

Contact details for assessors in Ireland providing workplace needs assessments for neurodivergent workers			
Category	Email Address	Name	Website
Psychologist	info@reflectionspsychology.ie	Reflections Psychology Services	www.reflectionspsychology.ie
Psychologist	carmel@cscl.ie	Carmel Somers Consulting Limited	www.cscl.ie
Psychologist	info@lighthousepsychology.ie	Lighthouse Psychology	www.lighthousepsychology.ie
Psychologist	carmel@psychologicalpathways.com	Psychological Pathways	www.psychologicalpathways.com
Psychologist	info@psychologyatwork.ie	Psychology at Work	www.psychologyatwork.ie
Other	info.ireland@specialisterne.com	Specialisterne Ireland	www.specialisterne.ie
Other	info@inclusionbydesign.ie	Inclusion by Design	www.inclusionbydesign.ie
Occupational Therapist	info@anchorththerapy.ie	Anchor Therapy	www.anchorththerapy.ie
Occupational Therapist	ot@oti.ie	Dr Niall Turner	www.oti.ie
Occupational Therapist	Occ.therapy@hotmail.com	The Brí Clinic	www.thebriclinic.com
Occupational Therapist	padraig.theotcoach@gmail.com	The OT Coach	www.theotcoach.ie
Occupational Therapist	tusnuatherapy@gmail.com	Tus Nua Occupational Therapy	www.tusnuatherapy.com
Occupational Therapist	orlalyons.ot@gmail.com	Orla Lyons	N/A
Occupational Therapist	selinalennox@gmail.com	Selina Lennox	N/A
Occupational Therapist	info.flourishot@gmail.com	Flourish OT	N/A
Occupational Therapist	info@corkotservices.ie	Cork Occupational Therapy Services	www.corkotservices.com
Occupational Therapist	rachel.ardagh@gmail.com	Rachel Ardagh	www.mindfulness.ie
Occupational Therapist	aine@radianciconsultinghub.com	Radiance Consulting	www.radianciconsultinghub.com

Please review Tab "Summary, Search & Disclaimer" for details on how contact details were sourced and important disclaimers regarding same.

Due to a lack of professionals clearly advertising workplace needs assessment services in Ireland, I decided to carry out an exercise to contact via email (see "template email issued" tab) a large pool of professionals most likely to provide such services in order to ascertain whether they provide such services for neurodivergent workers. I also sought to collate their contact information and make it more readily accessible for employers / employees and the self-employed who may benefit from such services.

	Q. Do you provide workplace needs assessments ("WNA") for neurodivergent workers?*			
Summary of responses	Yes	No	No reply	Total contacted
Occupational Health Providers	0	1	19	20
Occupational Therapists	10	2	35	47
Psychologists	5	9	96	110
Other	2	1	0	3
Total	17	13	150	180

Search Criteria used

Corporate occupational health providers were emailed if they showed up on the first two pages of search results for "occupational health provider Ireland"

Occupational therapists were contacted by email if they listed the following information on their profile of Association of Occupational Therapists of Ireland website:

- Listed as a provider of services to adults
- Listed their services as including either "Vocational and workplace related skills" or "Medical-legal reports"
- Listed a contact email address

Two occupational therapists were separately contacted based on their details being listed on ADHD Ireland's website.

Psychologists were contacted by email if they listed the following information on their profile on Psychological Society of Ireland's website:

- Listed as a provider of services to adults
- Listed as a provider of private services
- Listed their discipline as "work" and / or included "medico-legal reports" within their services
- Listed a contact email address

"Other" includes charities, organisations and corporate consultancies who were contacted or contacted Braver outside of the above process (via LinkedIn or through existing network).

Reply sought from professionals

Professionals were asked to reply if they satisfied the following criteria:

1. Based in Ireland;
2. Provide workplace needs assessment services;
3. For neurodivergent workers (or if you provide same only for a particular subset of neurodivergent workers e.g. Autism, ADHD, dyslexia, dyspraxia, those with an intellectual disability, depression, acquired neurodivergence through stroke etc, please do clarify);
4. In compliance with the requirements of the Work & Access scheme.

Note - Many professionals noted in their reply that they do provide WNAs but have not yet reviewed the Work & Access criteria for WNAs nor provided a WNA as part of the Work & Access process yet - this is not unexpected and we have included the contact details of all providers who confirmed points 1 to 3 above. It will be for applicants to check whether an assessor has previously been through the process. In any event, applicants must satisfy themselves at the time of making an application whether the relevant criteria for Work & Access funding are satisfied and provide any necessary documentation to support same in their application.

