basis, in County Courts, High Courts (UK and abroad), for personal injury, clinical negligence, CICA, matrimonial, employment tribunal claims, including Disability Discrimination, etc. Work related stress (breach of duty) and Clinical Negligence - around 20% of reports are clinical negligence-related each year. My reports specifically address quantum in as much as I assess pre- and post-morbid career and earnings potential. In clinical negligence cases, my claimant/defendant/joint ratio for clinical negligence cases is 60: 30: 10.
- Over 12 years previous experience in personnel management in private sector retail and local authority, construction, property and service sectors. Knowledge of a wide range of careers, including Graduate engineers in a range of industries.
- Preparation of many reports involving those engaged in professional roles in the building/civil engineering industry, including: Architects, Surveyors, Estimators, Construction Managers and Directors.
- Prepared many CPR 25-compliant reports to assist in matrimonial cases: assessing employment and earnings prospects and advising on training and development needs.
- Prepared many reports involving teaching professionals as at all levels from Classroom Teacher to mid and senior management roles – e.g., Assistant Heads, Deputy Heads and Headteachers – in primary and secondary education.
- Preparation many reports involving those engaged in building/civil engineering trades – including trowel and woodworking trades, plumbing, /heating engineers (inc. Gas Engineers), electricians, roofers/cladders, scaffolders and steel erectors.
- Prepared many reports involving those serving or aspiring to a career in the Armed Services – including Royal Navy, Army and Royal Air force – covering both commissioned and non-commissioned ranks as well as assessing second careers.
- Regularly prepare reports on behalf of NHS Resolution (formerly Litigation Authority), MPS, MDU and RCN, covering Consultants, Nurses as well as other Health Professionals, including Consultants, Dentists, Physiotherapists and Occupational Therapists.
- Prepared many CPR 25-compliant reports to assist in matrimonial cases: assessing employment and earnings prospects and advising on training and development needs.
- Prepared many reports involving professional sports, including football, cricket, swimming, and golf.
- Prepared reports involving those working in TV, Radio, Theatre and Film, including Researchers, Production Assistants, Studio/Stage Managers, Producers

and Directors as well as Technicians and Operators – e.g., sound and lighting technicians, camera operators (both studio and outside broadcast).

- Prepared reports in cases involving textile and fashion designers.
- Prepared reports dealing with careers and earnings in academia.
- Prepared complex reports detailing remuneration and prospects of Executive Directors, CEOs, and Finance Directors as well as Wealth Managers and Traders.
- Preparation of many reports involving those engaged in the financial services sector: IFAs; Wealth Managers; Banking; Investment Advisors; Chartered & Certified Accountants; Management Accountants; and Compliance Professionals at all levels from Analysts to Head/Director of Compliance.
- Experience of preparing reports involving migrant workers from a variety of countries, including Germany, Portugal, Spain, Serbia, Russia, Italy, Poland, the Czech Republic and other Eastern European countries.
- Experience of preparing reports on the career and earnings trajectories of legal professionals, including Barristers, Solicitors, Legal Executives, Paralegals, etc.
- Preparation of reports involving those in offshore oil and gas roles – both in the UK and internationally – including commercial Divers; Floor workers (i.e., Roustabouts, Roughnecks, Asst Drillers, etc) as well as offshore welders, fitters and Rig Superintendants. Also reports on Supply Vessel personnel.
- Preparation of reports in cases involving professional performers (including leads in West End musical theatre productions), including TV presenters, DJs, actors, singers as well as backstage personnel (stage managers, lighting/sound technicians).
- Preparation of many reports involving those engaged in or aspiring to careers in academia including: Environmental Scientists; Psychologists; Health Sciences.
- Experience of preparing reports involving IT/Computing professionals, active in a variety of industrial/commercial sectors from the NHS, the City and Government Agencies.
- Regularly prepare reports on behalf of the Police Federation addressing police career and civilian career prospects as well as Pension and other Benefits.
- Preparation of reports in relation to UK Armed Forces personnel from all branches and ranks, including those with Military Noise-Induced Hearing Loss (MN-IHL), Tinnitus & Hyperacusis.
- Providing expert reports for Courts in the USA, South Africa, Australia, Hong Kong, Eastern Europe, India, Scotland, and the Republic of Ireland as well as the Isle of Man and the Channel Islands.

