

## Incapacity Leave

CPD-accredited

Category E on the Learning Programme Matrix

**7 hours | 7 CPD points**

For most companies, incapacity mediates the relationship between workers, trade unions and the government. It has three standards, namely poor work performance, ill-health and general incapacity. This course will help you understand what the codes of good practice are, how poor work performance differs from misconduct, and the procedural process. Under general incapacity, you will understand what Schedule 8 of the Labour Relations Act provides. You will also understand why a procedure is needed in general incapacity. These topics and more are addressed in this course.



The course covers the following topics:

- Understanding poor work performance.
- Understanding codes of good practice.
- How poor work performance differs from misconduct.
- What is covered in Schedule 8 of the Labour Relations Act.
- Understanding general incapacity.
- Reasons for a procedure for general incapacity.
- Understanding ill-health incapacity.
- The difference between temporary illness or injury and permanent illness or injury.

**This course is aimed at human resource practitioners, team leaders, managers and business leaders who require understanding of the legislation around incapacity.**