



COIDA & COVID-19 IN THE WORKPLACE

COVID-19 - Summary of Circular instructions CF/03/2020 and CF/06/2020 - A practical application

The construction sector has been one of the few activities that has been maintained to some extent during lockdown. Like all other industries the pandemic has had an impact on the workforce exposing employees to Covid-19. In terms of the Disaster Management Act effective 20.06.2020 workplace acquired Covid-19 must meet the following criteria in order to be a valid claim in terms of the Compensation for Occupational Injuries and Diseases Act of 1993 (COIDA Act) -

- It must comply with the out of and in the course of employment requirement (Risk exposure must be in line with COIDA Act).
- The Source/Index/Agent must be clearly identified/ known.
- There must have been close contact with a COVID-19 positive case.
- Occupation must have been an inherent requirement of the job.
- Any COVID-19 claim, regardless of occupation, must be investigated, documented and reported to DoEL.

In addition -

- There must be a nexus between the Covid-19 claim and the workplace.
- Travelling must be business related excluding commuting to and from work.
- The employee must have been performing any work in pursuance of the employer's business.
- An employee shall be entitled to the compensation provided for, in the COIDA Act, if it is proved to the satisfaction of the Director General 65(b) that the disease has arisen out of and in the course of his or her employment.

NB. There are no benefits for unconfirmed cases/contacts who are on self quarantine.

Documents required to lodge a COVID 19 Claim

<https://www.fem.co.za/forms>

Claim related documents must be submitted to:

fem registry@fema.co.za

Administration of accepted claims

- Initial testing may be paid for by employer, once a claim is accepted, FEM will reimburse the costs to the employer.
- Follow up testing post quarantine will be covered but is not mandatory.
- For cases with no complications, Temporary Total Disablement (TTD) is limited to the period from date of diagnosis up to 30 days post infection.
- If hospitalised, medical treatment will be covered until the employee is discharged.
- For self quarantine and unconfirmed cases the employer is responsible for remuneration in line with national regulations.
- Impairment is determined 3 months post Covid-19 recovery.
- Death benefits are applied in line with schedule 4 of COIDA Act.

**REMEMBER
REPORT ALL
COVID-19 CASES TO
THE DoEL WHETHER
IT IS WORK RELATED
OR NOT**