

Dr Ian Randle

BSc MSc PhD MIEHF C.ErgHF

Qualifications

BSc (Hons) Human Biology University of Surrey 1983	:	Specialising in Industrial Health and Safety
MSc Ergonomics University of London 1984	:	Dissertation on work and rest patterns in industrial work
PhD Ergonomics/Human Factors University of Surrey 1988	:	Thesis on fatigue limits in industrial work

Professional Experience

Dr Randle is a Chartered Ergonomist & Human Factors Specialist who has over 30 years' experience in ergonomics research, teaching and consultancy.

He was President of the Chartered Institute of Ergonomics & Human Factors (2016-17) and sat on the Executive Board and Council from 2015-2018.

He has held research positions at the University of Surrey and Government research institutes and has worked as a consultant for the past 30 years. He was a visiting lecturer in ergonomics at the Royal College of Nursing for 10 years, where the lectures to nurses included the ergonomic approach to manual handling risk assessment, including patient handling.

Dr Randle has lectured in ergonomics to students at a number of Universities. He has also delivered numerous courses for commercial organisations on ergonomics risk assessment and workplace and equipment design.

He is a specialist in ergonomic aspects of work related musculoskeletal disorders (MSDs), and has undertaken a number of research projects in this area for the Health and Safety Executive (HSE). This includes an extensive review of HSE sponsored research on MSDs. He has also written and contributed to HSE Guidance material on workplace ergonomics, manual handling and work-related upper limb disorders.

Dr Randle has provided consultancy advice to organisations in all major industrial and service sectors. Much of this has focussed on ergonomics studies investigating musculoskeletal injuries at work, including the causes and prevention of back injury from manual handling and work related upper limb disorders (RSI) in industrial and office environments.

Dr Randle has acted as a scientific referee for the journals Ergonomics, Applied Ergonomics and Human Factors and has been a working party committee member of the International Ergonomics Association.

Expert Witness Experience

Dr Randle has been preparing expert witness reports on a regular basis for the past 28 years. The majority of cases have related to personal injury civil litigation involving back injury from manual handling and work related upper limb disorders (RSI) from industrial and office work. Instructions have been received on behalf of Claimant/Pursuer and Defendant/Defender in roughly equal proportions and the majority of recent instructions have been on a Single Joint basis.

Dr Randle has also prepared reports in cases involving Hand/Arm and whole body vibration, falls from height, fatal accidents and product safety. He has provided expert testimony in industrial tribunals and criminal prosecutions under the Health & Safety at Work etc Act 1974.

Dr Randle is experienced in providing oral evidence in County and High Courts in England and Scotland (including the Royal Courts of Justice, London and Court of Session, Edinburgh). He is listed as an Ergonomics expert in a number of Directories of Expert Witnesses. He is aware of the roles and responsibilities of experts and single joint experts under the Civil Procedure Rules.

Margaret Hanson BSc(Hons)

Qualifications

- BSc (Hons) Ergonomics, Loughborough University (1993): First Class
- Diploma In Professional Studies, Loughborough University (1993): Following a 1-year student placement at the Health and Safety Laboratory (HSL).

Professional memberships

- Chartered Fellow of the Chartered Institute of Ergonomics and Human Factors (CIEHF)
- Chartered Member of the Institution of Occupational Safety and Health (IOSH)
- Member of the Association of Chartered Physiotherapists in Occupational Health and Ergonomics (ACPOHE)

Professional experience

Margaret Hanson is a Chartered Ergonomist and Human Factors Specialist who has over 28 years' experience in ergonomics research, teaching and consultancy. She is a specialist in ergonomic aspects of work-related musculoskeletal disorders (MSDs).

Margaret has provided consultancy advice to organisations in all major industrial and service sectors. Much of this has focussed on ergonomics studies assessing the risk of musculoskeletal injuries at work (typically using HSE assessment tools) and identifying potential risk reduction measures, including providing training and advice on management of these issues. The scope has encompassed workplace design, manual handling tasks, DSE related tasks, and assembly and process tasks in a wide range of industrial environments.

Margaret has contributed to and led research in multidisciplinary teams for the UK's Health and Safety Executive (HSE) and the Scottish Government on topics such as upper limb disorders in the workplace, DSE related risk factors, manual handling, occupational health provision and return to work.

The HSE invited Margaret to evaluate and provide expert comment on proposed HSE guidance and risk assessment tools, including HSG60 (rev) 'Upper Limb Disorders in the Workplace'; Assessment of Repetitive Tasks (ART); and Risk Assessment of Pushing and Pulling (RAPP).

Margaret has lectured in ergonomics to students at a number of Universities and has delivered

numerous courses to commercial organisations on ergonomics risk assessment and workplace and equipment design, as well as DSE and manual handling risk assessment and management.

