



EMPLOYMENT & LABOUR MARKET EXPERTS

ESTABLISHED 1984

Keith Carter, BA (Hons), MA, MREC, MAE

Experience as an independent labour market analyst

- Keith Carter has 40 years' experience of researching and working in the areas of employment, education and training and has produced reports and given oral evidence for claimants, defendants and on joint instructions and in Employment Tribunals for applicants and respondents since 1984. In Scotland, where Keith Carter & Associates have offices based in Edinburgh, he has provided reports and given evidence for pursuers and defendants.
- Since the introduction of the Civil Procedure Rules the majority of the English cases have been as a single joint appointed expert, the remainder being equally divided by claimant and defendant. Mr Carter has been instructed in the UK by the MoD; CICA and for the Miscarriage of Justice Assessor; Health Boards, Local Authorities; the Treasury; the Faculty of Advocates; the Metropolitan Police; the Home Office as well as, for over 28 years, by the majority (around 92%) of firms recommended by the Legal500 personal injury register. In Scotland, instructions have come from in the order of 99% of firms recommended by the Legal500 Scotland. More recently, Keith Carter was asked to give evidence with regard to possible approaches to value economic loss to the Infected Blood Inquiry. He has also provided evidence to the Post Office Limited Overturned Convictions and Compensation Scheme, and to the Grenfell Tower Inquiry.
- Keith Carter is recognised by the General Council of the Bar as external course providers for the New Practitioners Programme and by the Law Society as an accredited trainer.
- Keith Carter has written and lectured widely including preparing articles for The Lawyer, Scots Law Times, The Times (Legal Supplement), New Law Journal, The Solicitors' Journal, Legal Week, MASS (Motor Accident Solicitors' Society); The Review, Family Law, APIL Newsletter and Kemp and Kemp. He has written the inaugural handbook for the Open College and headed the working group making recommendations for England to take into its presidency for the European Social Fund. He has in addition been asked to speak at The Headway Annual Conference, inaugural SAPIL (SA) conference, the APIL national conference and regional conferences; the Labour Party Annual Conference (sub-group on employment) etc.
- Keith Carter was invited to chair the non-medical quantum experts' working group and produced the written contribution to Lord Woolf's 'Access to Justice Report'
- Keith Carter has since 1996 assisted with the publication Facts and Figures: Tables for the Calculation of Damages and been involved in many landmark cases. He regularly assesses group equal pay cases as well as disability, gender and race discrimination matters. His reports have been accredited by the English, Scottish and Irish Courts as well as Courts in South Africa, America, Jersey, Isle of Man, Hong Kong, Ireland, Australia and Europe.
- His work has involved looking at altered career opportunities as a result of road traffic accidents; miscarriage of justice; medical negligence and abuse cases. For this latter area of work, cases have included those brought before the Scottish and English Civil Courts and the Irish Redress Board. He has provided evidence for the CICA and for the Miscarriage of Justice Assessor.
- In addition to forensic labour market assessment, management consultancy and rehabilitation advice he regularly offers careers counselling and advice to individuals whose life/employment opportunities have been altered by circumstances/injury.

Qualifications

B.A. Hons. Sociology
M.A. Sociology (Employment)

Publications/Articles include:

- Facts and Figures: Tables for the Calculation of Damages 1996 to 2022
- The Lawyer
- Scots Law Times
- The Times (Legal Supplement)
- New Law Journal
- Quantum - A Kemp and Kemp Service
- Handbook for the Open College
- The Solicitors' Journal
- Legal Week
- MASS (Motor Accident Solicitors' Society)
- APIL Newsletter
- The Review
- Family Law
- Scottish Law Society Journal (January 2022)
- APIL Quarterly Journal (February 2022)

Membership of Professional and Relevant Bodies

- Recruitment and Employment Confederation (formerly The Institute of Employment Consultants)
- Law Society Register of Expert Witnesses
- Register of Expert Witnesses
- Academy of Experts
- Founder Member of The Expert Witness Institute

Professional background:

Project Fullemploy: Head of Research Unit, 1974-1983

- Assessed the training needs and skill shortages of major inner-city areas
- Made recommendations to the Manpower Services Commission (MSC) and local authorities
- Established training centres
- Offered careers counselling to unsuccessful course applicants, estimated at over 1,000 people per year.

National Council for Voluntary Organisations: Development Officer, Adult Education and Training Initiatives 1983-1985

- Assessed the education, training and employment needs of disadvantaged people in England
- Produced recommendations for Britain to take into its presidency of the EU Commission
- Prepared a handbook for the Open College
- Made recommendations on adult employment training and the specific needs of disabled people

Principal of Keith Carter & Associates, Employment Consultants - 1985–present

- Primarily concerned with the altered career prospects of persons disabled through industrial or personal injury or those about to find themselves on the labour market with limited transferable skills.
- In addition to the socio/legal work, the consultancy offers careers guidance and employment advice for individuals and organisations, earnings assessments, job profiles and advice on employment practices.