

Expert Witness Service

Hastam's Expert Witness Service for Solicitors and their Clients



Over the past decade we have worked on many cases as H&S Expert Witnesses. There have been a number of cases that were high profile including the blast furnace explosion at the Port Talbot steel plant, the explosion at Buncefield oil storage depot and the rail crash at Potters Bar.

We have worked for and with defence and prosecution teams, both 'sides' in civil proceedings and assisted coroner's courts. Hastam has in-depth knowledge of legislation, regulatory compliance regimes, and safety management in a broad range of industries including chemical, oil and gas, steel, manufacturing, transport, power generation, construction and public services. Some of our experts are the people who have formulated the guidance on health and safety standards or good practice that companies seek to implement and on which the issue of reasonable practicability often rests.

What HASTAM promise and deliver is independent expertise applied with rigour and thoroughness to the case or situation under review. We only undertake work where we believe our competence is secure. We have been providing health and safety expert advice since 1984. Our expertise includes general H&S legislation (eg, HSW Act; MHSW Regulations), industry-specific legislation (eg, ROGS; Offshore), hazard-specific legislation (eg, Work at heights & in confined spaces; COMAH); environmental legislation, and the regulatory regimes associated with the legislation. Our Board includes eminent safety professional Professor Andrew Hale and Dr Tony Boyle.

Hastam Expertise according to Industrial Sectors

Construction (including Utilities and demolitions)	Prof Richard Booth, Paul Haxell, Dr Louise Smail, Tony Cheesman, Dr David Wenham
Chemical Processes (including exploration, Gas and Oil storage and Refining; Sullage recovery)	Prof Richard Booth, Dr David Wenham
Education (from pre-school to higher education)	Dr David Wenham, Prof Richard Booth
Manufacturing	Prof Richard Booth, Dr David Wenham, Paul Haxell, Dr Louise Smail, Tony Cheesman
Music Festival Events (and Charitable Events)	Prof Richard Booth
Conventional and Nuclear energy	Prof Richard Booth
Railways (and also some aspects of road safety)	Prof Richard Booth, Dr Louise Smail
Social Housing	Dr Mark Cooper, Paul Haxell
Vehicles and Agricultural Machinery	Dr Mark Cooper, Tony Cheesman
Woodworking	Dr David Wenham
Incident investigations in the above industries	Prof Richard Booth, Dr Louise Smail, Tony Cheesman (and other experts relevant to industry specialisms)
Food Industry, Food Production, Food Retail, Catering, Food Service, Hospitality, Food Manufacturing	Tony Cheesman
Waste management and Environmental Law	Dr Louise Smail
Security (Public Sector and Government, Law Enforcement and Policing Critical National Infrastructure, Mass Gatherings, Cultural and Sporting Events), Local authority inspection and enforcement	Nicholas Staley, Tony Cheesman

Contact

expert@hastam.co.uk
Managing Director,
Liz Shuttleworth
+44 1509 410380
+44 7889 318775

Client Comments

"I have read your report, re-read it and read it again. Absolutely centre line! - my personal thanks to you and your HASTAM colleagues, but especially you (Prof Booth)."

"I have spoken to Counsel regarding the contents of your report and we both agree it is very helpful and authoritative."

"Many thanks for the enclosed. I have read the same and the report is extremely helpful thank you. ... From my part, thank you for the expedient, professional and thorough approach."

"I would like to take this opportunity to thank you very much indeed for your kind assistance and support in this matter, which we have found to be invaluable."

"Many thanks....a good read and one that we will be digesting over the coming weeks."

"Thank you for your final report and timesheet. The report is excellent and once again we are grateful for the work you have put in."

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Why Hastam?

We have an exceptionally wide range of practical experience in many industries and hazards. From slips, trips and falls (which is sometimes a more complex area than it sounds) to preparing or reviewing major hazard safety cases.

The approach for all of us is based upon the most up to date knowledge and research. We recognise that investigating incidents and acting as an Expert Witness is a profoundly challenging and demanding task but we never forget our key role is to help companies manage safety effectively to minimise the pain and suffering caused by injuries and ill health at work.