Notes

We have not carried out any verification checks on professionals contacted regarding (i) whether they do provide WNA's and (ii) whether their services meet the requirements of Work & Access scheme. It will be for applicants to review the credentials of the assessor and satisfy themselves that the criteria are met.

Some professionals noted that they only have the expertise to carry out workplace needs assessments for people with certain neurodivergences and not others. You would need to contact the relevant assessor to check whether they are suitable to assess your particular needs or the needs of your clients / members.

We do not profess this list to be comprehensive. Limitations to this exercise include:

- The search criteria used were intended to be broad but may have excluded professionals who do provide WNAs.*
- The professional profiles of members on the respective websites (AOTI or PSI) may not accurately reflect their current services*
- Professionals and Corporate Occupational Health Providers may not have wished to respond to a general unsolicited email from an unknown contact such as myself.*
- This list focussed solely on AOTI and PSI registered professionals, but did not include other comparably qualified professionals from other bodies.*
- This list does not include any providers in the UK. Workplace needs assessment services are much more mature service in the UK due to the operation of UK's Access to Work and may merit discussions with such providers. However it would be important to confirm if such providers would qualify for Irish Work & Access purposes.*

DISCLAIMER

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Mark Scully <mark.scully@gobraver.com>

Query - Do you provide workplace needs assessments for neurodivergent workers?

1 message

Mark Scully (Braver) <mark.scully@gobraver.com>

2 April 2025 at 10:07

Hello

I'm reaching out to you (and many others via Bcc) to inquire whether you provide workplace needs assessments for neurodivergent individuals?

By way of introduction, my name is Mark Scully and I am a neurodiversity consultant in Dublin focussed on bringing awareness and neuro-inclusion training to Irish workplaces.

As you likely know, the Department of Social Protection's Work & Access Scheme provides funding of up to €2,500 for each employee (or self-employed person) with a disability (not in the public sector) to obtain a workplace needs assessment. I think this could be of huge benefit for neurodivergent workers and indeed, it is a prerequisite to obtaining further supports such as Work Adaptation supports.

But the first barrier to overcome for employers, employees or the self-employed to actually find an assessor and I am seeing people express frustration that they don't know where to look. For instance, when I search online, I only see a couple of Irish providers clearly advertising these services when I expected that a lot more would do so. This logistical barrier to sourcing an assessor could needlessly delay or indeed entirely stall the process for neurodivergent workers to get the support they need.

Hence why I am contacting you today as you have listed your services as including either "Vocational and workplace related skills" or "Medical-legal reports" on www.aoti.ie. I am looking to collate a list of occupational health providers or other suitably qualified professionals who are:

1. Based in Ireland;
2. Provide workplace needs assessment services;
3. For neurodivergent workers (or if you provide same only for a particular subset of neurodivergent workers e.g. Autism, ADHD, dyslexia, dyspraxia, those with an intellectual disability, depression, acquired neurodivergence through stroke etc, please do clarify);
4. In compliance with the requirements of the Work & Access scheme.

If you tick all of these requirements, I would be grateful if you can let me know by reply so that I can make note of same. (Please know that I am aware that any confirmation does not mean you would take on each and every case for assessment as it would depend on the specific needs of the individual and the context of their workplace, I'm just looking for a general indication that you are in this line of work).

Please note that I am not seeking referral opportunities or commissions on referrals, I am merely trying to gather information so that I can let employers and the Irish neurodivergent community at large know who provides these services and hopefully reduce the barriers faced by neurodivergent workers in getting the support they need.

Thank you for considering my email.

Kind regards

Mark



<https://mail.google.com/mail/u/0/?ik=8e80bf158e&view=pt&search=all&permthid=thread-a:r-4562431438612531088%7Cmsg-a:r-4565736405045...> 1/2

Notes

Email issued to occupational therapists as above.

Email issued to psychologists was substantially the same, differences mainly relating to how contact details were sourced.

Charities / Public bodies in bcc

Acquired Brain Injury Ireland

ADHD Ireland

AHEAD

AsIAm

Aspire Ireland

Dyslexia Ireland

Dyspraxia / DCD Ireland

EmployAbility organisations

Employers for Change

Enable Ireland

Epilepsy Ireland

Headway

Inclusion Ireland

Irish Society for Autism

Neurodiversity Ireland

SHINE

Specialisterne

Towards Work