



COVID-19 UPDATE

EMPLOYEE INFORMATION RELATING TO COMPENSATION FOR OCCUPATIONAL INJURIES & DISEASES (COIDA)

7 July 2020

During the COVID pandemic Mediclinic wishes to reaffirm its commitment to the wellbeing of our employees. There are a range of wellness initiatives taking place that are available to all employees, and accessible through a number of mediums, either online or via direct contact with your local Incon or HRBPs. One of the additional mechanisms available to employees in the event of a work related injury or disease, is the Department of Employment and Labour's Compensation Fund which deals specifically with work related injuries and diseases. As with many businesses, Mediclinic subscribes to the Compensation Fund. The Compensation Fund covers the following aspects in the event that there is a confirmed work related injury or disease:

- Temporary disability
- Permanent disability
- Death
- Medical expenses

How does the system work?

An employee's work related injury on duty /disease needs to be reported to the Human Resources Department via the employee's line manager / supervisor. In certain instances an employee will be seen by the Occupational Health service provider and the HRBP will be informed about the work relatedness of the injury/disease. The employee's medical practitioner will be required to complete WCA documents.

All the necessary information will be sent to the Compensation Commissioner in terms of the Act. The Commissioner has the final authority to approve or reject the claim based on the discretion vested in the Commissioner by the Act. The decision to approve or reject the claim does not rest with the employer but with the office of the Compensation Commissioner. The outcome of the decision does take time and the Compensation Commissioner will inform the employee's HR Department. During this period, any time off work as a result of the injury on duty, will be recorded as WCA leave and any costs incurred will be forwarded to the Commissioner for payment.

The provisions of the Act will apply in the event that the Compensation Commissioner approves your claim. An employee's remuneration for the three months will be paid by Mediclinic as follows:

Month 1	100%
Month 2	75%
Month 3	75%

After the three month period the employee will be required to claim any further remuneration from the Compensation Commissioner. The Human Resources Department will assist you with the administrative aspects of the process during this period.

The Compensation Commissioner may reject an employee's claim and in this instance, the injury/disease will then not be regarded as an injury on duty for the purpose of the Act. Any time off as a result of the injury/disease will then be recorded as sick leave. The normal HR policy guidelines in respect of leave will apply. In the event that an employee's claim is rejected, the employee will need to forward any costs incurred as a result of the injury to their respective medical aid. Please note that each medical aid has their own terms and conditions for such costs to be considered. If an employee does not belong to a medical aid scheme, the individual will be liable for such costs.