Margaret acts as a scientific reviewer for journals including Ergonomics, and for the CIEHF Annual Conference; she was the CIEHF scientific programme manager (1998 – 2001).

Expert witness experience

Margaret has prepared numerous reports in personal injury cases including manual handling, upper limb injuries, vibration and PPE.

Edmund Milnes

MSc(Eng), BSc(Hons) C.ErgHF

Qualifications and Professional Memberships

- Chartered member of the Chartered Institute of Ergonomics and Human Factors
- MSc(Eng) Work Design & Ergonomics: Birmingham University (grad. 1996)
- BSc(Hons) Psychology: Southampton University (grad. 1995)
- Level 3 Award – Education and Learning (6502 – Previously PTLLS): City & Guilds

Professional Experience

Edmund is a Chartered Ergonomist and Human Factors Specialist with more than 20 years' experience in advising companies and regulators on ergonomics in the workplace. Prior to his current work as an ergonomics consultant, he spent 16 years with the Health and Safety Executive (HSE) as a Specialist Inspector in Ergonomics and Human Factors.

Edmund's expertise is primarily in musculoskeletal injury risk, involving risk assessment and providing guidance and support on risk management. This includes manual handling, work related upper limb disorders and display screen equipment issues.

Edmund is an experienced communicator and trainer. He regularly presents courses and workshops to industrial clients, universities and learned societies.

Expert Witness Experience

Edmund has provided expert witness evidence in a range of personal injury cases, primarily involving musculoskeletal injury. This has included giving evidence in person in Crown Court, Industrial Tribunal, Coroners Court and Sheriff's Court.

He has provided specialist assistance to HSE Regulatory Inspectors carrying out inspections and investigations. This has involved attending site inspections, reviewing evidence and witness statements, preparing specialist and expert reports and provision of independent expert evidence to the Court.

Areas of expertise include:

- Ergonomics
- Manual handling injuries
- Work-related Upper Limb Disorders
- Slips, Trips and Falls
- Industrial accidents and illness

He is aware of the roles and responsibilities of experts and single joint experts under the Civil Procedure Rules.

Clyde Crawford

Qualifications

- Bachelor of Applied Science (Physiotherapy)
The University of Sydney - 1992
- Masters in Science and Technology (Ergonomics)
The University of New South Wales – 2008
- Certificate IV in Training and Assessment
MWT Institute - 2010
- National General Certificate in Occupational Health and Safety
The National Examination Board in Occupational Health and Safety - 2016

Professional experience

Clyde is a Principal Consultant with Hu-Tech. A highly qualified and experienced:

- Chartered Ergonomist and Human Factors specialist (C.ErgHF);
- Chartered Physiotherapist (MCSP);
- Registered Member of the Association of Chartered Physiotherapists in Occupational Health and Ergonomics (Reg. Mem ACPOHE).

His experience in brief:

- Clyde has extensive experience and skills in using task analysis, physical ergonomics and anthropometric assessment
- He worked with a variety of clients in the medical, healthcare, manufacturing, transport, logistics, retail, air, rail and mining sectors
- He has assisted organisations to develop policies, systems and processes to ensure compliance with Manual Handling legislation and guidance
- He has also provided assessments, auditing and guidance in response to personal injury claims, RIDDOR reportable injuries and HSE improvement notices
- He has conducted numerous practical assessments and is skilled in the use of a wide

range of structured workplace ergonomic assessment methods including: MAC, RAPP, ART, RULA and REBA

- Expert Witness in Ergonomics in personal injury litigation cases

Additional relevant post graduate qualifications

- National General Certificate in Occupational Health and Safety (NEBOSH)
- Certificate IV in Training and Assessment (MWT Institute)
- Occupational Health and Safety Management Systems (RABQSA)
- Functional Capacity Evaluation (Workhab and PWPE)
- Time and Motion Analysis (MODAPTS)
- Safety Observation Feedback Program (DuPont)

He is aware of the roles and responsibilities of experts and single joint experts under the Civil Procedure Rules.

Dr Evanthia Giagloglou

Qualifications

- Laurea Magistralis (BSc and Msc) in Environmental Science
University of Tuscia, Italy, 2005
- MSc in New technologies and Environment
University of Ioannina, Greece, 2009
- PhD in Work Environment and Manual Operations: Thesis on manual handling and neuroergonomics
University of Kragujevac, Serbia, 2018 - FP7-EU fellowship
- Postdoctoral researcher in Human Factors at Maritime domain: Project Coordination and research, collaboration with ILO (International Labour Organisation)
University of Strathclyde, UK 2022

Professional experience

Dr Giagloglou is a chartered Human Factors/Ergonomist with PhD in cognitive ergonomics, and dual background in Environmental Science and technology. Her experience, in brief:

- Consultant and researcher in Safety, Human Factors and Environment.
- Consultant in physical ergonomics and research in cognitive ergonomics
- Project manager and coordinator of international projects
- Management and prevention of musculoskeletal disorders
- Adult education and academic teaching
- Ship recycling, large marine structures recycling

Expert Witness Experience

Dr Giagloglou has provided expert witness evidence in a range of personal injury cases, including musculoskeletal injury, WRULD, carpal tunnel syndrome and HAVS.