Important Note About Our Practice

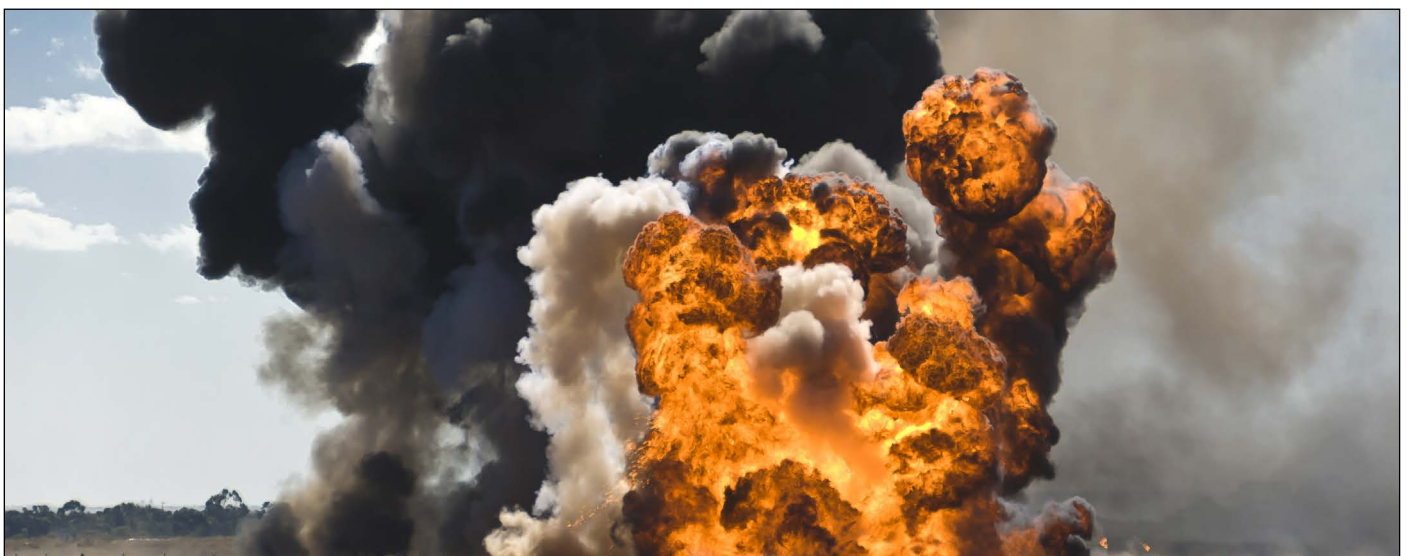
Expert Witness reports by Hastam staff are of course wholly the responsibility of the named author. However, subject to the approval of clients, for example, when time is short, it is our practice to ask the author's colleagues to look in detail at specific aspects of the case.

Additional Service

Professor Richard Booth is available to give an informative and engaging lecture on Hindsight Bias and its effects on the investigation of the Buncefield Explosion. Please enquire using the contact details below.

HASTAM'S EXPERTISE IN HEALTH AND SAFETY TOPICS

Health and Safety and Risk Management
Risk Assessment (including major hazards QRA ALARP), and suitability and sufficiency of assessments)
Reasonable practicability
Health and Safety Management and Safety Management Systems
Process Safety and Process Safety Management
Inspections and Auditing
Component and structural integrity
Safety Resilience Management
Emergency planning
Behavioural Safety
Safety culture
Human Factors and Human Reliability (and human failures taxonomy)
Measurements of safety climate
Hazards to health
Management responsibilities and duties
Competence (including training)
Measurement and Monitoring performance
Safe Systems of Work
Permits-to-work procedures, pro-formas and record-keeping
Supervision
Incident Investigation (see also above)
Advanced tools and techniques for risk assessments and incident investigations (eg, HAZOPS; FTA; ETA; CBA; CEA; ECFA; Change analysis; Tripod)
Comprehensive knowledge of legislation, EU directives, ACoPs, authoritative guidance (eg, from HSE, BSI)



Call us on +44 1509 410380 | expert@hastam.co.uk

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Professor Richard Booth

PhD, DIC, FIMechE, CEng, CFIOSH,

Chartered Safety and Health Practitioner



After a mechanical engineering apprenticeship at the Motor Industry Research Association (MIRA), Richard Booth was promoted to Research Engineer in 1964 studying vehicle safety and durability. He was appointed as a lecturer in Safety and

Health at Aston University in 1972 and received his Chair in 1978. He was elected Professor Emeritus in 2007.

