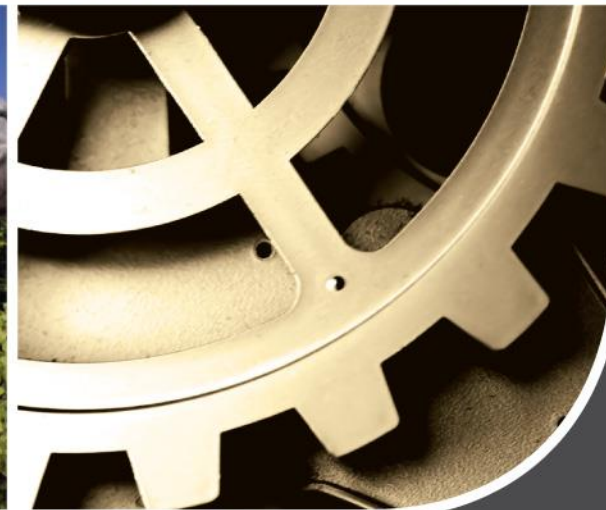


ADJUDICATION PROCESS AND CHALLENGES PRESENTED BY PMN SIHLANGU

7/31/2019



labour

Department:
Labour
REPUBLIC OF SOUTH AFRICA



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- Vision and mission
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Mandate

- The Compensation Fund is established in terms of section 15 of the Compensation for Occupational Injuries and Diseases Act as amended.
- The main objective of the Act is to provide compensation for disablement caused by occupational injuries or diseases sustained or contracted by employees or for death resulting from such injuries or diseases and provide for matters connected therewith.

VISION & MISSION

Vision

To be a world class provider of sustainable compensation for occupational injuries and diseases, rehabilitation and reintegration services

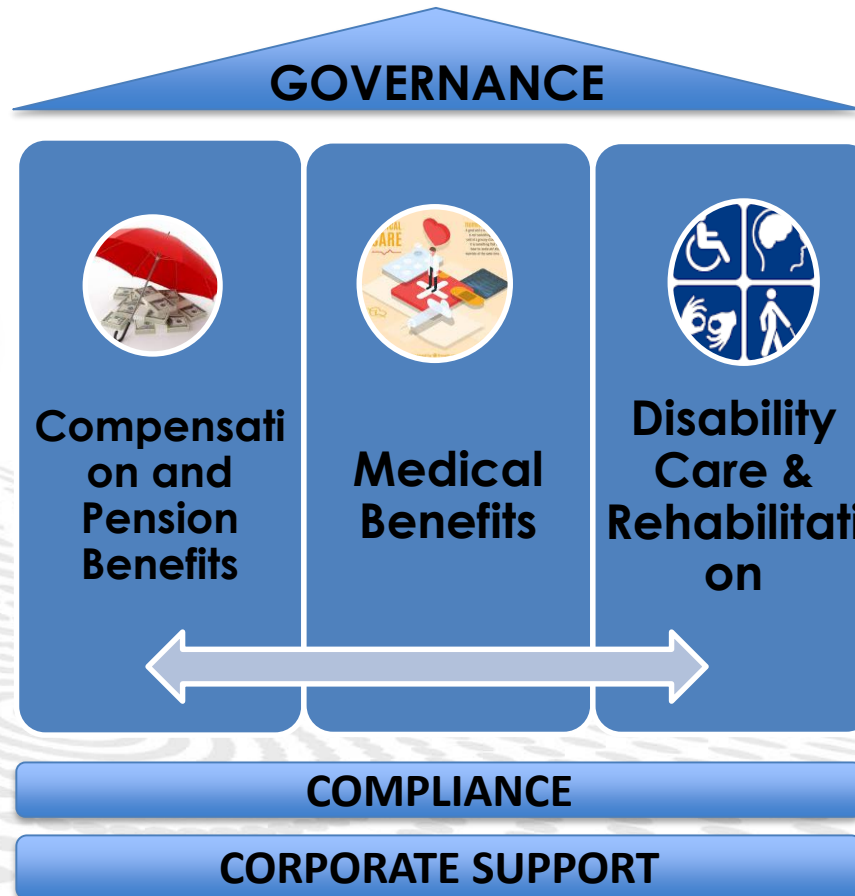
Mission

- Provide efficient, quality, client centric and accessible COLD service
- Sustain financial viability
- Ensure an organisation which takes care of the needs of its staff for effective service delivery

