

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.
- Basic understanding of the law – particularly sick absence legislation in Basic Conditions of Employment Act.
- 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:

Gerald Jacobs	Dr. Tony Davidson
<p>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!</p> <p>Clients include Engineering, Clothing, Retail, Hospitality, Chemical, Educational and many other organisations, big & small.</p>	<p>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 & 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.</p>