Previous Experience

Richard was for many years a part-time Safety Adviser to a small construction (refractory engineering) company, also Group Safety Adviser for Smith & Nephew (Europe) and the Unilever Group (world-wide). He was, until 2006, one of two independent Safety, Health and Environment Advisers to Transport for London and a member of the TfL Board's Safety, Health and Environment Committee.

Publishing

He has published about 150 scientific papers, articles and book chapters and presented in 17 countries world-wide. He has been awarded the Viscount Weir Prize from the Institution of Mechanical Engineers for research on metal fatigue, and the Distinguished Service Award of the Royal Society for the Prevention of Accidents.

Research

He has carried out extensive research covering, for example, machinery safety, component and structural integrity, construction safety, safety culture, human factors, design, development and effectiveness of health & safety management systems including a review of safety audit systems, regulatory compliance regimes, accident investigation methodologies, safety and health practitioner competencies, and accident costing (embracing the criteria for reasonable practicability).

Case examples

Richard has acted as an expert witness in many cases both here and in the United States. Some of these are indicated on the right of this page.

CRIMINAL CASES ENGAGED BY THE PROSECUTION

Frisby's acting for HSE: Prosecution of AMEC and Shell (HSW Act sections 2 & 3 respectively) following a fatal accident in 2005 on an offshore gas installation. The deceased fell while carrying out maintenance work at height (2007-2008).

Bond Pearce acting for HSE: Prosecution of EPSCO Ltd under Health and Safety at Work Etc. Act section 2, following a drowning in a power station culvert during maintenance. EPSCO pleaded guilty on the first day of the trial (2011).

CRIMINAL CASES ENGAGED BY THE DEFENCE

DLA Piper acting for Total UK Ltd: HSW Act sections 2 & 3 prosecutions by the Competent Authority (HSE) following the explosion at the Buncefield Oil Storage Depot in December 2005 (2009-2010).

Hassans International Law Firm Gibraltar: A criminal case acting for the defendants Nature plc following a major explosion at their sullage plant on the North Mole of Gibraltar Harbour in 2011. The roof of one of the tanks was propelled skywards and narrowly missed landing on the crowded deck of the then largest cruise ship in the world (2014).

Bridge Litigation (UK) MEWP boom buckling collapse (Criminal Case) (2016). The accident was primarily the result of a low strength steel being used for a repair. The defendant (the repairer) was found with no case to answer.

CIVIL CASES ENGAGED BY THE COMPLAINANT / PURSUER

Morton Fraser acting for the pursuers: a civil case against EPSCO Ltd and E.ON UK Plc following a drowning in a power station culvert – settled out-of-court.

Hann & Co, Solicitors: acting for the Pursuer who fell through defective manhole cover (2018) – settled out of court.

CIVIL CASES ENGAGED BY THE DEFENCE

Shoosmiths acting for Sir Robert McAlpine Ltd (one of three defendants): a civil case following a fatal accident to a MEWP operator trapped by a beam on a construction site; following defence expert evidence, the case against McAlpine was withdrawn (2012).

DWF acting for Star Autos Ltd (one of four defendants): a civil case following a fatal accident to a lorry-mounted crane (HIAB) driver whose load struck an 11kV overhead line at a music festival – settled out of court (2013).

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Dr Mark Cooper

PhD, MSc, BSc, MEng, FIAEC, CME, MIMechE, CMIOH, Chartered Environmentalist; Chartered Safety and Health Practitioner



Dr Cooper was a lecturer in Occupational Health and Safety at Aston University. For twelve years he managed their MSc in Risk Management and Safety Technology. At the Engineering Industry Training Board (EITB) he was a Senior Training Adviser and

Supervisor in EITB's West Midland Region. He has also been a Training Adviser based in Cardiff and responsible for validating Craft and Technician training. At the Ministry of Agriculture, Fisheries and Food he was a Mechanisation Advisory Officer, employed to give technical, unbiased advice on machinery to farmers and growers. He is currently the Vice President of the Institution of Agricultural Engineers.