COURT EXPERIENCE:

In the last 30 years, I have been called to give oral evidence in a large number of Courts in England and Wales, including most of the major towns and cities such as London (RCJ and Central London County Court); Cambridge, Norwich, Oxford, Winchester, Southampton, Exeter, Truro, Cardiff, Birmingham, Lincoln, Hull, Doncaster, Sheffield, York, Manchester, Liverpool, Newcastle, and Preston, etc

In addition, I have been called to the Court of Session in Edinburgh as well as the Sheriff's Courts in Glasgow and Edinburgh.

I have given oral evidence in the States of Guernsey Court in St Peter Port and the Four Courts in Dublin, Republic of Ireland.

A little further afield, I have given evidence in Pretoria and Cape Town in South Africa as well as Video Depositions to the Supreme Courts in Tampa Bay and Miami, Florida.

I have also given oral evidence in a number of Employment Tribunal Hearings involved with Race, Sex and Disability Discrimination in the workplace as well as unfair dismissal cases.

The call to give evidence has diminished in recent years – particularly since the introduction of CPR in 1999. Historically, I would attend Court to give oral evidence, perhaps 25 to 30 times per year. More recently, in 2023, for example, I have only given oral evidence on one occasion.

QUALIFICATIONS AND MEMBERSHIP OF INSTITUTIONS

- MSC in Disability Management in Work & Rehabilitation, City University, London.
- Certificate in Training and Development.
- Diploma in Vocational Preparation.
- Post-graduate Diploma in Training and Human Resource Management, Leicester University.
- British Psychological Society: registered occupational test user, Level A.
- Expert Witness Institute - Founder Member.
- National Vocational Rehabilitation Association – Professional Member.
- Associate of the Chartered Institute of Personnel and Development.
- Case Management Society UK – Full Case Manager Member
- Law Society Checked Expert Witness.
- UK Register of Expert Witness Checked
- Single Joint Expert Trained.
- 1st Tier Expert, Association of Personal Injury Lawyers (APIL)
- Registered: Information Commissioner's Office (ICO)
- Bond Solon: GDPR – Expert Witness Toolkit
- National Expert Witness Agency (NEWA) – Gold Member

CAREER HISTORY

Self-Employed Consultant
Paul Jackson Employment Consultant **2017 - present**

Sole practitioner, preparing expert witness reports on individuals' pre-injury and post-injury employment prospects and earnings, for solicitors and insurers.

Consultant
Managing Director
Langman HRD **2001 - 2017**

Co-Owner and key fee earner, preparing expert witness reports on individuals' pre-injury and post-injury employment prospects and earnings, for solicitors and insurers. Managing Director, responsible for operational business management.

CONSULTANT **1991 - 1993**

Managing Partner
Langman HRD

1995 - 2001

A key fee earner, preparing expert witness reports on individuals' pre-injury and post-injury employment prospects and earnings, for solicitors and insurers.
General Manager responsible for operational business management.
Developing and implementing employment rehabilitation services.
Shared responsibility for marketing and business development activities.

ROTHERHAM TRAINING AGENCY
Vocational Counsellor

1988 - 1991

- Assessment, counselling and placement of long-term unemployed people and other disadvantaged groups into training.
- Delivered core training programmes and induction seminars.

NACRO
Personnel and Recruitment Officer

1985 - 1988

- Assessment, counselling and placement of long-term unemployed people into employment and training.

SHEFFIELD CITY COUNCIL
Works Department - Personnel function

1978 - 1985

- Responsible for personnel issues, progressing to co-ordination of building trades apprentice training.

HALFORDS LTD
Trainee Manager
Personnel Officer

1973 - 1978

TRAINING

Selected

Relevant courses include:

Job Analysis
British Dyslexia Institute - Dyslexia Awareness
Training by Systematic Instruction (TSI) and Job Coaching (5 day)
Expert Witness Training
GDPR Awareness Training