



**Dr Roxane L. Gervais**

B.Sc., M.A., PhD.

**Chartered and Occupational Psychologist**



Chartered Psychologists



[www.hpcp-uk.org](http://www.hpcp-uk.org)

Health Professions Council Registration: **PYL27977**  
British Psychological Society Membership: **095624**

Dr Gervais is a Chartered Psychologist, a Chartered Scientist, and a Registered Occupational Psychologist. She finds solutions to work-relevant concerns and has extensive experience in stress and well-being issues. Her expertise focuses on occupational safety and health (OSH) issues to promote safe and healthy work practices. In this context she provides for example, psychometric assessments, training and facilitates workshops on mental ill health - inclusive of work-related stress, depression and fatigue, and overall well-being.

Dr Gervais is a highly goal-oriented professional with strong data analytic and interpretation experience. Highly experienced in supporting organisations in managing work-related stress and other mental (ill)health issues, research design, survey design, psychological assessment, organisational change, organisational development, leadership development, psychometrics, and career development. She is extremely organised with the ability to manage multiple projects and meet deadlines. She has years of experience working in diverse teams and in international environments, a strong work ethic and ability to work under pressure, combined with a commitment to excellence in all projects undertaken and possesses strong communication and presentation skills.

#### **AREAS OF SPECIALISM**

- Assessing work-related mental health: stress, depression, anxiety, fatigue
- Risk assessments
- Providing interventions for work-related outcomes, such as work-related stress, harassment and bullying
- Providing psychometric assessments
- Offering Acceptance and Commitment Therapy

#### **PROFESSIONAL QUALIFICATIONS**

- 2002** Ph.D. Psychology – University of Hull
- 1996** M.A Industrial/Organisational Psychology - Fairleigh Dickinson University, Madison, New Jersey
- 1990** B.Sc Sociology (Honours) - The University of the West Indies, St. Augustine, Trinidad

#### **SPECIALIST TRAINING AND PROFESSIONAL DEVELOPMENT**

- 2019** Acceptance and Commitment Therapy (ACT)
- 2019** Performance Management Practices that Drive Performance in Today's Work Environment
- 2019** Improving team effectiveness using the ASTA9
- 2015** The Resilience Questionnaire Accreditation Training
- 2014** Emotional Intelligence Accreditation Training
- 2012** NEO PI-R Personality Assessment - Conversion course

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- 2011** FIRO Element B - Conversion course
- 2011** Saville Assessment Wave Profile Accreditation Training
- 2011** British Psychological Society's Certificate of Proficiency in Level B+ testing (Personality - Intermediate)
- 2002** British Psychological Society's Certificate of Proficiency in Level B testing (Personality - Intermediate)
- 2000** British Psychological Society's Certificate of Proficiency in Level A testing (Aptitude/Ability)

## **WORK HISTORY**

**2018 – Present** Independent Consultant / Practitioner - Practical Psychology Consultancy Ltd.

- Delivers consultancy services, inclusive of survey administration and bespoke organisational interventions
- Delivers workshops on managing work-related stress and other mental health conditions that enhances the delegates' knowledge and practices of the topic
- Delivers coaching sessions to support individuals in managing their well-being
- Delivers workshops to develop leaders
- Delivers workshops on managing the menopause while at work
- Delivers webinars on various topics to strengthen workplace functionality

**2005 – Present** Volunteer roles (Trustee, Chair, Honorary Treasurer, Honorary Secretary, Editor, Member, Facilitator)

- Co-facilitated the DOP's Leadership Development Programme over a five-year period to develop the leadership skills and competencies of a yearly cadre of occupational and counselling psychologists
- Led on the Division of Occupational Psychology's (DOP) committee's request to host the European Association of Work and Organizational Psychology (EAWOP)'S biennial congress in the United Kingdom and won agreement to host the event
- Led on creating international links inclusive of pursuing and finalising a Memorandum of Cooperation between the British Psychology Society and the European Academy of Occupational Health Psychology
- Led on the review for the development of the DOP's strategic plan for 2016-2020: collated the data, drafted and finalised the plan
- Actively ensures that activities increased the visibility of psychology to members and to the public