Consultancy Experience

In a consultant capacity Dr Cooper develops both individuals and their companies in a wide range of areas of health and safety management. He is a principal examiner for Work Equipment & Machinery (Unit C) of the NEBOSH International Diploma in Occupational Health & Safety. His work for the Health and Safety Executive (Field Operations Division) involved a three year project to train all operational HSE Inspectors in methods of analytical accident investigation for serious and fatal accidents. In that capacity he has been involved in training approximately 300 front line inspectors.

Mark's particular area of expertise is in workplace transport safety including safe use of cranes, forklift trucks, agricultural and amenity vehicles. He has a strong background in agricultural machinery safety.

Other Relevant Experience

In recent years Dr Cooper has developed a specialism within social housing offering advice on a wide range of issues including general workplace risk assessments, managing potentially violent customers, work at height, and point-of-use health and safety information for a wide range of maintenance trades. His work with a European airline has included establishing a competence framework for investigators and supporting the introduction of a programme of 'Operational Readiness' within the business.

CRIMINAL CASES ENGAGED BY THE PROSECUTION

Birmingham City Council v ASDA Stores plc: Expert for the prosecution arising from a death in a warehouse involving a forklift truck driver crushed between the mast and the overhead guard.

CRIMINAL CASES ENGAGED BY THE DEFENCE

HSE v Cuddy Demolition: Successful appeal of a PN regarding the work of a sub-contractor and manual handling of kerb stones.

DWF acting for Daver Steels: Expert for the defence concerning a prosecution under S3 of the HASAWA where a third party was killed on the public highway involving a forklift truck.

R v Eskdale Shooting Services: expert for the defence in a prosecution arising from a death from an overturn of a drive-in Kubota All Terrain Vehicle.

R v Cargo Services Ltd: expert for the defence in a prosecution arising from an amputation to a lorry driver whilst handling steel at Cardiff Docks.

CIVIL CASES ENGAGED BY THE COMPLAINANT / PURSUER

Harding v Compact Tractors: £2.5m settlement. Expert for the claimant concerning the stability of a newly purchased compact tractor that overturned whilst descending a slope.

Widow of Martin Preece (Deceased) v The Stone Company (UK) Ltd: Expert for the deceased family arising from the collapse of a load suspended from an overhead gantry on a farm in Essex.

Family of Deceased v Bath Stone Ltd: Witness for the claimant in a case of an overturned fork lift truck in a stone cutting factory.

King v JCB: Commercial dispute over the safe handling of a JCB telehandler.

OTHER EXPERT WITNESS WORK

West Midlands Police Federation: Incident investigation, understanding of what SMS in a large organisation (WMP has 6,500 officers) should look like. Nuances of operational policing and use of dynamic risk assessment. Lessons from Fire Service/Home Office guidance.

Northumbria Police: Adapting Fire Brigade dynamic risk assessment and assessing effectiveness of training initiatives for operational staff using video-based scenarios.

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Dr David Wenham

PhD, MSc, BSc, DipSH, Dip Law AdvDipEdMan, CChem, MRSC,
CFIOSH, FHEA, Chartered Safety and Health Practitioner



David gained a first degree from Southampton University in Physiology and Biochemistry and followed this with an MSc in Forensic Science from Strathclyde University and then a Ph.D. in Biochemistry from Birmingham University in conjunction

with ICI Pharmaceuticals. He then joined the Health and Safety Executive as an inspector and gained the Postgraduate Diploma in Occupational Safety and Hygiene from Aston University.

During his time in the HSE he worked in the industry groups responsible for chemicals, food, woodworking, shipping and construction and his work included the inspection of premises, provision of advice, the investigation of accidents and enforcement including prosecution.

Lectureship and Expert Witness

He was appointed a lecturer at Loughborough University in 1990, and now is the Director of the Postgraduate Programme in Occupational Health and Safety Management which attracts students from major companies from the UK and abroad. His main interests and consultancy work are occupational health and safety law, risk assessment methods, safety management and safety culture/climate.