Memberships

- Chartered Institute of Ergonomics and Human Factors CIEHF, Chartered member.
- Member of Technical Committee “Human Factors and Sustainable Development” (TC HFSD) of International Ergonomics Association.
- Associate Member of the Institution of Environmental Sciences (IES)
- Member of Human Factors and Ergonomics HFES (European Chapter).

Achievements and prizes

- Twice winner of Marie Curie European Fellowship.
- Certificate of appreciation, Professional Ergonomics (FPE) Dieter W. Jahns award, for the development of a safety training cart prototype.

Selected publications

Occupational Safety and Health Education under the Lifelong learning framework in Serbia. International Journal of Occupational Safety and Ergonomics (JOSE), 2016; 22(4):514-522.

Applying Analytic Hierarchy Process (AHP) to choose a Human Factors technique: choosing the suitable Human Reliability Analysis technique for the automotive industry. Safety Science, 2019; 119:229-239

Pushing, pulling, and maneuvering an industrial cart: a psychophysiological study. International Journal of Occupational Safety and Ergonomics (JOSE), 2017; 296-304

Cognitive status and Repetitive working tasks of low risk. Safety Science, 2019; 119:292-299

Musculoskeletal health in the workplace. Best Practice & Research Clinical Rheumatology,

2020; 34(5): 101558

Work related musculoskeletal disorders from research to practice.

<https://osha.europa.eu/en/publications/work-related-musculoskeletal-disorders-research-practice-what-can-be-learnt/vie>

Dr Claire Williams
C.ErgHF FCIEHF

Qualifications

- MSc then PhD Ergonomics/Human Factors
Loughborough University - (1996, 2008)
- PGCE science, University of Cambridge (1994)
- Biological sciences BSc (Hons) 2i, University of Birmingham (1993)

Additional Training

- APM Project Management Qualification – to be completed April 2025
- NEBOSH National diploma in occupational safety and health
North Notts college (2015)
- Certificate of expert witness accreditation, University of Cardiff (2004)

Professional Memberships

- Chartered Fellow of the Institute of Ergonomics and Human Factors (FCIEHF)

Professional Experience

Claire is a Chartered Human Factors specialist. She has over 25 years' experience in Human Factors (HF) in both industry and university.

As well as her role as a Technical Director at CWC Ltd. and WSP she is a Visiting Research Fellow at the University of Derby in HF and Behaviour Change and part of the Research and Development Unit of UKROEd, supporting the development of the National Speed Awareness Courses for Police Forces. Her career summary:

- April 2024 – Present Technical Director, Operations and Safety, Intelligent Infrastructure, WSP

- Jan 2021 – Present CWC Ltd., Technical Director
- Sept 2017 – Dec 2020 Atkins, Technical Director for Human Centred Design, Intelligent Mobility
- Nov 2011 – Dec 2016 Human Applications, Snr Consultant
- June 2009 – Nov 2013 Derby University, Lecturer Human Factors and Behaviour Change

Key Achievements and Awards

- Chartered Fellow of the Institute of Ergonomics and Human Factors (FCIEHF)
- Visiting Research Fellow at the University of Derby, in Human Factors and Behaviour Change
- 2021 Amazon Everywoman Transport and Logistics Award winner - the Customer/Passenger Leader
- Reviewer for Academic Journal - Safety Science

Selected publications

- Book - Shorrock, Steven, and Claire Williams. *Human factors and ergonomics in practice: Improving system performance and human well-being in the real world*. CRC press, 2016.
- *The Chartered Institute of Ergonomics and Human Factors at 75: perspectives on contemporary challenges and future directions for Ergonomics and Human Factors*. *Ergonomics*, 1–16. (2024). <https://doi.org/10.1080/00140139.2024.2378355>
- *Driving Ambitions - how systems thinking principles can improve the Safe Systems Approach to protecting people on the roads*. Aston Brand, JP Doherty and Claire Williams. *The Ergonomist* Sept 2022, p26-27 [Driving Ambitions | CIEHF \(ergonomics.org.uk\)](https://ergonomics.org.uk)
- *What would a Human do?* [Highways Magazine - Highways Heroes: Behavioural science for highways](#) Jan 7th, 2021
- *The Future of Mobility*. Dr Claire Williams, Liam Mullen, Dr Wolfgang Schuster *HindSight* 28 | WINTER 2018-2019 [4546.pdf \(skybrary.aero\)](#)
- *Taking a Human Factors Approach to Intelligent Mobility*. [Taking a Human Factors Approach to Intelligent Mobility - Highways Industry](#) July 2018

Richard Brown

Qualifications

- BTech Applied Chemistry, Brunel University 1982
- Certificate of Operational Competence in Occupational Hygiene, British Examining Board in Occupational Hygiene 1993
- National Certificate in Occupational Safety & Health, The National Examination Board in Occupational Safety & Health 2003

Professional Experience

Richard Brown has worked as an occupational hygienist in the oil and gas industry for 30 years.

