

# Department of Employment

## SA National Construction Health and Safety Conference

14 October 2024



**employment & labour**

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



# Compensation for Occupational Injuries and Diseases Act 130/1993

## **Objective of the Fund**

To compensate employees for disablement caused by occupational injuries/diseases sustained/contracted in course of their employment or their dependents for death resulting from such injuries/diseases and to pay the reasonable medical expenses incurred.

# EMPLOYER SERVICES

## Types of employers in terms of the COID Act

### Private employers

- Register with the CF (Policy No)
- They pay assessment to the Fund
- They submit claims to the Fund for adjudication and compensation
- The compensation is paid by the Fund

### Exempted employers

- Register with the CF (Policy No)
- Do not pay assessment to the Fund but administrative costs
- The CF adjudicates claims but doesn't pay compensation
- Compensation is paid by GPAA
- Medical expenses are paid by relevant Government Department or Department of Labour
- In case of the Metro's, the Fund adjudicates claims but payment of medical and compensation is done by the Metro

# KEY COMPLIANCE OBLIGATIONS FOR EMPLOYERS IN TERMS OF COIDA

**Sections 80 to 89, & 32, 37, 39, 41, 47, 62, 64, 68, 72, 73, 77, 96**

- Register as an employer with the Compensation Fund (Sec 80) – W.As.2.
- Keep records of employee's earnings (Sec 81)
- Furnish annual Return of Earnings (Sec 82) – W.As.8.)
- Assessment for employers (Sec 83)
- Payment of assessments (Sec 86)
- Penalties for non-payment of assessments (Sec 87)
- Mandators and contractors (Sec 89)
- Notice of accident by the employer (Sec 39)

# COID SERVICES MANDATE

## COMPENSATION BENEFITS

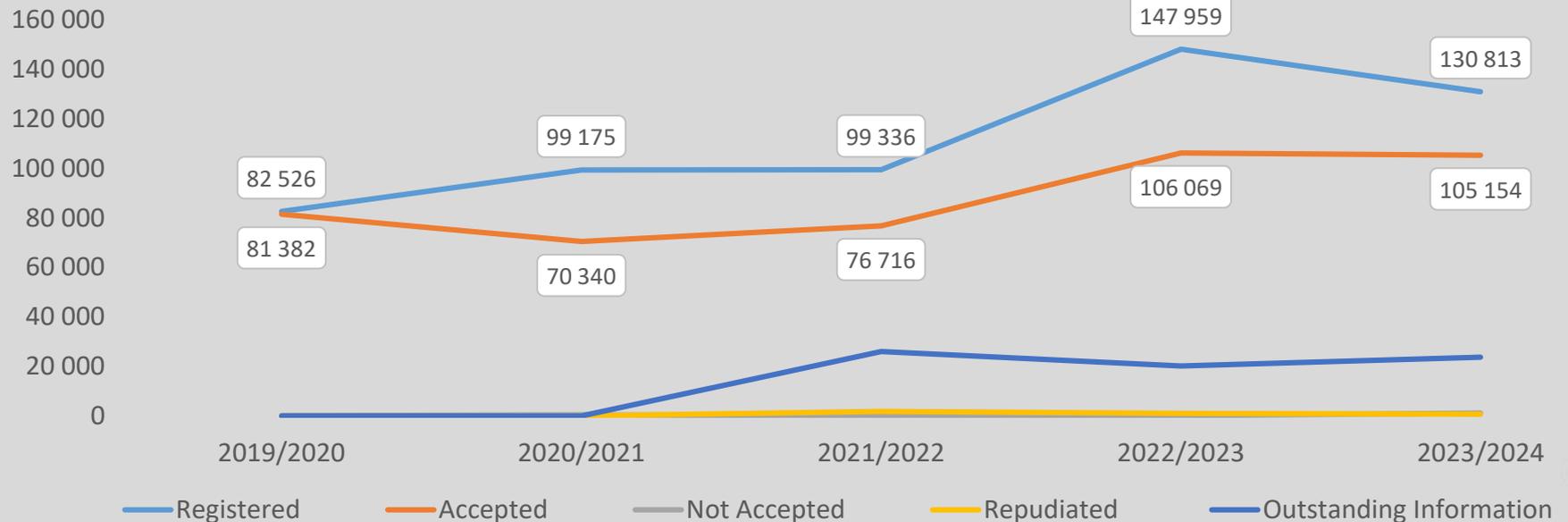
Provides for processes, policies and procedures for the registration and adjudication of injury on duty claims; and the payment of benefits.

