

VOCATIONAL REHABILITATION WORKSHOP



DATE:
17 - 18 October 2025



TIME:
Friday 08:00 - 17:00
Saturday 08:30 - 13:00



PLACE:
Alpine Attitude Boutique
Hotel, Pretoria

FRIDAY, 17 OCTOBER 2025

Total cpd's applied for = 10 of which ethics motivated for = 4



08:00 – 08:30 Registration & Welcome Coffee



08:30 – 10:30 Session 1: Clinical Reasoning, Definitions, and the Law
Facilitator: Dr. Tania Buys

Setting the Stage: Why vocational rehabilitation matters – linking law, practice, and patient recovery.

Definitions: Clarifying terms used by practitioners, insurers, funders, employers, doctors, and patients.

Legal and Conceptual Foundations:

1. Key legal frameworks in vocational rehabilitation. 2. Site visit vs. verbal job analysis – which stands in court?

Employer Engagement: How to negotiate and convince employers to retain or hire employees with disabilities.



10:30 – 11:00 Tea/ Coffee Break



11:00 – 13:00 Session 2: Vocational Rehabilitation – When, Why, and How
Facilitator: Dr Suzanne Harmse

Clinical reasoning in practice: Insights from doctoral research and decision-making tree.

Task Analysis with MODAPTS: Breaking down physical/cognitive tasks to optimise work hardening.

Job Classification & Progression: Mapping roles and planning individualised RTW pathways.

Readiness for Work Hardening: Identifying patient readiness and managing timelines.



13:00 – 13:45 Lunch Break



13:45– 14:30 Session 3: Methods of Intervention – Panel Discussion
Panel Lead: Chrisna Goddefroy| Panellists: Johanita Sauerman, Linda Hiemstra, Suzanne Harmse

Exploring diverse approaches: Individual therapy, case management, group work hardening, RTW facilitation, and job analysis.

Panellists share their practical models in three private practice models.

Three well-established private practices will tell you exactly how they do it.



14:30 – 15:30 Session 4: Puzzling It All Together – Practical Blueprints
Facilitators: Leandi Daling, Linda Hiemstra, Suzanne Harmse, Johanita Sauerman

Short practical sessions:

(max 20 min each) with demonstrations, activities, and real-world tips. No theory – just 'how-to)

o **Leandi Daling:** A psychosocial group for acute IOD patients.

o **Linda Hiemstra:** Tools in my toolbox – making the most of what's available.

o **Linda Hiemstra:** Pain & endurance – addressing the unseen psychosocial factors.



15:30 – 16:00 Tea/ Coffee Break



16:00 – 17:00 Session 4 Continues...

o **Suzanne Harmse:** Work samples in practice.

o **Johanita Sauerman:** Work hardening groups.

o **Linda Hiemstra:** Cognitive rehabilitation.

Focus on practical setup: layouts, equipment, grading, and actual examples.

Case-based demonstrations, videos, and live task breakdown.



17:00 – 18:00 Social - Enjoy networking with colleagues in the beautiful gardens of Alpine Attitude. **Glass of wine on us!**



08:00 Welcome & Recap



08:00 - 08:45 Session 5: Recommendation for Vocational Rehabilitation

Linda Hiemstra shares insight on the factors to consider when identifying clients' rehab potential after an assessment. Sharing considerations from an insurer/ funder perspective on rehab recommendations. Clinical and ethical reasoning on: 'when do I give the client the benefit of the doubt'; 'when is rehab not going to be feasible, and on what grounds do you make this decision?



08:45 - 09:00 Session 6: Billing, Administration & Funders

Administration: Facilitator: Johanita Sauerman - Structuring groups, scheduling, and workflow. How to plan my physical layout and ensure groups flow through the practice.

09:00 - 09:20 Billing and coding: Leandi Daling and Chrisna Goddefroy - Revision of work hardening and vocational rehabilitation billing codes.

09:30 - 10:30 Funders Panel (To be confirmed: RMA, FEMA, COID)
o Benefits and support when patients cannot return to work.
o Accessing long-term rehab programs.



10:30 - 11:00 Tea/ Coffee Break



11:00 - 13:00 Session 7: Pre-Work Screening

11:00 - 11:20 **The Law and Protection: Facilitator: Dr Tania Buys** - Covering yourself legally.

11:20 - 11:50 **How to Do It: Facilitator: Johanita Sauerman** - Setting up and analysing pre-work screens.

11:50 - 12:30 **Applied Examples: Linda** will add practical cases.

12:30 - 13:00 **Business Application: Leandi Daling** - Shares a real-world pre-work screening project (Richards Bay) - scope of work, quotation, site visits, workflow, reporting, pitfalls and lessons learned.



13:00 Closing Remarks



Vocational Rehabilitation is not about fixing people, it's about unlocking the potential that's already there. Work is more than a task; it's a **pathway to identity, belonging, and self-worth**. Every skill learned is a step toward independence, and every step matters.

Recovery isn't a return to what was, **it's a discovery of what can be**. In this space, we don't just rebuild careers, we rebuild confidence, connection, and choice. Because occupation is the heartbeat of healing, and **together**, we help it beat stronger.