**2005 – 18** Senior Psychologist - Health & Safety Laboratory, Buxton, U.K

- Conducted stress audits at an organisational level and advised clients on suitable interventions
- Worked with the work-related stress policy unit to promote effective organisational interventions using the HSE's Management Standards for Work-Related Stress Approach
- Conducted training courses on work-related stress and leadership
- Provided coaching sessions to support individuals in managing their well-being
- Led teams and managed challenging behaviour effectively
- Project leader for a European-wide initiative to research occupational safety and health (OSH) issues
- Developed a Situational Judgement Teston assessing OSH risks for primary and secondary schools
- Assessed reasons and patterns in organisations' sickness absence using a country-wide Survey of Workplace Absence Sickness and (Ill) Health

- Conducted research used to advise policy on occupational safety and health issues

**2003 – 05** Psychological Research Associate - Manchester Business School, University of Manchester

- Consulted on a Welsh skills project, analysed the data and wrote reports on skill mix and retirement issues
- Provided consultancy services to organisations on business issues and trends
- Co-editor of an International Handbook of Outsourcing

**2001 – 03** Research Consultant in Psychology - Andrew Gibson Consulting, Hull

- Consulted on an “Investors in Health” project regarding staff well-being
- Reviewed and analysed social policy issues data, wrote respective reports and presented findings to clients
- Provided consultancy services to organisations on the research process and their respective research needs

**2000 – 01** Industrial/Organisation Psychology Intern - IBM Corporation, N.Y

- Analysed global-wide employee attitude survey data & presented findings in comprehensive reports
- Analysed data and wrote reports on work issues, e.g., climate issues and retention(qualitative), on knowledge management (quantitative) -published on the organisation’s intranet
- Provided consultancy services to Divisions within the organisation on their results of the employee attitude survey
- Researched global future trends (e.g. skills needs, outsourcing) and their impact on the workplace and presented findings
- Researched and presented on the usefulness of assessment centres at a global level

**2000** Research Consultant in Psychology - Andrew Gibson Consulting

- Researched, assisted in the development of a communications strategy plan and presented plan to clients
- Constructed questionnaires on social issues and analysed interview data
- Researched and assisted in the development of a five-year strategic plan

**1996 – 2002** Research Student/Assistant - University of Hull

**1993 – 1994** Research Specialist - Ministry of Health, Port of Spain, Trinidad

**1990 – 1993** Research Officer - Ministry of Health, Port of Spain, Trinidad

**1981 – 1990** Clerical Officer - Ministry of Health, Port of Spain, Trinidad

### **PROFESSIONAL MEMBERSHIPS**

British Psychological Society, Member -Chartered Psychologist, Chartered Scientist, Associate Fellow

Health and Care Professions Council, Member

Psi Chi (The National Honour Society in Psychology), Member

Society for Industrial and Organisational Psychology, Member

Association for Psychological Science, Member

The European Academy of Occupational Health Psychology, Member

## **REPORTS AND PUBLICATIONS**

- Gervais, R.L. (2018). A Review of the Literature on Safety Climate Interventions. Health & Safety Laboratory, Buxton, United Kingdom. WP/2018/03.
- Gervais, R. L. (2016). Reviewing the Research on the Impact of Organisational Stress Interventions, including the Management Standards for Work-Related Stress. Health & Safety Laboratory, Buxton, United Kingdom. HuSU/2016/10.
- Gervais, R. L., Buffet, M-A., Liddle, M., Eeckelaert, L. & de Jong, T. (2013). Wellbeing at work: creating a positive work environment, European Agency for Safety and Health at Work, Luxembourg: Office for Official Publications of the European Communities.
- Gervais, R. L., Bates, S., Carter, L. & Hopkinson, J. (2009). A Stress Risk Assessment of the Corporate Specialist Division. Health & Safety Laboratory, Buxton, UK, WPS/09/09.
- Gervais, R. L., Carter, L. & Wilde, E. (2008). Implementation of the Management Standards within the Ministry of Defence. Report on Step 2 of a Work-Related Stress Risk Assessment. Health & Safety Laboratory, Buxton, UK, WPS/08/31
- Gervais, R. L. (2020). Gender-sensitive interventions in the workplace: Examples from practice. In J. Hassard & L.D. Torres (Eds.). *Aligning Perspectives in Gender Mainstreaming: Gender, Health, Safety & Well-being*, *Aligning Perspectives on Health, Safety and Well-being series*. Switzerland: Springer International Publishing.
- Gervais, R. L. (2020). Mentoring and ethnic minorities: A much missed opportunity within organisations. In Y. Ade-Serrano & O. Nkansa-Dwamena (Eds.). *Working Relationally with Ethnic Minorities*. British Psychological Society.
- Gervais, R. L. (2019). Women in senior management: Exploring the dynamics of diversity in attaining senior leadership positions. In M. McIntosh, H.C. Nicholas & A. Huq (Eds.), *Leadership and Diversity in Psychology: Moving Beyond the Limits*. Routledge of the Taylor and Francis group.
- Gervais, R. L., & Milllear, P. (2016). Exploring Resources, Life-Balance and Well-Being of Women Who Work in a Global Context. (Eds.) Switzerland: Springer International Publishing.
- Gervais, R. L., (2015). Pressure release: prevention-led stress management. Safety and Health Practitioner, SHP Online, Posted November 4, 2015. <http://www.shponline.co.uk/pressure-release-prevention-led-stress-management>
- Gervais, R. L., & Milllear, P. (2014). The well-being of women at work: the importance of resources across the life course. *Journal of Organizational Change Management*, 27(4), 598-612. doi: 10.1108/JOCM-05-2014-0103
- Barrar, P., & Gervais, R. L. (Eds.). (2006). *Global Outsourcing Strategies: An International Reference on Effective Outsourcing Relationships*. Gower Publishing Limited.

