

The ABLE® (Aptitude for Business Learning) Series of exercises combines the richness of a work simulation with the objectivity of a psychometric instrument. Ground-breaking contextualised exercises that teach, then test to give a dynamic measurement of ability to learn.

Legal Interpretation

Target group	Middle- senior managers and consultants; trainee solicitors, legal clerks, civil and public servants; accountants, auditors and actuaries; HR professionals involved with legislation
Skills measured	Tests the ability to follow, interpret and apply rules accurately by refining decisions and pull together strands of the regulations to reach a correct decision
Time required	40 minutes, timed, in a supervised setting
Qualification required	BPS Level A

What is Legal Interpretation?

The Legal Interpretation exercise asks candidates to interpret given codes of practice in different companies under certain conditions, to refine decisions in light of further details and to pull together different strands of the regulations to reach a correct decision.

How will candidates be assessed?

The tasks in the test are in the context of implementing a fictional Health and Safety Act in different industries included in a fictional Associated Industries Board. A code of practice provides the candidate with details about the requirements, penalties, exemptions, financial subsidies etc. to be followed in the process of implementing the act.

From this information the candidate is expected to build up a pattern of knowledge that he or she must then apply in different settings with different companies.

An example task

As an example, one of the tasks in the test is set in a company called Cosmo Electrical Products, where the Health and Safety Act must be implemented. In a *question and answer booklet* the candidate will find details about the number of personnel, health and safety risks, precautions, export / import ratio and some further information about Cosmo Electrical Products. From this information the candidate is expected to acquire an overview of the situation that they must then apply relevant subsection(s) of the code of practice on. Doing this will enable the candidate to advise the company of the legal entitlements appropriate to their position, and any penalties they may incur by failing to meet deadlines. As the candidate goes further through the exercise,



further subsections will be added, and the candidate must remember to comply with earlier subsections that have been used.

The task is completed by indicating an appropriate box, in an answer grid in the *question and answer booklet* which shows the right level of subsidy or penalty for different periods of implementation time given in months.

What information will be provided?

The information provided in the code of practice is presented in a written form. There are a total of six answer grids in the *question and answer booklet* and five subsections and one appendix in the *code of practice form*. The candidate will be assessed on his or her ability to follow and apply rules accurately.

No prior knowledge of the different industries, health and safety, or law is required and candidates with knowledge of these sectors will not have an unfair advantage; the test assesses learning, not prior knowledge. A preparation leaflet is available which briefs candidates on what to expect.

What skills will be assessed?

- Ability to understand regulatory concepts documentation
- Information-seeking and logical reasoning in a legal context
- Intellectual flexibility, adaptability, ability and rigour
- Problem-solving and analytical skills
- Concern for order and accuracy
- Decision-making in a legal context
- Verbal and numerical reasoning

What comparison groups are available?

In occupational testing we interpret individuals' scores by comparing them against samples of applicants, incumbents etc. The following samples or norm tables are available:

- Legal professionals trained to post-graduate level with a range of experience from trainee to qualified solicitor

What are the business applications?

It has been designed to be useful in recruitment for the legal profession, trainee solicitors, and managers whose day-to-day work brings them into contact with legal and regulatory regimes.

How long does it take?

The test itself is timed and lasts for 40 minutes. Practitioners should allow up to fifteen minutes beforehand to brief the candidate as part of the administration and to account for two practice questions which the candidate is asked to work through before the start of the exercise. A suggested allocation time for one full assessment, including briefing, completion of the timed test and collection of the test would be one hour.

What materials do I need?

- Manual and users guide **AB0804**
- Additional preview information for candidates **JA0808** (10 pack)
- ABLE Series manual and users guide **AB0001**
- Questions and Answer Booklet (disposable) **AB0805** (10 pack)
- Administrations Instructions (reusable) **AB0803**
- Score key (reusable) **AB0802**
- Code of Practice Information Booklet (reusable) **AB0806** (10 pack)

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