MEDICO-LEGAL ISSUES IN THE WORKPLACE
IMPACTING ON PRODUCTIVITY.
OR:
MANAGING THROUGH THE MEDICO-LEGAL MINEFIELD

Purpose: To equip all managers and supervisory staff with skills to deal with contentious medico-legal problems effectively, fairly and legally.

Course Outline:

- Contextualising the programme for UCT specifically.
- Understanding absenteeism –
- Methods of measuring and monitoring absenteeism
- Specific issues which have medico-legal impacts: Any 2 can be dealt with in detail during the 4 hour course.
  - Substance abuse
  - Incapacity
  - HIV/AIDS
  - Pregnancy

Approach:
- Question and answer
- Use of personal experiences
- Simple case studies
- Work books with ready reference information.
These were the comments from the Heads of Dept of the Health Science Faculty following the training session we had with them:

- **Helpful**
- **Dynamic presentations**
- **Easy and accessible**
- **Good facilitation and good mix of interactive and didactic information**
- **Fun, Interactive, informative, simplification of complex concepts**
- **Enjoyable and interactive**
- **Good use of humour**
- **Excellent & relevant examples**
- **The facilitators knew their stuff**
- **Excellent style and high level of facilitator skill enabled high level participation**

The presenters:

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<tr>
<th><strong>Gerald Jacobs</strong></th>
<th><strong>Dr. Tony Davidson</strong></th>
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<td>A 22 years in the trenches labour lawyer and consultant with a practical approach to these and related daily labour “sick” problems. He has a compassionate touch, yet is still a successful arbitration fighter on ill health terminations. He is a skilled, dynamic trainer. You’ll want him on your side! Clients include Engineering, Clothing, Retail, Hospitality, Chemical, Educational and many other organisations, big &amp; small.</td>
<td>Tony has been working as an occupational health specialist for the past 15 years, helping his clients – from large, JSE listed companies to small ‘mom &amp; pop’ businesses. He has helped companies introduce strategic, integrated health delivery models, and supported managers through the difficult processes of managing absenteeism, HIV/AIDS and disability type of problems. He consults to UCT in organisational health and is currently working on an integrated approach to health, wellness, and ill-health incapacity.</td>
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