- Temporary Total Disablement (TTD)
- Permanent Disablement (PD)
- Medical Expenses
- Burial Expenses
- Travel Expense
- Fatal Benefits
- Constant Attendance Allowance
- Commutation
- Rehabilitation Benefits

# Historical view of claims registered vs claims accepted

Financial Year	Registered	Accepted	Not Accepted	Repudiated	Outstanding Information
2019/2020	82 526	81 382	187	-	60
2020/2021	99 175	70 340	548	4	-
2021/2022	99 336	76 716	100	1 884	26 011
2022/2023	147 959	106 069	186	1116	20 216
2023/2024	130 813	105 154	1243	686	23 730

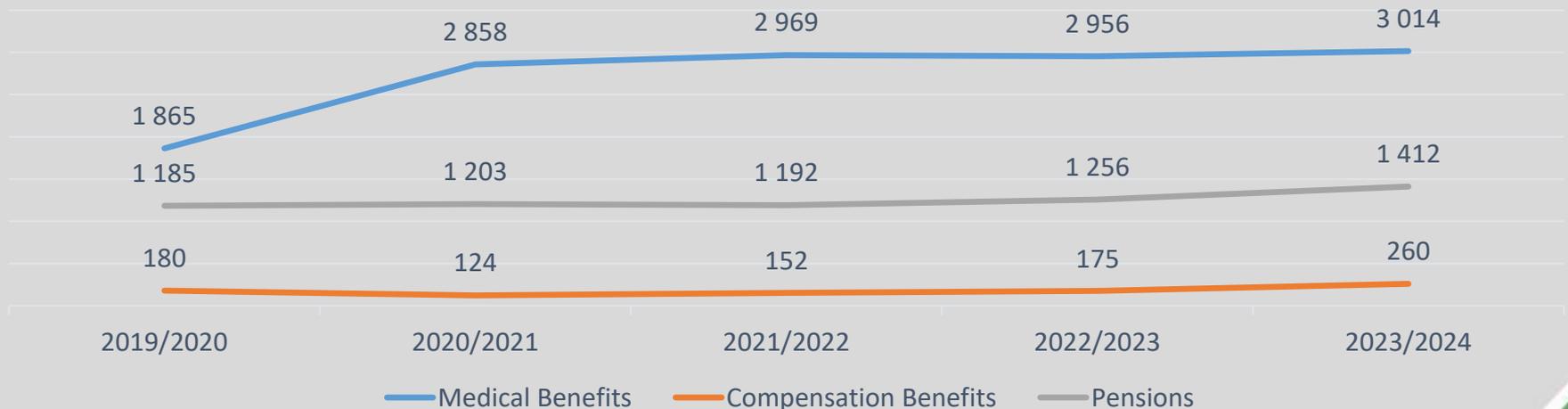
History of registered and accepted claims



# Claims Payments History

Financial Year	Medical Benefits Rb	Compensation Benefits Rm	Pensions Rm
2019/2020	1 865	180	1 185
2020/2021	2 858	124	1 203
2021/2022	2 969	152	1 192
2022/2023	2 956	175	1 256
2023/2024	3 014	260	1 412

