

Bridging the IOP Psycho-Legal Gap: From Conceptualisation to Competence

Presented by the Department of
Human Resource Management,
University of Pretoria

27 General CEU's; and 5 Ethics CEU's

CPD accreditation numbers PSB002/010/01/2025 and PSB002/011/01/2025

Brief description

IOPs provide behavioural expertise, as applied to the working context, to legal professionals in civil actions, and denote the interdisciplinary and interprofessional relationship between industrial psychology and the law (Van Lill 2013). Specifically, the IOP provides an opinion regarding an individual's most probable career- and earnings potential by providing parameters by which other medico-legal opinion, psycho-legal opinion, and factual information can be quantified to provide an informed opinion on residual earnings potential and, where applicable, truncation of earnings potential.

The intensive training programme for IOPs in the psycho-legal domain is designed to furnish practitioners with the essential knowledge, skills, and competencies to adeptly navigate this field.

Programme structure

This programme has been specifically designed for registered Industrial and Organisational Psychologists who would like to acquire professional skills to enter the industrial medico-legal / psycho-legal environment. The course does not cater for psychometrists, counsellors, or other categories of psychologists as the medico-legal / psycho-legal role of the industrial psychologist is limited to the scope of practice adopted by the South African Legal System. Should the need arise for the course to be adjusted to the roles of the aforementioned excluded categories, the course developers and facilitators will review each application falling beyond the IOP category individually and adjust accordingly.

Who should enrol?

This programme has been specifically designed for registered Industrial and Organisational Psychologists who would like to acquire professional skills to enter the industrial medico-legal / psycho-legal environment.



Course fees

Online: R14200.00 (VAT incl.)

Course fees must be paid in full 14 days prior to course start dates. Proof of payment can be submitted to enrolments@enterprises.up.ac.za

Course delivery mode options:

Online

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Course content

This course has been designed to improve one's professional practice and overall competence when applying Industrial and Organisational Psychology in the psycho-legal context. This course presents essential skills and knowledge pertaining to this specialised field and further encourages developing one's skill set practically.

Module 1: Covers the legal context of medico-legal and psycho-legal work for Industrial-Organizational Psychologists (IOPs), their role, applying research skills, the assessment process, professional ethics, and case presentations.

Module 2: Covers pre-incident scenario analysis and integration, addressing topics such as understanding postulation requirements, career aspirations, application of career theory in medico-legal contexts, analyzing earnings information, and ethical considerations. It also includes case presentations to bridge theoretical understanding with practical application.

Module 3: Focuses on analyzing post-incident scenarios, understanding integration requirements, assessing fallout against initial requirements and current capabilities, translating outcomes to work contexts, evaluating employability and ethical considerations, and bridging theory and practice with case presentations.

Module 4: Teaches delegates how to compile a report adhering to relevant legislation and court requirements. It emphasizes narrative psychology, counter-narratives, and ethical writing. Delegates learn to interpret data within legal contexts and produce high-level reports.

Module 5: Covers pre-trial processes and its associated ethical considerations (i.e. preparation of joint minutes, conduct of joint minute meetings, presenting report findings to the legal parties and preparing for cross-examination)



Course dates

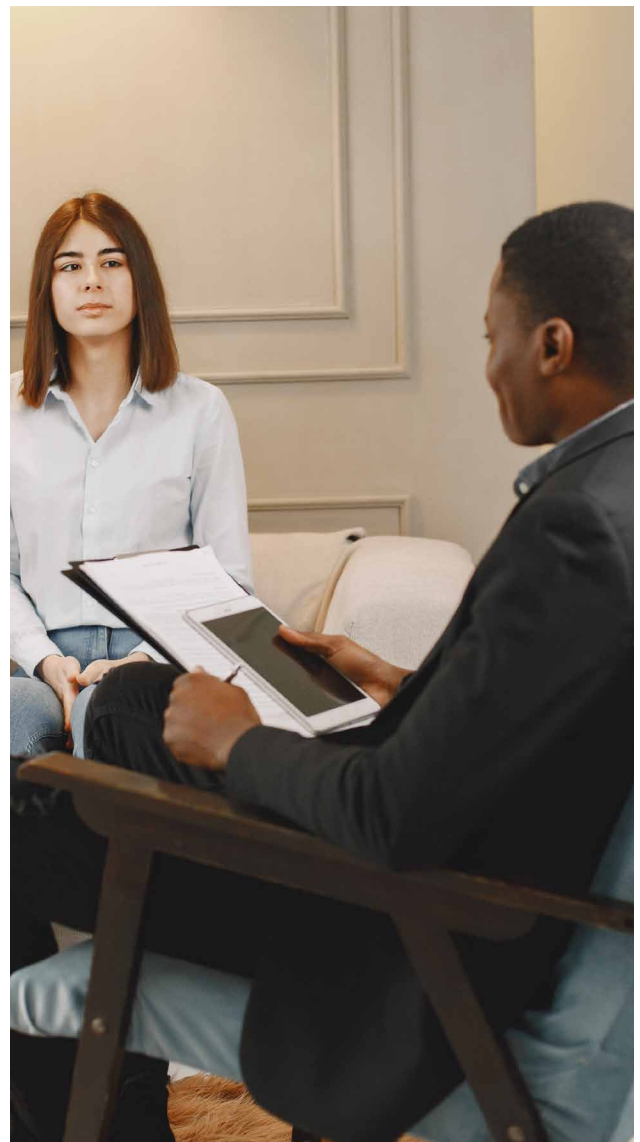
5 Full Training Days in Total, however, each workshop is divided into shorter sessions on different days to enhance learning outcomes, participant engagement, and overall training effectiveness:

