

HOW TO LODGE A CLAIM WITH THE WORKMAN'S COMPENSATION FUND DURING COVID-19

What is an occupational disease

Section 65 of the Compensation for Occupational Injuries and Diseases Act No. 130 of 1993 (COIDA) defines an occupational disease as 'a disease contracted by an employee that has arisen out of and during the course of employment'. Some occupations present an increased risk of exposure and infection with severe acute respiratory syndrome coronavirus 2 (SARS-CoV-2), the coronavirus responsible for COVID-19.

All essential services employers and their employees are at greater risk due to constant interaction with other employees and service providers working during the lockdown period. Below is a brief guide on how to submit an injury on duty claim with the Workman's Compensation fund.

Procedure to lodge a claim

1. First time users should first register themselves on the Department of Labour website by clicking on the following link:
<https://cfonline.labour.gov.za/OnlineSubmissions/wicket/bookmarkable/za.gov.labour.cf.RegisterOrganization?1>
(Ignore this step if already registered).
2. Once registered, proceed to the Workman's compensation site to register the occupational disease. Link to CompEasy site:
<https://compeasy.labour.gov.za/fiori>
3. Follow the CompEasy manual attached to this newsflash.
4. Should online submissions not be possible, the employer must complete the attached WCL1, WCL 14, WCL 110, COVID -19 Exposure and medical assessment, along with a copy of the employee's ID document and send it through to covid19claims@labour.gov.za. (Same documents will be required when lodging an online claim).

Impairment

Assessment of permanent impairment shall be determined three months after diagnosis and when the patient maximum improvement level has been reached. The degree of impairment will be evaluated based on the complications of Covid-19 from the affected body system(s).

Benefits

Temporary Total Disablement (TTD)

- Payment for TTD will occur for as long as the disablement continues, but not exceeding 30 days.

Suspected and unconfirmed cases

- When an employee is required to self-quarantine under the instruction of a medical practitioner, in accordance with the WHO and DOH guidelines, the employer will be liable for remuneration for the period of absenteeism.

Confirmed Cases

- Confirmed cases that are also accepted by the Compensation Fund will qualify for TTD payments up to 30 days from first diagnosis. The Compensation Fund Commissioner has the right to review cases where there are complications or permanent disablement.

Permanent Disablement

- The commissioner has the right to assess each case and based on the complications or merit decide if the case qualifies for permanent disablement.

Death Benefits

- Should the employee pass away the fund will make reasonable provision for funerals, widow's and dependent's pensions where applicable.