## Claim Payment History





# Claims experience

1 April 2023 to 31 March 2024

\*data represents paid claims



# Claims experience synopsis

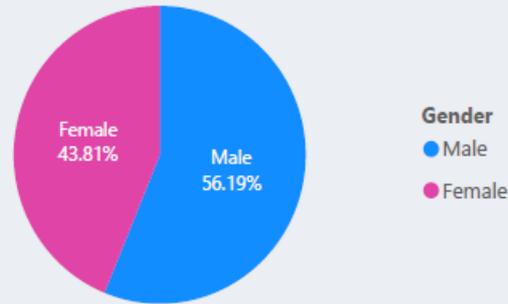
215.83M

Total Amount Paid

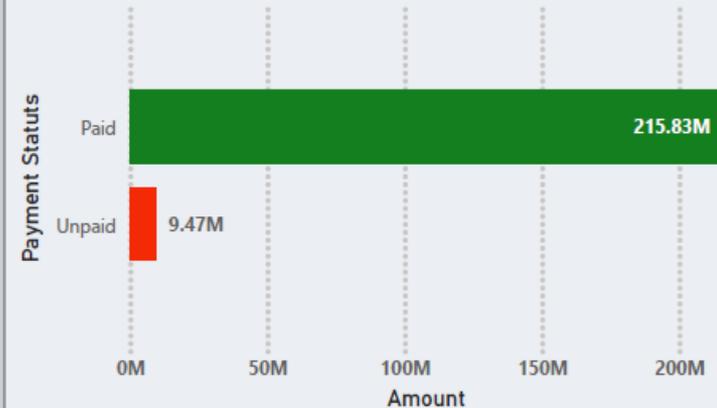
5556

Count of Claim Number

Claim Percentage by Employee Gender

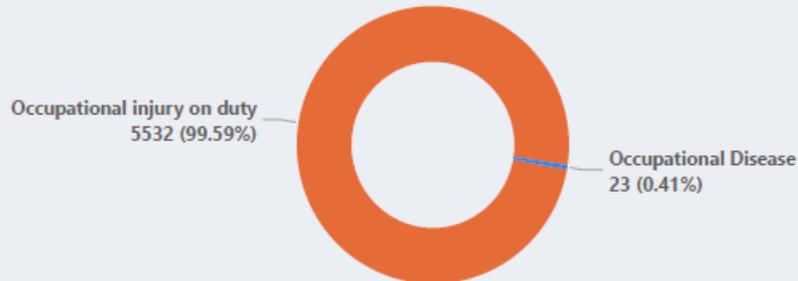


Authorization Status Overview



Number of Claims by Claim Type

Claim Type Description ● Occupational injury on duty ● Occupational Disease



Total amount Paid by Claim Type



- The construction sector recorded 5589 claims for the FY
- 5 556 claims were adjudicated at R215,8 million
- Occupation injuries accounted for 99,6% of claims
- 56,19% of claims were for male workers

# Claims experience synopsis continued..

## Citizenship and claim type (Construction Ind.)

Migrant Status	Claim Type	Gender	Number of Claims by Percentage	Amount Paid by Percentage
Migrant	Occupational injury on duty	Female	2.28%	0.61%
Migrant	Occupational Disease	Male	0.25%	0.84%
Migrant	Occupational injury on duty	Male	1.83%	4.22%
Non Migrant	Occupational injury on duty	Female	35.23%	19.64%
Non Migrant	Occupational Disease	Male	1.90%	1.81%
Non Migrant	Occupational injury on duty	Male	58.51%	72.87%
<b>Total</b>			<b>100.00%</b>	<b>100.00%</b>

