



# The Rehabilitation Network

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## *Rosie Dickson*

**Chartered Occupational Psychologist & Senior Case Manager**

### *Profile*

Rosie J Dickson is a Chartered Occupational Psychologist who has worked in the employment, rehabilitation and disability field for more than fifteen years.

Rosie graduated at the University of Leeds with honours BSc in Psychology in 1989, and completed her MSc in Occupational Psychology at the University of Nottingham in 1991. She subsequently worked as a researcher in Nottingham University's Institute of Work and Health, under Professor Tom Cox, and with Dr Phil Leather on projects relating to the health and wellbeing consequences of workplace violence. Rosie gained her Chartered Occupational Psychologist status in 1996, and has since then mentored candidates for chartered status. She holds a full practising certificate and is in the course of registering with HPC.

Rosie moved to work in the Employment Service in 1994, in order to work more directly with clients. She gained considerable experience of client and worksite assessment and in this role supported teams of Disability Employment Advisors in Nottingham and later in South East London. Rosie considerably broadened her experience in relation to disability and employment by moving to work for the Rehab Group (Rehab UK) in 1999, with whom she worked until 2003. During this time she augmented her experience of working directly with disabled clients, through project management of several related European and Government funded projects. Management of the Get Back project led to co-authorship of the Rehab UK/RNIB "Get Back Pack", a support tool for job retention.

Rosie is a former Chair of the Occupational Psychology section of the British Psychological Society (BPS), and a former member of its' ruling Council. She co-organised the Annual Occupational Psychology Conference for a number of years, had responsibility for its press and media coverage, and founded the Postgraduate Occupational Psychology conference. Rosie also served on the committee of the National Vocational Rehabilitation Association as Co-ordinator of the London group for some years.

Rosie is qualified in psychological testing (Level A), and has trained and acted as assessor for Level A qualifications in several UK universities.

Rosie co-developed the Rehab Group Vision, Mission, Values statements and subsequent Quality Assurance System which was then cascaded throughout Rehab Group Companies. Since 2010, Rosie has taken on the Quality Assurance role within The Rehabilitation Network providing valuable support and cover for John Brett in his absence, tracking RN's cases and supervising Case Managers.

Rosie has undertaken Continuing Professional Development most recently through a BPS Masterclass in Counselling and Coaching: taking a Cognitive Behavioural Approach.



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#### **Administration:**

Rivendell, 4 South Scarle Lane, North Scarle, Lincoln, LN6 9ER  
Tel: 01522 778519 Fax: 0871 714 3638 Mobile: 07976 604541  
e-mail: [john@rehabilitation-network.org](mailto:john@rehabilitation-network.org)  
[www.rehabilitation-network.org](http://www.rehabilitation-network.org)



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Since leaving the Rehab Group in 2003, Rosie has worked as an independent consultant, specialising in providing employment and disability support through two main work streams:

**Organisational development services** for the Institute of Employment Studies, Rehab Group, Disability Initiative and The Rehabilitation Network, including policy development, staff mentoring and quality assurance.

**Case Management services**, largely through The Rehabilitation Network. Rosie offers assessment and identification of individual, health and family needs following onset of disability/health condition or accident. Vocational rehabilitation includes liaison with employer to facilitate job retention, job redesign and strategies for job search. Her specialism is rehabilitation and return to work issues arising from mental health problems, brain injury & other acquired disabilities; she is developing a particular interest in paediatric cases.

## Case Management Skills

- Thorough assessment skills, focusing on systematically assessing each aspect of a person's health, well-being and lifestyle.
- Excellent interpersonal skills, particularly in report and letter writing, and face to face communication.
- Clear organisational ability and strength in prioritising individual health and social care needs.
- Ability to address health needs by developing clear, structured rehabilitation action plans.
- Proactive approach to rehabilitation so claimants are encouraged to take responsibility for their own health, while having the safety net of support and expertise from others.
- Excellent record keeping and diary management to ensure referrals are made and followed up at correct times and appropriate records kept.
- Commitment to providing a quality service, focusing on reliability and consistency of care.
- Ability to liaise with all parties effectively, including insurer, solicitor, employer, family and health professionals.
- Concern to provide cost effective service whilst maintaining quality of provision.

## Other Key Skills

- Psychometric testing, including: VALPAR, SHL Occupational Interest Inventory, General Clerical Test, WAIS-R, WESCHLER, Rivermead Memory Test and various general ability tests.
- Delivery of training in variety of areas – return to work after head injury/mental health problems, assessment of occupational interests, managing stress in the workplace.
- Accredited assessor of BPS Competence in Occupational Testing (Level A).
- Organisational development work, including undertaking service reviews and producing development plans, drafting research proposals.
- Line management, recruitment and training of staff.

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## *Career History*

**2003—present**

### **Self-employed Chartered Occupational Psychologist and Rehabilitation Case Manager**

Main work areas: provision of rehabilitation assessments and case management to facilitate return to work. Experience with a variety of different health conditions, including head injury, depression, anxiety, hepatitis C, epilepsy, post traumatic stress disorder, Cushing's syndrome and physical disability. Organisational development work including service reviews, staff mentoring and support, and development of rehabilitation services. Assessment of MSc students on the BPS Certificate of Competence in Occupational Testing (Level A).

**2002—2003**

### **Clinical Services Manager, Rehab UK**

Management of a national team of rehabilitation professionals providing assessment and case management services for 3 Government and European funded projects. Production of the 'Get Back Pack' – a resource designed to support return to work after illness or injury.

**1999—2003**

### **Research & Development Executive, The Rehab Group, Dublin**

Development of vocational rehabilitation services within Ireland and the UK. Introduction of Quality Systems within Rehab Group services.

**1994—1999**

### **Higher Occupational Psychologist, Employment Service (now Department of Work & Pensions)**

**1992—1994**

### **Research Assistant, University of Nottingham**

## *Professional Qualifications*

- 1989 BA (Hons) Psychology – University of Leeds
- 1991 MSc Occupational Psychology – University of Nottingham
- 1996 Awarded Chartered Status by British Psychological Society

## *Areas Covered:*

**Based in Cork, Republic of Ireland, Rosie can cover any area within 2-3 hours of Heathrow, Gatwick, Stansted, Birmingham, Edinburgh, Liverpool, Manchester, Glasgow, Cardiff and Bristol airports.**

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