Apart from Loughborough, he has been a visiting lecturer at a number of other universities including Aston (Postgraduate Diploma for HSE inspectors), Salford (MA in Occupational Health and Safety Law and Environmental Law), University College London (MSc Healthcare Risk Management) and Surrey University (MSc Occupational Health and Safety).

Since 2006 he has been a consultant and lecturer to Warwick University for the Postgraduate Diploma in Regulatory Occupational Health and Safety for HSE inspectors and more recently has been appointed Principal Examiner for the NEBOSH level 7 Diploma Award for HSE inspectors. He has gained significant experience as an expert witness over the past 20 years, including giving evidence in court and being cross-examined.

CRIMINAL CASES ENGAGED BY THE PROSECUTION

Acted for **Glasgow City Council (2009)** in respect of the prosecution of Integral (UK) Ltd resulting from a fall from height of a service engineer. Report evaluated the adequacy of training to conduct a risk assessment and supervision/auditing. Defendant convicted of a breach of s2 HSWA.

Acted for **Tewkesbury BC (2023)** in the prosecution of WM Morrison plc following the death of an employee who fell over a handrail during an epileptic event. Following a three week trial, Morrison's were convicted of three health and safety offences and fined £3.5m.

CRIMINAL CASES ENGAGED BY THE DEFENCE

Acted for **Thompsons in R v Dr Clive Bird (1995)**. The defendant was prosecuted for a breach of s36/s7 HSWA following an explosion in a laboratory, in which an undergraduate student was injured. This was one of the first prosecutions against an individual employee for an alleged failure to conduct a suitable and sufficient risk assessment. Crown Court judge found there was no case to answer.

Engaged by solicitor on behalf of a London pharmacy who was prosecuted for a breach of the regulation 34(3) Construction Design and Management Regulations 2007 following a serious accident to a contractor. I was asked to provide a report into the adequacy of a contract between the pharmacy and a shop-fitting company. Attended City of London Magistrates' Court for 3 days advising defence barrister.

CIVIL CASES ENGAGED BY THE COMPLAINANT / PURSUER

Acted for **Russell Jones and Walker in Laurence v Metropolitan Police (2001)** in which the claimant suffered a serious injury during training. Defendant found liable.

CIVIL CASES ENGAGED BY THE DEFENCE

Acted for **York College (2014)** following a fatal accident in the college nursery and subsequent conviction for a breach of s3 HSWA. The Crown Court Judge expressed significant criticism of the college health and safety adviser such that it was necessary to establish if disciplinary proceedings should be brought. Report exonerated the safety adviser.

Engaged by a solicitor representing a claimant who suffered from hearing loss allegedly caused by exposure to noisy machinery in prison workshops. Report prepared that evaluated the existing noise risk assessment and estimated the noise exposure of the claimant and the suitability of hearing protection provided.

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Paul Haxell

MBA, BSc, CEng, MICE, CMIOSH, MIOD, FCMI



Paul is a highly experienced construction health and safety professional with over 30 years' experience in the sector. He is Chartered as both a Civil Engineer (CEng MICE) and as a health and safety practitioner. (CMIOSH). His activities have included site

construction activities from both a project delivery and a health and safety perspective, working across a wide variety of projects including heavy civil engineering, highways, rail, residential property including new build, demolition and refurbishment. Between 1982 and 2002 he held civil engineering roles managing construction and associated activities. During this period, he gained extensive knowledge of the construction process, the practical application of safe systems of work including temporary works solutions and the management of contractors and designers. During this phase of his career he worked on many major UK Civil Engineering projects. Flagship projects include M25 & M40 Motorways (new build and widening), A55 Conwy Crossing and Jubilee Line Extension Project at Canary Wharf and Green Park Stations. Contractor experience also include Utilities, Railways and Highways maintenance projects. Paul has substantial first-hand experience in the safe and timely delivery of construction projects.

As a health and safety practitioner, since 2002, the practical knowledge and experience provided a robust foundation enabling Paul to develop and provide practical safe and efficient advice without hindering production needs. His Corporate health and safety roles have included positions leading Health and Safety within both a FTSE listed residential developer and major construction contractor working at Board level with responsibility for multi-site delivery programmes.