## Average Ajudication days of claims by Fatality Status



## Number of Claims by Financial Year Period

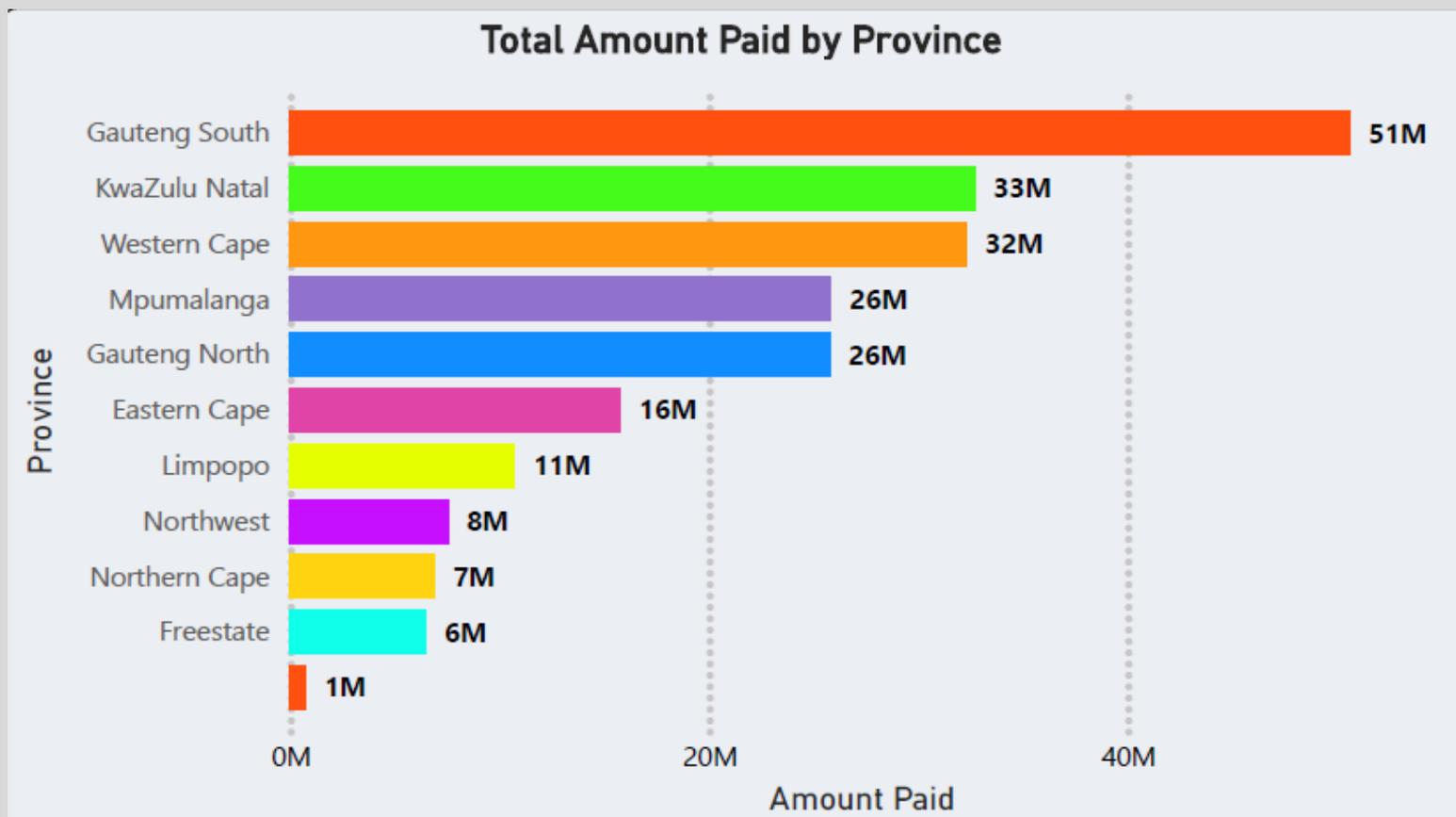
Financial Year Period	Number of Claims
FY April 2023 to March 2024	5542
<b>Total</b>	<b>5542</b>

## Total Amount Paid by Financial Year Period

Financial Year Period	Paid Amount
FY April 2023 to March 2024	215,831,862.93
<b>Total</b>	<b>215,831,862.93</b>

- 98% of claims were for South African citizens with 2% accounting for migrant workers
- 99.8% payments towards claims of South African citizens

# Claims experience – Geographical spread



- Gauteng accounted for the highest numbers of claims and Rand value for the sector; followed by Kwa Zulu Natal, the Western Cape and Mpumalanga
- The percentage of claims paid by gender represented 71.66% towards males and 28.34% towards females

# Claims experience by Sub-class

Most claims by the Construction Sub-classes

Financial Year Period ● FY April 2023 to March 2024





# Claims Process

# Claims Procedure



# Required Information in support of a claim

- A FULLY completed Employer's Report of an Accident (W.CL2 or W.CL1) and captured on CompEasy
- A valid Identity Document (Certified) – ID, Driver's License, Passport, Birth Certificate
- First Medical Report
- FULLY completed relevant questionnaires related to the specific incident
- Notice of an accident and Claim for Compensation (W.CL14) must be completed

## INJURY ON DUTY

**First Medical Report (WCL 4) or a valid medical report with a full clinical description by a medical practitioner registered in terms of the Health Profession's Act**

## OCCUPATIONAL DISEASE

**First Medical Report (W.CL22) and/or valid medical report with a full clinical description by medical practitioner registered in terms of the Health Professions Act**

**Work Exposure Report**

**Industrial History (W.CL110)**

**Which ever is necessary : Pathology report, Biopsy/Histology Results/Cytology Report, Lung Function tests/Laboratory Investigations/Baseline Audiograms, preemployment report, diagnostic audiograms ENT report**

**For claims related to Post Traumatic Stress Disorder claims, a First Medical Report by Psychiatrist (W.CL303)**

# Thank You...



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