

South Africa

Compensation for Occupational Injuries and Diseases Act, 1993

## Compensation for Occupationally-acquired COVID-19

Legislation as at 2020-03-23.

FRBR URI: /akn/za/act/genn/2020/193/eng@2020-03-23

PDF created on 2021-08-21 at 20:38.

There may have been updates since this file was created.

[Check for updates](#)



### About this collection

The legislation in this collection has been reproduced as it was originally printed in the Government Gazette, with improved formatting and with minor typographical errors corrected. All amendments have been applied directly to the text and annotated. A scan of the original gazette of each piece of legislation (including amendments) is available for reference.

This is a free download from the Laws.Africa Legislation Commons, a collection of African legislation that is digitised by Laws.Africa and made available for free.

[www.laws.africa](http://www.laws.africa)  
[info@laws.africa](mailto:info@laws.africa)

There is no copyright on the legislative content of this document.

This PDF copy is licensed under a Creative Commons Attribution 4.0 License (CC BY 4.0).  
Share widely and freely.

## Table of Contents

|   |   |
|---|---|
| Compensation for Occupationally-acquired COVID-19 | 3 |
| General Notice 193 of 2020                        | 3 |
| Schedule  | 3 |
| Schedule A  | 3 |
| Circular No. CF/03/2020                           | 3 |
| 1. Acronyms                                       | 3 |
| 2. Definition                                     | 4 |
| 3. Diagnosis                                      | 4 |
| 4. Impairment                                     | 5 |
| 5. Benefits                                       | 5 |
| 6. Reporting                                      | 6 |
| 7. Claims processing                              | 7 |
| COVID-19 exposure and medical questionnaire       | 7 |

**South Africa**  
**Compensation for Occupational Injuries and Diseases Act, 1993**  
**Compensation for Occupationally-acquired COVID-19**

**General Notice 193 of 2020**

Published in [Government Gazette no. 43126](#) on 23 March 2020

**Commenced on 23 March 2020**

*[Up to date as at 23 March 2020]*

*[Repealed by [Directive on Compensation for Workplace-Acquired Novel Corona Virus Disease \(COVID-19\) \(General Notice 387 of 2020\)](#) on 23 July 2020]*

1. I, Vuyo Mafata, Compensation Commissioner, after consultation with the Compensation Executive Committee, hereby make the following notice in terms of Section 6A of the Compensation for Occupational Injuries and Diseases Act, 1993 ([Act No 130 of 1993](#)) as amended. The proposed notice is attached as Schedule A.

**Schedule**

2. The notice for compensation of occupationally-acquired Corona virus disease (Covid-19) comes into effect on the date of publication hereof and shall be implemented with immediate effect thereon.
3. All employers and Medical Service Providers must follow the stipulated prescripts when submitting claims and supporting medical reports for Covid-19.
4. When submitting reports online through the CompEasy system or Mutual Association Claims systems, Medical Service Providers must use the emergency Covid-19 ICD-10 code: **U07.1** as proposed by the World Health Organization (WHO).

VUYO MAFATA

COMPENSATION COMMISSIONER

DATE: 2020/03/20

**Schedule A**

**Circular No. CF/03/2020**

The following notice is issued to clarify the position of the Compensation Fund with regard to compensation of claims for Covid-19.

**1. Acronyms**

|            |  |
|------------|--|
| COID Act   | Compensation for Occupational injuries and Diseases <a href="#">Act, 130 of 1993</a> |
| Covid-19   | Novel Corona Virus Disease of 2019   |
| DOH        | Department of Health, South Africa   |
| WHO        | World Health Organization  |
| ILO        | International Labour Organization  |
| SARS-Cov-2 | Severe Acute Respiratory Syndrome Corona Virus 2                                     |

|     |                  |
|-----|------------------|
| RNA | Ribonucleic Acid |
|-----|------------------|

## 2. Definition

Coronavirus Disease (COVID-19) is a viral infection of the upper respiratory system which presents with flu-like symptoms ranging from mild fever, dry cough, runny nose, sneezing to moderate and severe symptoms like productive cough, high fever, shortness of breath and general malaise. In its severe form it can present with pneumonia, cough with haemoptysis and respiratory failure. It is transmitted through droplets suspended in the air during coughing and sneezing from an infected source.

