

# The CORTEX Centre Service Advantage

The CORTEX Centre for Advanced Assessment aims to advance scientifically-supported psychological, neuropsychological, vocational and multidisciplinary assessment practices. We provide specialized assessments and consulting for medicolegal, return to work, disability determination, fitness for duty, employment, leadership, educational, personal, and career growth purposes.

We help unions and employees take action on mental health, stress, conflict and disability issues in the workplace, return to work, job accommodation, bullying and harassment, as well as training and leadership development.

As expert clinicians, researchers, and consultants, we also provide scientifically informed research, consultations, policy, practice and program advice, and training. We utilize psychology, neuropsychology, occupational health, medicine, rehabilitation, labour relations, and law to develop solutions to challenging work-related questions. We specialize in mental health, trauma, pain, chronic illness, neuropsychological, vocational, and workplace issues.

The CORTEX Centre for Advanced Assessment is an Affiliated Company of The University of British Columbia. For more information please visit [www.cortexcentre.com](http://www.cortexcentre.com)

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# CORTEX

CENTRE FOR ADVANCED ASSESSMENT

## UNIONS



## Independent Assessments: Work Capacity & Return to Work

### Independent Psychological, Neuropsychological & Vocational Assessments

CORTEX's psychology, neuropsychology, and vocational experts provide Independent Fitness for Duty, Return to Work, Disability, Employment & Human Rights, and Harassment & Bullying Assessments. We assist in resolving complex issues that arise in the workplace and affect the mental health, well-being, productivity, employment, and human rights of personnel.

#### Fitness for Work & Duty

Called for in the context of challenging work readiness scenarios where risk to safety of self or others may be involved, these specialized evaluations help determine an employee's cognitive, emotional, and behavioural ability to carry out their duties. Examples of safety-sensitive occupations include healthcare professionals, law enforcement and emergency respondents, teachers, drivers, and pilots and air traffic controllers. We help determine remediation, treatment, rehabilitation and return to work scenarios, including job accommodations.

#### Return to Work & Disability

CORTEX psychological, neuropsychological, and vocational assessments focus on challenging disability, chronic illness, and return to work scenarios. We provide diagnosis and evaluation of the impact of mental health, cognitive, and pain related difficulties on work, prognosis, and return to work recommendations, including effective job accommodations.



### Independent Assessments: Employment, Human Rights, Harassment & Vocational Issues

#### Employment & Human Rights

CORTEX's Employment & Human Rights Assessments focus on the impact of workplace issues on employee mental health and work capacity. Our assessments address allegations of human rights violations and other workplace concerns, including employee selection, discipline, dismissal, discrimination, and duty to accommodate.

#### Bullying, Harassment & Workplace Conflict

CORTEX psychological assessments focusing on bullying, harassment, and workplace conflict help disentangle and address complex mental health, interpersonal, and labour relations issues in the workplace.

#### Vocational & Occupational Therapy Assessments

Independent vocational and occupational therapy evaluations and consulting are available for complex return to work, disability, and other employment scenarios. We focus on an employee's mental health, cognitive, pain, and other clinical issues in the workplace.

### Consulting, Advising & Training

#### Practice, Policy & Program Development Advising

With expertise in psychology, neuropsychology, rehabilitation, occupational medicine, and law, the CORTEX Centre can provide **Practice, Policy & Program Development** and **Advising** to respond to challenging questions and develop solutions.

#### Seminars & Workshops

**Seminars and Workshops** are available on communication at work, team building, conflict resolution, stress management, leadership, mental health and pain in the workplace, disability prevention and management, return to work, work accommodations, and other topics. Customized training sessions and in-services are also available.