Paul has also gained experience as a Health and Safety Consultant working in a variety of guises. He has provided Health and Safety Management services to retained clients, co-created Management systems to ISO 9001, 14001 & 45001. In addition, he has undertaken interim roles to provide short term support to a large Social Housing provider. His consultancy

EXPERT WITNESS

Structural collapse during construction phase as an expert adviser. HSE Prosecution. Appointed by Defence legal team.

Personal injury claim regarding materials falling from height. Appointed by Claimant legal team.

activities have also involved him performing the role as a construction client lead to support the delivery of a major East London redevelopment project.

During his Health and Safety career Paul has been active in supporting and encouraging industry improvements. This has seen him be involved in a variety of industry bodies and associated specialist sector groups. In parallel he has been heavily involved in the implementation of CDM and its continued evolution. As an industry representative on the HSE Construction Industry Advisory Committee (CONIAC) Paul played a significant part in the development of the joint guidance for duty holders for the 2015 update of the Regulations. In addition to maintaining oversight of CDM implementation on projects he has also lectured extensively to industry on the subject including presenting overseas to Malaysian Government officials looking to adopt the regulations. Paul has completed the Bond Solon course in Criminal Expert Witness.



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Dr Louise Smail

PhD MA BSc MBCS, CITP, CMIOSH



Louise has extensive experience in the field of risk management, organisational resilience health, safety and environment law with a wide range of organisations, including local government, emergency services, the Cabinet Office, process

and chemical industries, waste and construction. Louise has experience in the implementation of safety cases both for offshore and railways and has been involved in a number of human factors projects. Louise also lectures and runs courses and workshops. Louise is the editor and contributor to the book "Corporate Liability: Work related Deaths and Criminal Prosecutions" published Dec 2009 and is also the editor and contributor for the 3rd edition published February 2014. A 4th Edition is planned for 2023. Author of Waste Regulation Law 2016. Louise has acted as expert witness in a number of instances. She is an expert in the field of health and safety at work and advises companies on corporate manslaughter.

Louise had worked in many industries. She was involved in the advanced work management for the development of the Channel Tunnel Rail Link route into London which included ground investigation and archaeology and dealing with objections to the route made on safety grounds. Following that Louise worked for Bechtel, gaining experience of major construction and tunnel projects. From there she was a director of the Det Norske Veritas Management Consulting arm looking after the global rail business. This also involved her giving evidence at the Ladbroke Grove rail inquiry into cost benefit analysis of ATP train fitment. As head of Corporate HSE Services for Rolls Royce she gained experience in looking at service providers and business functions and purchasing. This then led to a role at United Utilities as Systems, Performance and Business Manager – part of which was the definition of a million pound reporting system.

Now she specialises in issues relating to environmental law, waste law and corporate liability, and advises organisations at board level and provides expert evidence in cases.

CRIMINAL CASES ENGAGED BY THE DEFENCE

Louise was engaged by the defence council acting for a company involved in a high-profile pollution case, alleging the illegal dumping of toxic waste. Louise considered the law and the case against the company and prepared an expert witness statement for court. The case resulted in a much lower fine than expected and no jail term.

PUBLIC INQUIRY

Louise was engaged by the Ladbroke Grove Rail inquiry to provide expert evidence on cost benefit analysis and provided evidence directly to the inquiry.



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Tony Cheesman

BSc(Hons), PgDip OHS, CMIOSH



Tony is experienced in machinery safety, including metalworking machine tools, automotive manufacturing and woodworking and has carried out a number of prosecutions while at HSE, on machine tools, fire and explosion, COSHH, food packaging

machinery, gas safety and local authorities.

He has experience in incident and accident investigation both from HSE and subsequently in the private sector acting on behalf of Local Authorities. This covered manufacturing incidents, electrical accidents, legionella and fire and explosion incidents.