Occupationally-acquired COVID-19 is a disease contracted by an employee as defined in the COID Act arising out of and in the course of his or her employment. This notice deals with occupationally-acquired COVID-19 resulting from single or multiple exposures to confirmed case(s) of COVID-19 in the workplace or after an official trip to high-risk countries or areas in a previously COVID-19-free individual.

A claim for occupationally-acquired COVID-19 shall clearly be set out as contemplated in and provided for in sections 65 and 66 of the COID Act.

## 3. Diagnosis

3.1 Occupationally-acquired COVID-19 diagnosis relies on:

- (a) Occupational exposure to a known source of COVID-19;
- (b) A reliable diagnosis of COVID-19 as per the WHO guidelines;
- (c) An approved official trip and travel history to countries and/or areas of high risk for COVID-19 on work assignment;
- (d) A presumed high-risk work environment where transmission of COVID-19 is inherently prevalent; and
- (e) A chronological sequence between the work exposure and the development of symptoms.

3.2 COVID -19 can be reliably diagnosed by:

- (a) Sputum, nasopharyngeal or oropharyngeal swab specimen collected from all patients at admission tested by real time polymerase chain reaction (PCR) for SARS-Cov-2 RNA performed within three hours of collection.

3.3 Occupations at Risk:

3.3.1. Very high exposure risk occupations

Very high exposure risk jobs are those with high potential for exposure to known or suspected sources of COVID-19 during specific medical, post mortem, or laboratory procedures. Workers in this category include:

- (a) Healthcare workers (e.g. doctors, nurses, dentists, paramedics, emergency medical technicians) performing aerosol-generating procedures (e.g. intubation, cough induction procedures, bronchoscopies, some dental procedures and exams, or invasive specimen collection) on known or suspected COVID-19 patients.
- (b) Healthcare or laboratory personnel collecting or handling specimens from known or suspected COVID-19 patients (e.g. manipulating cultures from known or suspected COVID-19 patients).
- (c) Morgue workers performing autopsies, which generally involve aerosol-generating procedures, on the bodies of people who are known to have, or suspected of having, COVID-19 at the time of their death.

### 3.3.2. High exposure risk occupations

High exposure risk jobs are those with high potential for exposure to known or suspected sources of COVID-19. Workers in this category include:

- (a) Healthcare delivery and support staff (e.g. doctors, nurses, and other hospital staff who must enter patients rooms) exposed to known or suspected COVID-19 patients.

(Note: when such workers perform aerosol-generating procedures, their exposure risk level becomes very high.)

- (b) Medical transport workers (e.g. ambulance personnel and porters) moving known or suspected COVID-19 patients in enclosed vehicles.
- (c) Mortuary workers involved in preparing (e.g. for burial or cremation) the bodies of people who are known to have, or suspected of having COVID-19 at the time of their death.

### 3.3.3. Medium exposure risk occupations

Medium exposure risk jobs include those that require frequent and/or close contact with (i.e. within 2 meters of) people who may be infected with SARS- CoV-2, but who are not known or suspected COVID-19 patients. In areas without ongoing community transmission, workers in this risk group may have frequent contact with travellers who may return from international locations with widespread COVID-19 transmission.

In areas where there is ongoing community transmission, workers in this category may have contact with the general public (e.g. in schools, high-population-density work environments, such as labour centres, consulting rooms, point of entry personnel and some high-volume retail settings).

### 3.3.4. Low exposure risk occupations

Lower exposure risk (caution) jobs are those that do not require contact with people known to be, or suspected of being infected with Covid-19, nor frequent close contact with (i.e. within 2 meter of) the general public. Workers in this category have minimal occupational contact with the public and other co-workers.

- 3.3.5. The Medical Officers in the Compensation Fund will determine whether the diagnosis of Covid-19 was made according to acceptable medical standards.

## 4. Impairment

- 4.1 Assessment of permanent impairment shall be determined three months after diagnosis and when Maximum Medical Improvement (MMI) has been reached.
- 4.2 The degree of impairment will be evaluated based on the complications of the Covid-19 from the affected body system(s).

