

# COMPENSATION FUND



## Rehabilitation, Reintegration and Return to Work A Sectoral Approach to Enhance Decent Work

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**employment & labour**

Department:  
Employment and Labour  
**REPUBLIC OF SOUTH AFRICA**

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# Introduction

**PREVENTION  
OCCUPATIONAL  
HEALTH AND  
SAFETY**

**BREACH**

**BREACH**

**COMPENSATION**

**Health Care  
Cost  
Assistance**

**Temporary/  
Permanent  
Disablement**

**Return-to-Work**

The slide features a light gray background with four green decorative triangles in the corners. The top-left and bottom-right triangles are larger and have a white outline, while the top-right and bottom-left triangles are smaller and solid green.

# Rehabilitation, Reintegration and Return-to-Work

# Rehabilitation, Re-integration and Return-to-Work Chapter VII

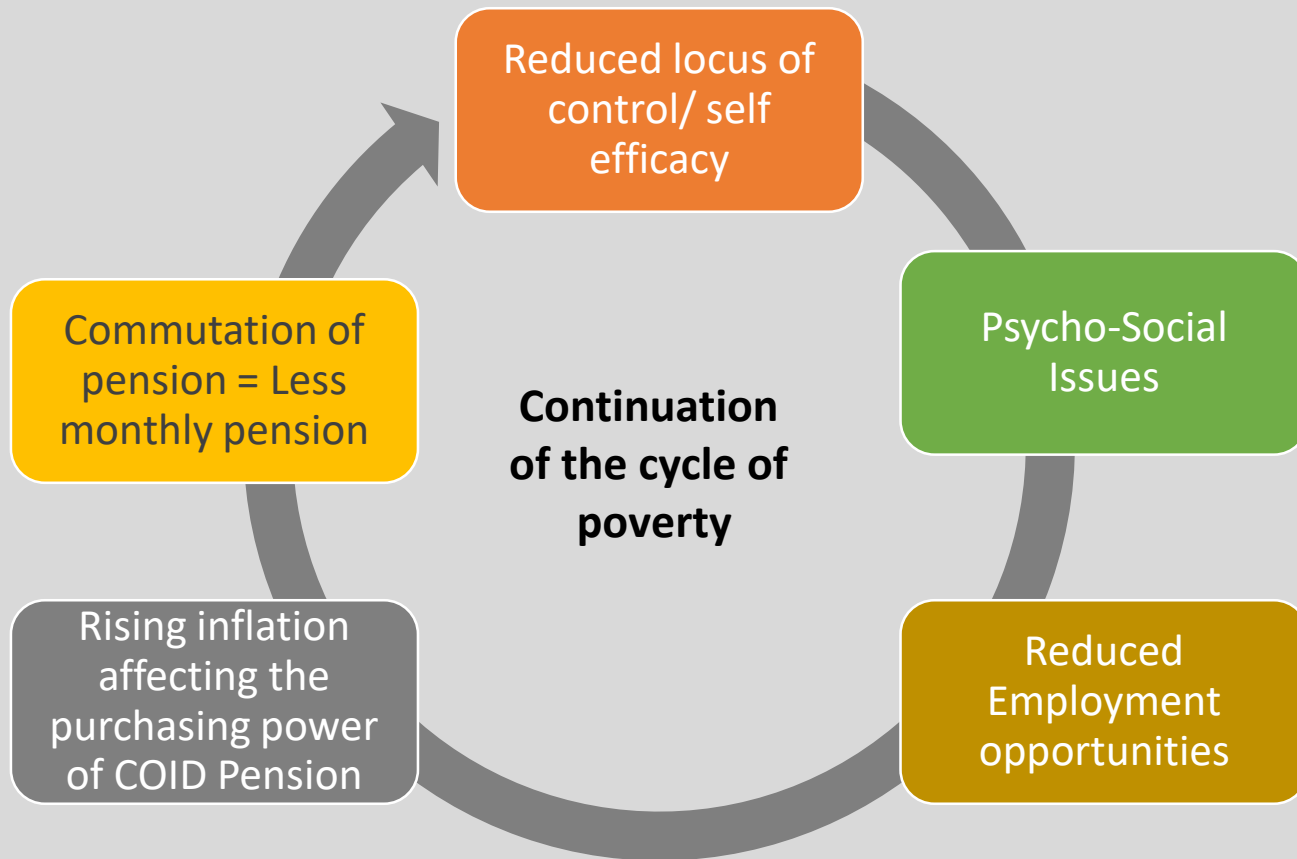
- ✓ In order to address amongst the tendency on part of some employers to dismiss employees on the basis of occupational injuries and or diseases, the new chapter seeks to introduce the concept of multi-disciplinary based process of rehabilitation and reintegration of injured or employees who contracted occupational diseases.
- ✓ This means an employer will have to exhaust all rehabilitation and reintegration processes before laying off an employee.