After graduating with Honours in Electrical Engineering at Aston University, Tony joined TI Crypton designing automotive diagnostic equipment. He worked with automotive companies developing electronic engine diagnostic equipment and also wheel balancing and steering alignment garage equipment. He joined the University of Warwick and managed the Smallpeice Centre of Advanced Design for Production, teaching and assisting many of the Midlands' motor companies on the application of CAD/CAM. He then joined the Health and Safety Executive as an Inspector covering manufacturing in carrying

EXPERT WITNESS

He has acted as an expert witness for a Local Authority prosecution of a hotel regarding a fatal fall from a second storey window and acted in a civil case for the relatives of the deceased.

out inspection and enforcement in sectors including automotive, metalworking, woodworking, printing, food manufacture and packaging, gas safety and Local Authorities. At HSE Tony completed his Postgraduate Diploma in Occupational Health and Safety including legal training at Warwick School of Law.

He re-joined the private sector when he took over the Health and Safety training and consultancy section at West Anglia Training Association in Huntingdon, helping WATA achieve the highest number of NEBOSH awards of any training company. During this time, he was granted a warrant as an Environmental Health Officer for a Local Authority to assist in investigations. He has also been Principal Examiner for the NEBOSH National Diploma in Occupational Health and Safety and a Director and Trustee of NEBOSH including a year as Vice Chairman.

He has written and had published articles in 'Health and Safety Matters' on dust explosions (including DSEAR) and pressure systems for NEBOSH Diploma students. He was a writer and lecturer on the NEBOSH National Diploma and created and ran the NEBOSH Fire Safety and Risk Management Certificate course for West Anglia Training Association. Tony is currently a Team Leader Examiner for NEBOSH on the NEBOSH National Diploma in Occupational Health and Safety.



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Nicolas Staley

MBA, DMS, FCIPD, CSyP



Nicolas is a highly experienced leader and manager, with specialist knowledge in counter terrorism, risk and human resource management. Having spent 30 years in law enforcement, 16 of which as a senior leader and the last 10 in specialist protective

security and counter terrorism roles, he is highly accomplished at delivering results in high-risk and critical operations. His emphasis is on maximising the potential of resources and developing individuals and teams to enhance the organisation and deliver outstanding client focused results.

Nicolas has made significant contributions to public safety, managing and leading protection and counter terrorism operations in mega sporting and cultural events, state occasions, royal, ministerial, parliamentary and diplomatic protection. He has proven extremely effective leading crisis responses to large-scale acts of terror. His strategic management credentials and ability have led to Nicolas conducting in-depth and complex management reviews into critical business and security operations, with particular emphasis on efficiency, productivity and cost savings. As a national lead in counter terrorism protective security he has been responsible for major innovations and development of tactics and measures to counter emerging threats.

Nicolas has worked for clients in the security and learning and development sectors in the UK, Middle East, Africa and South East Asia, providing security consultancy, devising and delivering training programmes and managing client business development. Accordingly Nicolas has extensive experience collaborating in culturally diverse and demanding environments, matching products and services to exacting client specifications. He has a rigorous programme of personal and professional development, enabling him to apply knowledge gained through academic study to his work and subsequently convert experience into professional qualifications.

Nicolas joined the Metropolitan police in 1989 as a constable and worked in several inner city postings before transferring to

KEY INCIDENTS AND EVENTS

Westminster Bridge Parliament Attack
London Bridge Borough Market Attack
London 2012 Olympics
2011 Royal Wedding
Palace of Westminster MPS counter drone + use of drone operations

the Westminster Clubs and Vice Unit in 1993. This was his first specialist posting where he acquired and developed a range of skills to reduce public harm. Following that he was promoted to sergeant in 1996 where he managed the forward command infrastructure for major events, most notably the Ladbroke Grove rail crash and Millennium Eve celebrations in central London. He was promoted to Inspector in 2001 and returned to front line policing in East London, where he specialised in firearms incidents and public order management. Upon promotion to Chief Inspector in 2003 Nicolas was seconded to Her Majesty's Inspectorate of Constabulary where he worked on numerous force inspections. Significantly he led activity in Cambridgeshire Constabulary following the Soham murders and the Home Office failing force intervention of Nottinghamshire Police. Upon his return to the Metropolitan Police in 2006 he entered counter terrorism and protective security policing where he worked in several roles, including the Diplomatic Protection Group, Palace of Westminster, the Olympic Command and finally Counter Terrorism Protective Security Operations.

In parallel Nicolas has pursued academic and research interests in police officer performance management, job design, talent management and organisational development.

