



# Non-negotiables for IP reports

presented by  
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## My background

- Exposure of medico-legal since Feb 2005 to date, initially as Psychometrist and later as an Industrial Psychologist.
- Has personally written over four thousand (4000) medico-legal reports to date in my private practice.
- Has given oral testimony to the Johannesburg High Court, Pretoria High Court, Heidelberg Magistrates Court, Middleberg Magistrates Court and Johannesburg Family Court on a number of matters.
- sixteen (16) years consulting experience in **public** (provincial, local government, public enterprises, gambling boards, Section 187 organisations) and **private** (media, banking, IT, finance and property) sectors.



# Background

- **Mostly Skills, occupation and earnings based**

- **Over 12000 different types of occupations in the world** (Source: CareerPlanner)
- **Unclear how many filled occupations there are in SA**

## **South African Standard Classification of Occupations (SASCO)**

- serves as a systematic basis for the classification of data on occupations.
- - Also provides a national framework for the identification of occupations and a basis for international occupational comparability.
- - Prepared for the South African labour market. SASCO is based on the United Nations' International Standard Classification of Occupations (ISCO - 88). Stats SA also makes use of SASCO

(Source: StatsSA, [http://www.statssa.gov.za/classifications/codelists/SASCO\\_2003.pdf](http://www.statssa.gov.za/classifications/codelists/SASCO_2003.pdf))

**IP reports are also very much contextual and crafted for the Honorable Court to understand a specific individual's background, experiences and future life goals with and without the incident for which there is a damages claim for.**



# Non-negotiables for IP reports

## Cover page

- Needs to be clear who is the focal point of the report

## Introduction and Objectives of this report

- Mr X was reportedly involved in a pedestrian/motor vehicle accident / dog bite on date X
- the objective of this report
- methods used to arrive at a conclusion

## Documentation Received

- Documents (IL, payslips, training/academic certificates)
- Experts Reports

## Background

- background to this road/train accident / medical trauma / dog bite attack
- Assessment date
- Presentation on assessment date

# Non-negotiables for IP reports

## Uninjured / Pre-accident Functioning:

- early development & medical history
- family context
- environment
- education and training
- professional life
- social life

## Injured / Post-accident Functioning

- sequelae of injuries (physical, psychological)
- psychometric assessment results (eg. LPCAT, CRTB, GRT, GRT2)
- government grants
- workplace collateral feedback (extremely important)

## Calculations

- uninjured – less injured scenario = loss of earnings
- uninjured scenario –always the best/rosy scenario



# Non-negotiables for IP reports

## Employability

### Definition

*“the quality of being suitable for paid work”*

*“the ability to gain initial employment, maintain and obtain new employment if required”*

### Components

**physical characteristics**- *physical appearance, stamina and endurance, health condition, sensory ability for vision and hearing, motor coordination, personal hygiene, and physical limitations that impact a person’s ability to meet the basic work demands of a particular job;*

**intellectual characteristics** - *the person’s knowledge of the world of work, educational development, vocational aptitudes, work experience, decision making skills, memory, attention span, vocational interests, personal values, disability related knowledge, and adaptability to the work environment;*

**emotional characteristics** - *a person’s mood and temperament, work attitudes, individual motivation, adjustment to disability, and coping skills*

**environmental factors** - *family situation and support, financial resources, attitudes of others, workplace accessibility, and community factors. Other specific considerations include medications and side effects, supportive aids, job opportunity, employment precautions, and individual social skills*

### Supply & Demand

*supply > demand*

*Supply < demand*



# Full understanding of the role & grading @ earnings in IP reports

## JOB EVALUATION SYSTEMS - COMPARISON

Semantic Scale	Patterson	Paromias	Hay	Castaillon
Top management	F	F, 1++ 1+		14
Senior management	E	E UPPER 1	1	13
		E LOWER 2		
		E LOWER 3	2	
Professionally qualified, experienced specialists and mid-management	D	D UPPER 4	3	12
		D LOWER 5		11
		D LOWER 6	4	10
Skilled technical and academically qualified workers, junior management, supervisors, foreman and superintendents	C	C UPPER 7	5	9
		C UPPER 8	6	
		C UPPER 9	6A	
		C LOWER 10	7	
		C LOWER 11	8	
Semi skilled and discretionary decision-making	B	B UPPER 12		8
		B UPPER 13	9	
		B UPPER 14	10	
		B LOWER 15	11	
Unskilled and defined decision-making	A	B LOWER 16		7
		B LOWER 17	12	
		B LOWER 18	13	
		B LOWER 19		
	A	17	12	3
		18	13	2
		19		1

system of classifying or ranking something on a particular scale

Don't just go with title (eg. Secretary / Communications Specialist, etc)

Full understanding of the role is key. Request job description / workplace collateral interview

components: job title, job purpose, job duties and responsibilities, required qualifications, preferred qualifications and working conditions. In Some public sector organisations: includes number of reportees / span of control.

Influences salary benchmarking with the market

IP report to state clearly which grading system has been used and why

For future information – I refer to SIPSA's workshop on this topic



# Other considerations for IP reports

## **IP reports are powerful.**

Proof is essential for any litigious resolution.

Millions of rands are paid almost everyday for damages claims –credibility of IPs is very key. need for qualified and ethical medico-legal expertise and witnesses is great. Thank you for SIOPSA

the knowledge and practice of **ethics** is the corner stone for effective medical expert witnessing – whether there is total loss, partial loss or no loss

Full understanding of the **claimant's role** is key. A summary job description should be sought and compiled to fully understand the role and role name and its grading/weight.

Each word has **weight**. Don't write something if you cant explain it in simple English.

IPs / Expert Witnesses must know **not to usurp the function of the Honourable Court** or prove the law in argument. Court makes final decision.







Questions /  
Comments

Thank You