STRATEGIC PLAN

	 Quality Medical Care	 Client Centered Care	 People	 Performance
Strategic Priorities	To provide faster, reliable and accessible COID Services by 2020		To provide an effective and efficient client oriented support services	
Flagship Projects	<ul style="list-style-type: none"> • Integrated Online Platform for Employer Registration and compliance management • Online Claims Management System • Hospital Care Management Program • Disability Care Management • Integration of data from e-claims, ICM and umehluko systems or better • Review of medical services function in the Fund • Chronic Medication Dispensing 		<ul style="list-style-type: none"> • Improved capacity through Human Resource Development • Increase in the asset base of the Fund through investments • Contribute to employment creation through investments and training programmes 	

FUNCTIONAL STRUCTURE



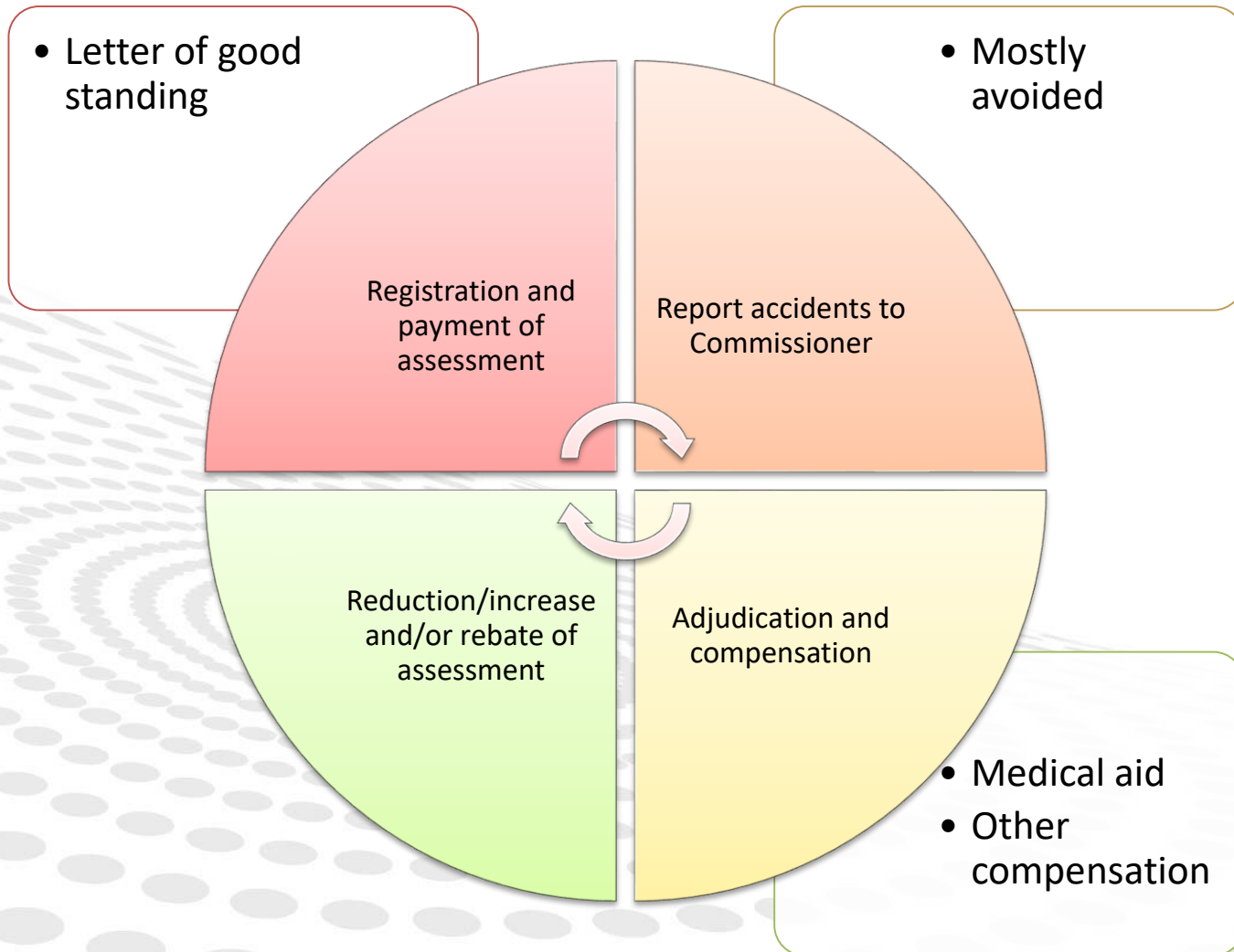
Governance Structure

Executive Authority – Minister of Employment and Labour

Accounting Authority – Director General

Advisory Board – Appointed from social partners through NEDLAC

Compensation cycle



Compensation paid

Benefit type	2016/17	2017/18
Compensation	165,414,106.32	167,090,878.40
Pension	1,138,690,112.36	1,084,052,713.81
Medical aid	3,122,234,783.76	2,425,675,800.77
Total	4,426,339,002.44	3,676,819,392.98

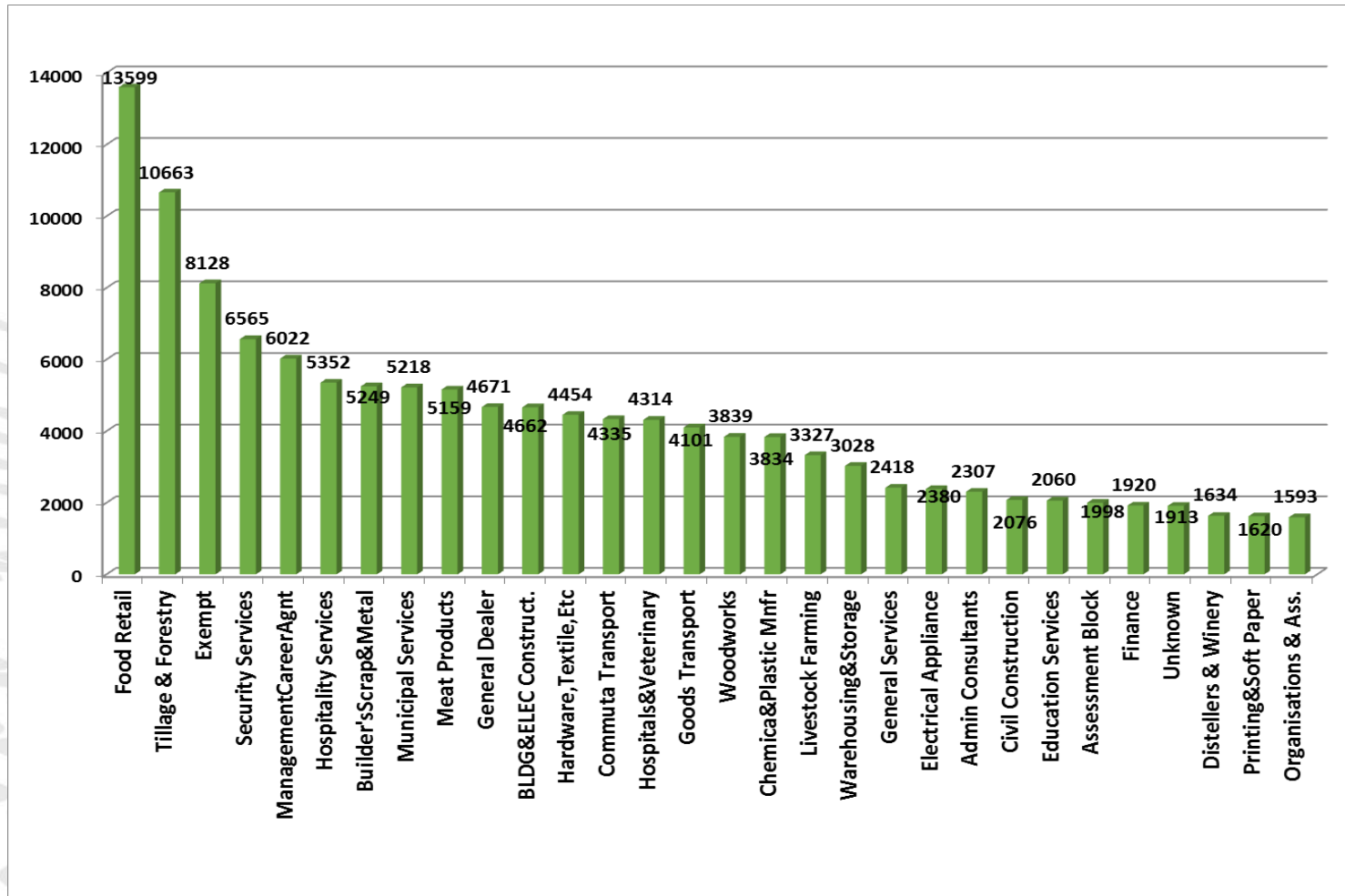
Compensation as a proportion of total paid 2016/17