The work included making offshore visits to conduct occupational hygiene surveys and audits. Installations visited include, gravity-based structures, steel jacket production platforms, floating production vessels, floating production storage and offload vessels, floating storage units, jack-up drilling rigs, floatels and survey vessels.

Survey work on and offshore includes air monitoring for hazardous substances, noise surveys, vibration measurements (hand arm and whole body), illumination, and local exhaust ventilation testing.

In addition, Brown has been a member of HSE Departments in several oil companies operating in the UK sector of the North Sea, developing and implementing management systems covering occupational health related legislation, including Control of Substances Hazardous to Health Regulations, Control of Noise at Work, Control of Vibration at Work Regulations, and Potable Water (Legionella) Management.

He is aware of the roles and responsibilities of experts and single joint experts under the Civil Procedure Rules.

Rob Shaw BSc (Hons)

Rob Shaw is a falls prevention expert with more than 20 years' experience providing scientific expertise to the UK regulator, the Health and Safety Executive (HSE), as well as commercial consultancy and training in the UK and overseas. Rob was the Technical Team Lead for the Falls Prevention Team at HSE. As a key member of HSE's falls prevention forensic investigation team, he undertook and oversaw a wide range of incident investigations relating to pedestrian slip assessment and stair fall assessment in many different industries and public spaces. Rob is a trained expert witness with court experience.

Rob has served as the key investigator and project leader on a diverse portfolio of major HSE research projects into various aspects of falls prevention and has helped a wide range of commercial clients successfully reduce fall risk. He is the lead for workplace falls prevention for the International Ergonomics Association Slips, Trips, and Falls Technical Committee, and has almost two decades' experience in developing and delivering bespoke training, which has resulted in invitations to speak internationally on falls prevention.

Career Summary

- 2018 – Present Slips trips and falls Expert Witness
- 2014 – 2018 Technical Team lead, Falls Prevention Team, HSE, Buxton
- 2011 – 2014 Senior Scientist, Pedestrian Safety Section, HSE, Buxton
- 2005 – 2011 Higher Scientist, Pedestrian Safety Section, HSE, Buxton
- 2004 – 2005 Scientist, Pedestrian Safety Section, HSE, Buxton.

Qualifications and Membership of Professional Bodies

- BSc (Hons) Genetics, University of York

Publications and Conference Papers

Rob Shaw (2022): "Preventing slips, trips, and falls –The importance of good data".

International Conference on Slips, Trips, and Falls Sendai 2022

Stephen C Thorpe, Rob W Shaw, Richard Bowman (2022): "Stairs ramps and tactile surfaces. Aspects of inclusive design". International Conference on Slips, Trips, and Falls Sendai 2022

Philip John Beards, Gillian Frost, Nicola Healey, Liz Yeomans, Robert Shaw, Chris Mills, Amy Drahota, Matt Dicks (2022): "A new Human factors incident taxonomy for members of the public (HFIT-MP): An investigation of escalator incidents". Safety Science 147 (2022) 105597

Jennifer Hsu, Robert Shaw, Alison Novak, Yue Li, Marcus Ormerod, Rita Newton, Tilak Dutta & Geoff Fernie (2015): "Slip resistance of winter footwear on snow and ice measured using maximum achievable incline". Ergonomics. DOI: 10.1080/00140139.2015.1084051

Rob Shaw (2015): "Preventing Falls – Learning From Design-Related Issues in Care Homes".

Design4Health 2015 Conference, Sheffield Hallam University

Thorpe S.C., Shaw R.W. & Hallas K.A., "Investigating Stair Accidents" International Society for Occupational Ergonomics and Safety. Proceedings of the XXIVth Annual International Conference, June 2012. p56-61. ISBN: 97819384965-0-9

Hallas K., Houlihan R., Shaw R., Thorpe S., "Comparison Of Site-Based Friction Measurement And Slip Potential" Contemporary Ergonomics, 2008, Taylor & Francis

Shaw R., Hallas K., Lemon P., Thorpe S., "Floor Cleaning – Drop that mop!" Contemporary Ergonomics, 2005, Taylor & Francis