## CONFERENCES AND KEY NOTES

- Gervais, R. L. (2018). Invited workshop facilitator presenting on “What You can Learn from Psychology in the Practice of Safety”. 11th annual event-Behavioural Safety & Culture: Barriers & Success Stories? Berlin, Germany, 18-20 April 2018.
- Gervais, R. L. (2017). Invited workshop facilitator presenting on “Improving Behavioural-Based Programmes with Insights from Occupational Psychology”. 10th Annual Health & Behavioural Safety Conference: What Next? Amsterdam, The Netherlands, 9-11 October 2017.
- Gervais, R. L. (2016). “Panel session: The Government’s framework for wellness and the 5 year plan.” Invited Speaker at the Reward & Employee Benefits Association (REBA) Employee Wellness Conference 2016, London, United Kingdom, 16 June 2016.
- Gervais, R. L. (2015). “Developing ways to address workplace stressors: The usefulness of resilience.” Plenary Speaker at The SHE Show North West 2015, Blackpool, United Kingdom, 08 September 2015.
- Gervais, R. L. (2014). “Panel session: Targeting occupational health issues including gender related issues.” Invited Speaker at the British Safety Council - Autumn conference, Pushing ‘health’ up the workplace agenda, London England, 15 October 2014.
- Gervais, R. L. (2014). “Diversity in Europe - overview and comparison of concepts - Diversity in the world of work.” Invited Speaker at the XX World Congress on Safety and Health at Work 2014, ‘Sharing a Vision for Sustainable Prevention’ Frankfurt, Germany, 24-27 August 2014.
- Gervais, R. L. (2020). “The Life Course: Exploring work-relevant changes over time and generations.” - Convened Symposium at the European Academy of Occupational Health Psychology’s 14<sup>th</sup> Conference, ‘Promoting healthy and sustainable work’, Virtual, 02-04 September 2020.
- Gervais, R. L. (2019). “Return to Work policies and practices: Supporting more inclusive organisations”. - Convened Symposium at the European Association for Work & Organizational Psychology’s 2019 congress, ‘Working for the greater good. Inspiring people, designing jobs and leading organizations for a more inclusive society’, Turin, Italy, 29 May-01 June 2019.
- Gervais, R. L. (2018). “BPS Division of Occupational Psychology Invited Symposium Focusing on Mental Health at Work: A Broader Perspective” - Convened Symposium at the European Academy of Occupational Health Psychology’s 13th Conference, ‘Adapting to rapid changes in today’s workplace’, Lisbon, Portugal, 05-07 September 2018.
- Gervais, R. L., & Milllear, P. (2017). “Life satisfaction, work engagement and stressors: Improving workplace well-being.” Paper presented at the European Association of Work & Organizational Psychology (EAWOP) 2017, Congress Enabling Change through Work and Organizational Psychology: Opportunities and Challenges for Research and Practice, Dublin, Republic of Ireland, 17-20 May 2017.
- Gervais, R. L., & Milllear, P. (2015). “Achieving recovery from work: Its importance in physical health, mental well-being and work outcomes.” Paper presented at the BPS’s DOP’s Annual Conference 2015, ‘Learning, Sharing and Impacting, Glasgow, United Kingdom, 07-09 January 2015.
- Gervais, R. L., Weyman, A., & Williamson, J. (2010). “The perception of risk, job satisfaction and occupational accidents within a healthy work climate.” Paper presented at the European Academy of Occupational Health Psychology’s 9th Conference, Rome, Italy, 29-31 March 2010