29%

Compensation as a proportion of total paid 2017/18

34%

TOP 30 INDUSTRY SECTOR





Challenges and required interventions

Compensation through the eyes of the employer

Letter of good standing

Reduction on assessment for not having accidents at work (section 85)

Unfriendly systems

- Loss of documents
- Changes in systems within a short period
- No penalty for non-compliance

Temporary total disablement refund though no assessment paid

Compensation through the eyes of the health care provider

Treat or not??

Unpaid bills

Unfriendly process and systems



Compensation through the eyes of the injured employees

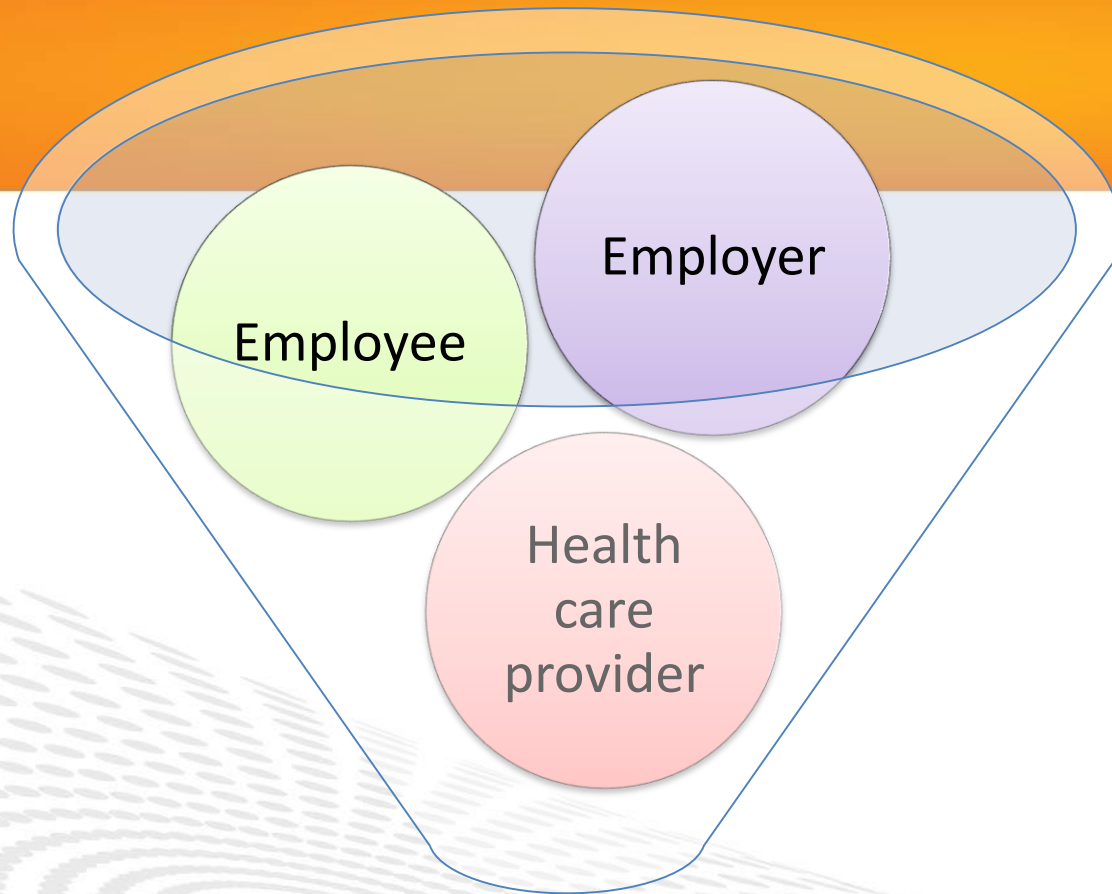
No access to compensation

- No medical treatment

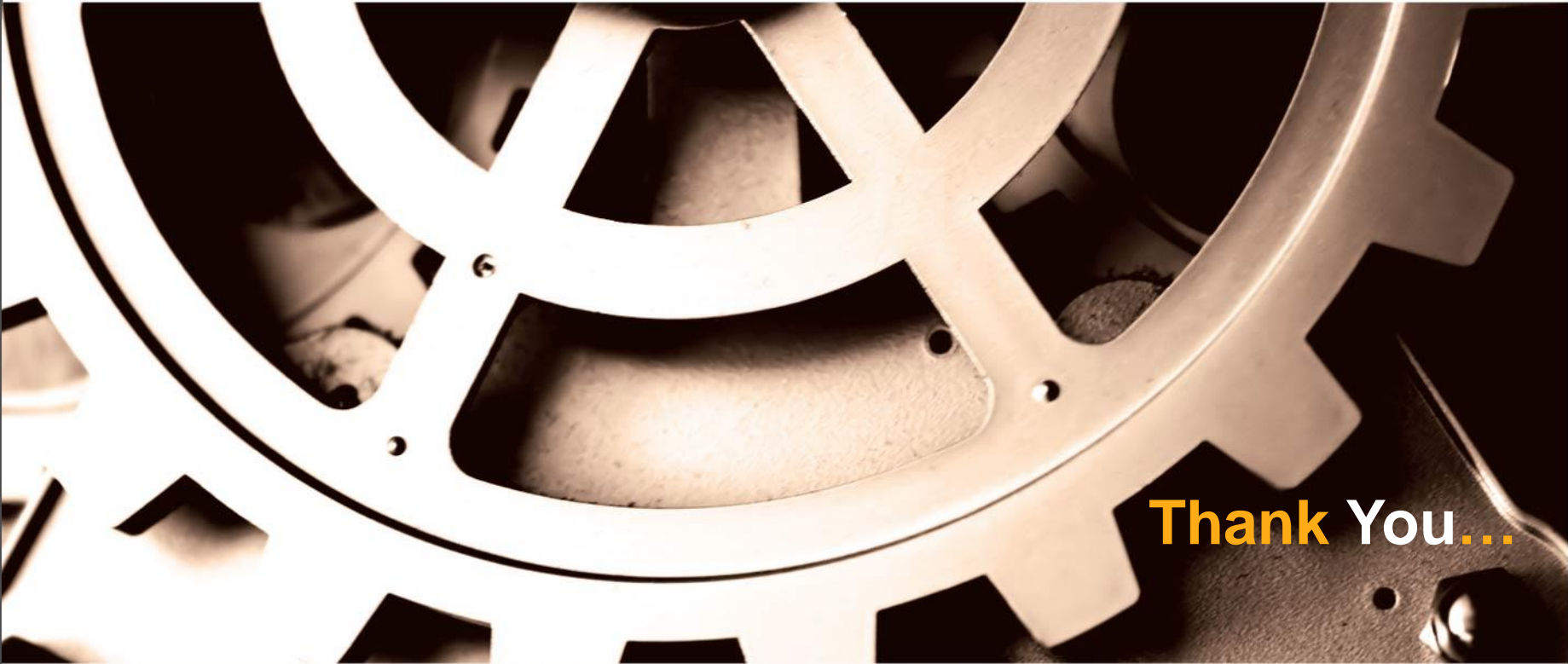
No access to information

No income

Outstanding medical expenses



Vision of the CF



Thank You...