# Rehabilitation, Re-integration and Return-to-Work

- A significant lever to deliver greater social value to injured workers, their dependents and the dependents of the fatally injured workers
- It is empowered by the recently passed **COID Amendment Act Chapter VIIA, Employment Equity Act: Code of Good Practice on Employment of Person with Disabilities, ILO R99 & C159 Vocational Rehabilitation** and the expanded mandate of the Department of **Employment** and Labour.



# Life of a worker post an occupational injury and/or disease which resulted in Permanent Disablement



# THE SOLUTION

## Rehabilitation, Re-integration and Return-to-Work Programme

### Case Management

#### Clinical Rehabilitation



An active process to ensure that the injured/ diseased workers are being assisted to regain their former or pre-injury abilities, through multi-disciplinary interventions.

#### Provision of Assistive Medical Devices



Provide assistive technology to restore functionality in people who developed a disability due to occupational injuries or diseases.

#### Social Rehabilitation



Emphasizes on social functioning by ensuring that an employee attains reasonable level of functional independence in the society.

#### Vocational Rehabilitation



Seeks to remove **barriers** to accessing/, returning to employment or other useful occupation through skills development, facilitation of placement and facilitation of income-generating initiatives.

### SUSTAINABLE DEVELOPMENT GOALS

1 NO POVERTY



2 NO HUNGER



3 GOOD HEALTH



4 QUALITY EDUCATION



8 GOOD JOBS AND ECONOMIC GROWTH

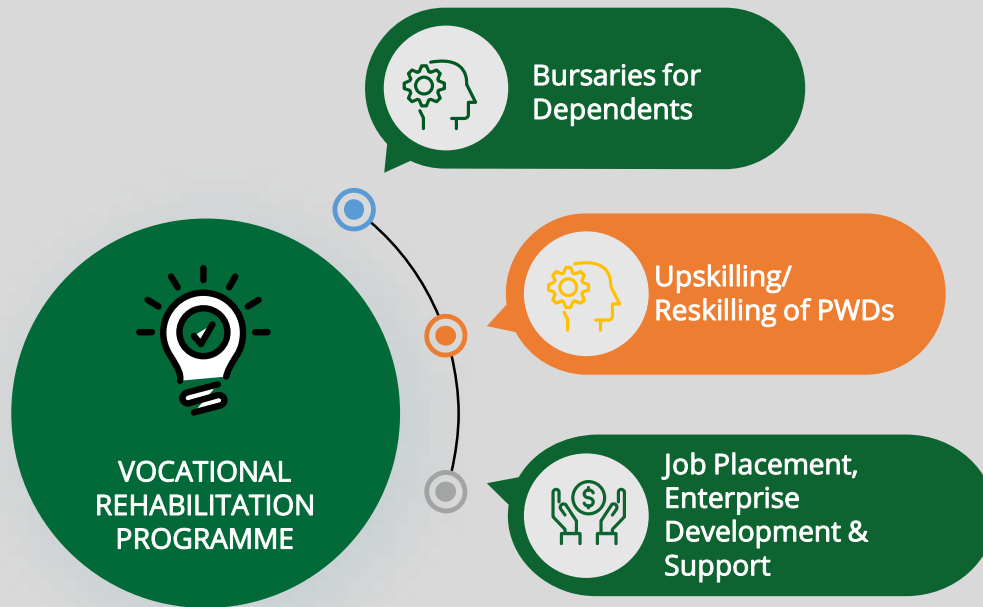


10 REDUCED INEQUALITIES





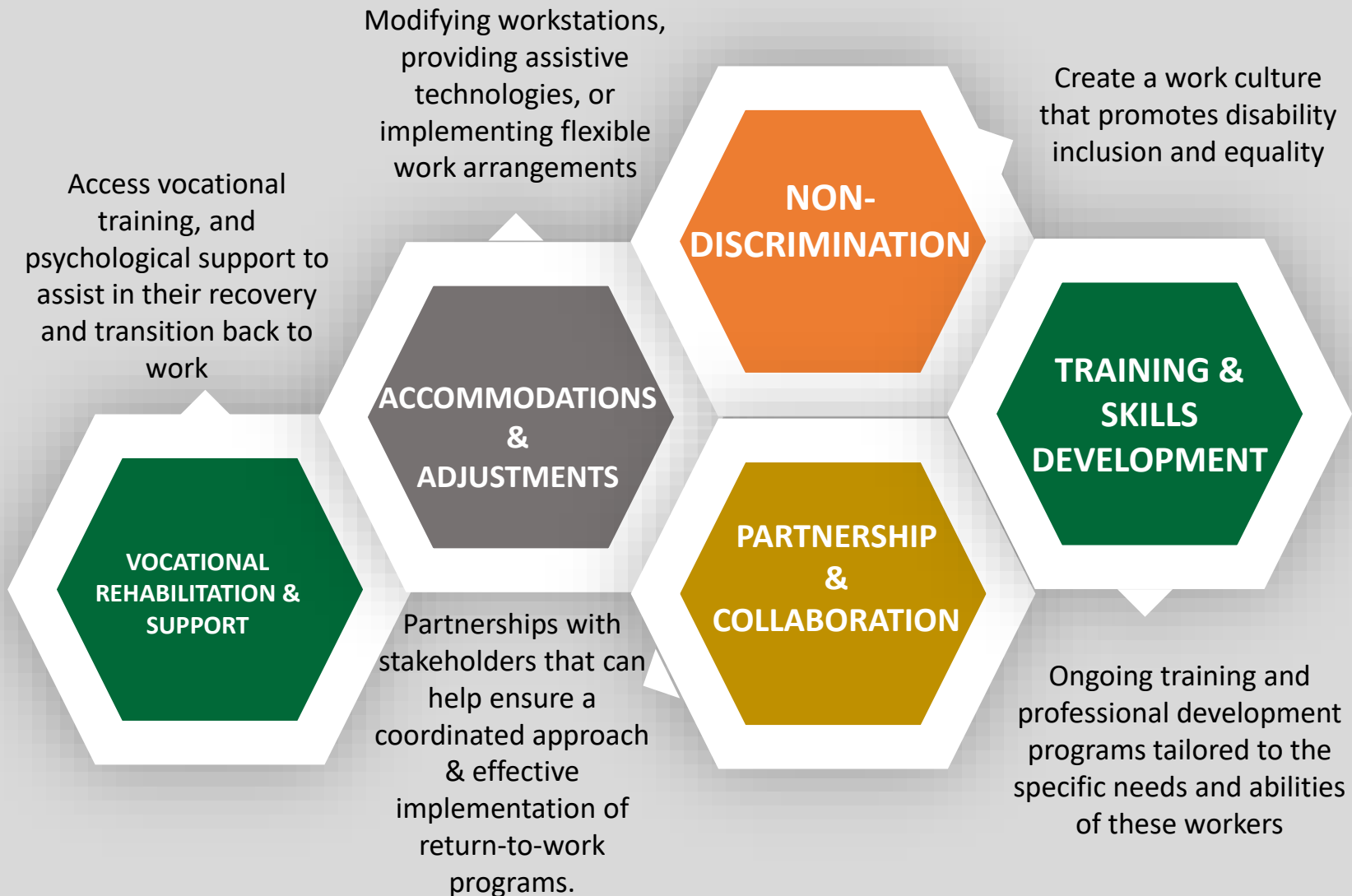
# Vocational Rehabilitation Programme (CF)



**Primary beneficiaries**  
COID beneficiaries with a permanent disablement (PWD)  
, their dependents and Dependents of Fatally Injured Works



# A Sectoral Approach: Enhancing the Decent Work for COID beneficiaries with a permanent disablement (PWD)



# Some Highlights



**Nature of disablement  
for VRP Participants**  
Amputation (Upper and  
Lower Limb) | Back  
injuries | Traumatic brain  
injuries |  
Hearing impairment |  
Paraplegic | Quadriplegic  
| Visual Impairment

**Income-Generating Initiative: Poultry Incubation Programme**



**Income-Generating Initiative: Vegetable Incubation Programme**



**Income-Generating Initiative: Welding Incubation Programme**



# Thank You...



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