

## Some services we provide

We have extensive experience of employment related issues and, therefore, we deploy a variety of approaches to help clients and employers resolve difficulties and challenges:

- We undertake formal assessment using psychometric and customised tools
- On-site assessments and evaluations at workplaces throughout the UK
- Improving mental health, reducing stress and burn-out and increasing productivity through planned change and input
- Developing the most effective communications within organisations through shared understanding and processes
- Recommendations for short-term, focussed, interventions or longer term programmes for more complex problems and requirements
- Life coaching, counselling and mentoring
- Our team has considerable expertise in Assistive Technology so assessments of possible adjustments and adaptations including ICT provision can be built into our assessment, reporting and support

Any assessment is likely to involve a combination of valid and reliable tests. We also carry out structured interviews to provide in-depth and relevant information.

Tel: 0844 357 8306

Information leaflets available include:

### Medico-Legal Assessment & Reporting

Employment Matters  
Personal Injury  
Criminal Justice  
Child & Family  
Special Educational Needs (SEND)  
Integrated Assessment (Assessment and reporting by a team of practitioners)

### Individual Assessment & Reporting:

Children and young people  
Adult learners FE & HE  
Adults who have Learning Disabilities  
Special Educational Needs (SEND)  
Adults in Employment  
Family and Parenting Issues  
Matrix Assessment (Lower cost, group based, multi-professional assessment sessions)

We can send you printed copies of any of our leaflets by post. You can download Adobe Acrobat (pdf) versions of all our leaflets from our website to print yourself.

Contact us now to discuss your needs:

**Lucem Assessment**  
**Box42 Group**  
**St Helens WA10 3BF**

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British  
Psychological  
Society

# Employment Matters

## Expert Witness Assessments Reports



Lucem Assessment  
0844 357 8306  
[psychologist.co.uk](http://psychologist.co.uk)

## Employment Matters

We have been providing Expert Witness assessments and reports for over 30 years. We have carried out assessments and have reported for employers, Unions, Tribunals, regulatory bodies and Courts, working in a range of settings including the client's home, solicitors' offices, hospitals, schools, hotels, clinics and workplaces. Where necessary, we can appear and give oral evidence to support our investigations and reports. During our work we have provided in-depth reports, recommendations and advice on:

- Performance problems, particularly those which have resulted in disciplinary procedures or have gone to Tribunal
- Identification of development needs and strategies to manage change and challenge
- Stress and burn-out risks, investigation of the sources of stress and suggestions for programmes of stress management
- Communication problems within an organisation or department
- The development and provision of reasonable adjustments
- Appointment to, or promotion within, organisations
- The mentoring role of peers and managers
- Assistive Technology provision and Reasonable Adjustments to a disabled person to work more effectively

## Assessment

A full diagnostic assessment may be considered to better inform the process of determining the most appropriate reasonable adjustments. This is especially true for employees who have Learning Disabilities and Specific Learning/ Processing Difficulties, such as Dyslexia, Dsypraxia, Attention Deficit and Autism.

Assessments, advice or psychological evaluation regarding any of the following employment related matters:

- Assessments related to performance problems, reasonable adjustments and stress
- Evaluations of performance, personality profiles and psychometric testing can be undertaken to support human resource teams

Psychometric assessment, intellectual, personality and attainment are used whenever these offer information to identify strengths, weaknesses and development needs.

Observations in the workplace can be undertaken and observation schedules provided for your staff to use.

We have expertise in Assistive Technology so our assessments can address the need for appropriate software, hardware and other adjustments in the workplace and elsewhere.

## Outcomes

Stress, performance issues, personal development and communications are some of the most common areas with which we deal. We will provide detailed written reports with recommendations for support and accommodations including:

- Coaching and mentoring guidelines and courses
- Training courses to improve communications and performance
- Coaching or mentoring including advice about identifying the best approach to take with an individual or group
- Advice on recruitment and organisational issues
- Recommendations for reasonable adjustments and Assistive Technology for use within the workplace

Because there is such a variety in the specific needs of individuals in the workplace, there are no hard and fast rules on what constitutes a reasonable adjustment. Fortunately many adjustments cost little, or nothing, to implement and are often a matter of seeking flexibility and developing a supportive approach to working practices.

We can provide training courses, mentors, guidelines and advice on a variety of topics.