



EMPLOYMENT REHABILITATION AND CONSULTANCY SERVICES

Jan Walters, Director

BA (Hons) Business Studies

Post Graduate Diploma Personnel Management

Post Graduate Diploma Vocational Rehabilitation

Chartered Member of the Chartered Institute of Personnel and Development

Member of the Vocational Rehabilitation Association (VRA)

Member of the Expert Witness Institute (MEWI)

UK Register of Expert Witnesses

APIL Expert Database

Jan is the director of HJS Personnel Services and has been involved in all aspects of the preparation of employment and vocational rehabilitation reports since 1994. She has evaluated the employment and earnings prospects of individuals with disabilities ranging from orthopaedic injuries to catastrophic spinal and brain injuries. She has also prepared reports for employment tribunals and divorce disputes. Jan has extensive experience as a single joint expert, has been involved in mediation and given evidence in Court on numerous occasions.

Jan has built up a wealth of knowledge and expertise in a broad range of employment areas and in particular has experience of construction, engineering, sales and marketing, IT, HR, young people, the Armed Forces and other public services.

Jan spent the early part of her career with Marks & Spencer Plc in commercial management, gaining experience in the areas of personnel and general management. She spent four years as a recruitment consultant undertaking assignments across a broad range of industry sectors. Recruitment projects were conducted at all levels from administration to senior management. Jan has experience of the construction industry in an accounting and administrative function, working for her father's housebuilding firm and has connections with the construction and engineering sectors.

Jan undertakes vocational rehabilitation and has advised individuals from a broad range of backgrounds. She has assisted and supported them in a return to work through skills acquisition and improving confidence.

Jan is a Chartered Member of the Chartered Institute of Personnel and Development (CIPD). Her research project studied the effects of the employment provisions of the Disability Discrimination Act 1995. As part of her continuing professional development she has been trained in courtroom skills and in the responsibilities of a Single Joint Expert. In addition, Jan regularly attends seminars and conferences relating to vocational rehabilitation and her work as an Expert Witness.



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