First Intake: 06 May – 05 July 2025 (non-consecutive)

- ✓ Module 1 Class 1 06/05/2025 @ 16:00 to 19:00
 Class 2 10/05/2025 @ 09:00 to 13:00
- ✓ Module 2 Class 1 20/05/2025 @ 16:00 to 19:00
 Class 2 24/05/2025 @ 09:00 to 13:00
- ✓ Module 3 Class 1 03/06/2025 @ 16:00 to 19:00
 Class 2 07/06/2025 @ 09:00 to 13:00
- ✓ Module 4 Class 1 17/06/2025 @ 16:00 to 19:00
 Class 2 21/06/2025 @ 09:00 to 13:00
- ✓ Module 5 Class 1 01/07/2025 @ 16:00 to 19:00
 Class 2 05/07/2025 @ 09:00 to 13:00

Second Intake: 19 August – 18 October 2025 (non-consecutive)

- ✓ Module 1 Class 1 19/08/2025 @ 16:00 to 19:00
 Class 2 23/08/2025 @ 09:00 to 13:00
- ✓ Module 2 Class 1 02/09/2025 @ 16:00 to 19:00
 Class 2 06/09/2025 @ 09:00 to 13:00
- ✓ Module 3 Class 1 16/09/2025 @ 16:00 to 19:00
 Class 2 20/09/2025 @ 09:00 to 13:00
- ✓ Module 4 Class 1 30/09/2025 @ 16:00 to 19:00
 Class 2 04/10/2025 @ 09:00 to 13:00
- ✓ Module 5 Class 1 14/10/2025 @ 16:00 to 19:00
 Class 2 18/10/2025 @ 09:00 to 13:00



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Learning Outcomes



MODULE 1: Purpose, Context, Assessment, and Evaluation

- Understanding the context and legal consequences of medico-legal / psycho-legal work for IOPs.
- Review of academic contributions to understanding the current state of medico-legal / psycho-legal work for IOPs.
- Overview of the role of the IOP in such medico-legal / psycho-legal matters.
- Applying one's research skill set to medico-legal / psycho-legal work to obtain rich data relevant to the matter.
- A review of the assessment process flow to understand the end-to-end contribution (assessment- and collateral interviews).
- Actively applying professional ethics and compliance to the assessment process (including informed consent and limitations to confidentiality).
- Bridging the gap from content to application with four case presentations for interview guides and interviews.



MODULE 2: Analysis And Integration - Pre-Incident / But for the Incident Scenarios

- Understanding the requirements for pre-incident case integration.
- Understanding the content of a postulation and characteristics of the same.
- Understanding the intricacies of career aspirations.
- A brief of overview of career theory applied to medico-legal / psycho-legal work.
- Accounting for educational, occupational, and market-related factors when combined with historical earnings.
- Critically analysing earnings information (earnings assumptions, surveys, factual information, and relevance of documents delivered).
- Ethics: Exploring the risks of postulation errors, and understanding the legal consequences of pre-incident information and postulation.
- Bridging the gap from content to application with four case presentations for pre-incident scenarios.



MODULE 3: Analysis and Integration - Post-Incident Scenarios

- Understanding the requirements for post-incident case integration.
- Mapping the fallout against what is/was required in the matter vs current capability, capacity, and educability.
- Practically translating the outcomes to the current and future state of work for the individual in their respective work context.
- Understanding employability, unemployability, reasonable accommodation, likelihood of underemployment of the individual in their respective work context based on the nature and severity of the fallout.
- Ethics: Avoiding a recipe / one-size-fits-all approach to post-incident scenarios; and specifically applying psycho-legal ethics outlined for psychologists to support a legally defensible and reasonable outcome.
- Bridging the gap from content to application with four case presentations for post-incident scenarios.



MODULE 4: Golden Thread - Compiling the Report

- Familiarise the delegate with the relevant legislation, case law, directives, and procedures that a report should adhere to.
- Understanding the requirements for structure, content and format as required by the respective courts.
- Weaving a golden thread by applying a narrative psychology approach when formulating the case.
- Applying counter-narratives and negative case analysis to produce a valid, reasonable, and fair report.
- Utilising professional proficiencies and competencies when interpreting assessment data in light of legal issues at hand.
- Ethics: Critically integrate relevant and salient information to best present the case postulation when compared to the legal question at hand; and applying the skill of writing objectively, unbiased, and evidence-based reports.
- Bridging the gap from content to application by producing a high-level report/report structure incorporating legal, ethical, and professional writing considerations.

MODULE 5: Joint Minutes and Expert Testimony

- Engaging in understanding the pre-trial processes (preparing a joint minute, collegial interactions, preparing a case summary, and court presentation).
- Ethics: Understanding the legal and ethical obligations of an IOP when preparing joint minutes.
- Presenting your report to a panel of IOP experts for joint minute selection.
- Preparing a joint minute (bridging the gap) utilising four case reports.
- Present the final joint minute to a panel of expert IOPs for critical questioning.
- Reflexively apply the critical questioning techniques of the panel to the expert witness preparation.



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Accreditation and certification

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Registration and enquiries



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Course Presenters



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Natasha obtained an M.Com (cum laude) with specialisation in Industrial / Organisational Psychology from the University of Pretoria in 2011.



Louise Coetzee

Louise obtained an M.Com with specialisation in Industrial / Organisational Psychology from the University of Pretoria in 2017.



Anntha Engelbrecht

Anntha obtained an M.Com with specialisation in Industrial / Organisational Psychology from the North West University (NWU) in 2013.

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