## 5. Benefits

- 5.1 Temporary total disablement (TTD)
  - (a) Payment for temporary total disablement shall be made for as long as such disablement continues, but not for a period exceeding 30 days.
- 5.1.1. Suspected and Unconfirmed Cases
  - (a) For self-quarantine recommended by registered Medical Practitioner in accordance with the DOH/WHO/ILO guidelines, the employer will be liable for remuneration for days of absence.
- 5.1.2. Confirmed Cases

- (a) For confirmed cases and where the Compensation Fund has accepted (ability temporary total disablement shall be paid from the date of diagnosis up to 30 days.
- (b) In an event where there are complications, the Commissioner has a right to review the case.

#### 5.2 Permanent Disablement

In an event where there are complications the Commissioner has a right to assess each case on merit and determine if there is any permanent disablement.

#### 5.3 Medical Aid

In all accepted cases of COVID-19, medical aid shall be provided for a period of not more than 30 days from the date of diagnosis. If in the opinion of the Director-General further medical aid will reduce the extent of the disablement this shall be considered.

#### 5.4 Death Benefits

Reasonable burial expenses, widow's and dependent's pensions shall be payable, where applicable, if an employee dies as a result of the complications of COVID-19.

### 6. Reporting

6.1 The following documentation should be submitted to the Compensation Commissioner or the employer individually liable or the mutual association concerned:

- (a) Employer's Report of an Occupational Disease (W.CL. 1)
- (b) Notice of an Occupational Disease and Claim for Compensation (W.CL. 14)
- (c) Exposure and Medical Questionnaire
- (d) First Medical Report in respect of an Occupational Disease (W.CL. 22) indicating U07.1 as the ICD-10 code for Covid-19
- (e) Exposure History (W.CL. 110) and/or any other appropriate employment history which may include any information that may be helpful to the Compensation Commissioner.
- (f) A medical report on the employee's symptoms that details the history, establishes a diagnosis of COVID-19 and laboratory results and chest radiographs where appropriate or any other information relevant to the claim.
- (g) For each consultation, a Progress Medical Report (W.CL. 26).
- (h) Final Medical Report in respect of an Occupational Disease (W.CL. 26) when the employee's condition has reached Maximum Medical Improvement (MMI).
- (i) An affidavit by the employee if employer cannot be traced or will not timeously supply a W.CL. 1, where applicable.

6.2 Online claims for Covid-19 must be made through the following channels, indicating the correct ICD-10 code – U07.1:

Compensation Fund: CompEasy ([www.labour.gov.za](http://www.labour.gov.za))

Rand Mutual Assurance: CompCare ([www.randmutual.co.za](http://www.randmutual.co.za))

Federated Employers Mutual: IMS (<https://roe.fem.co.za>)

6.3 Submission of manual claims for COVID-19 must be sent to these email addresses:

Compensation Fund: [covid19claims@labour.gov.za](mailto:covid19claims@labour.gov.za) or phone 0860 105 350

Rand Mutual Assurance: [contactcentre@randmutual.co.za](mailto:contactcentre@randmutual.co.za) or phone 086 022 2132

Federated Employers Mutual: [FEM-Registry@fema.co.za](mailto:FEM-Registry@fema.co.za) or phone 011 359 4300

## 7. Claims processing

The Office of the Compensation Commissioner shall consider and adjudicate upon the liability of all claims. The Medical Officers in the Compensation Commissioners' Office are responsible for medical assessment of the claim and for the confirmation of the acceptance or rejection of the claim.

### COVID-19 exposure and medical questionnaire

(To be completed by employer):



**employment & labour**

Department:  
Employment and Labour  
REPUBLIC OF SOUTH AFRICA

Compensation Fund, Delta Heights Building 167 Thabo Sehume Street, Pretoria 0001  
Tel: 0860 105 350 | Email address: [covid19claims@labour.gov.za](mailto:covid19claims@labour.gov.za) [www.labour.gov.za](http://www.labour.gov.za)

#### Employee details

|                         |  |
|-------------------------|--|
| <b>Name and Surname</b> |  |
| <b>Contact Number</b>   |  |
| <b>Nationality</b>      |  |
| <b>ID Number</b>        |  |
| <b>Email Address</b>    |  |
| <b>Occupation</b>       |  |

#### Employer details

|                         |              |  |                  |
|-------------------------|--------------|--|------------------|
| <b>Name of Employer</b> |              |  |                  |
| <b>Industry/Sector</b>  |              |  |                  |
| <b>Provinces</b>        |              |  |                  |
| <b>Contact person</b>   |              |  |                  |
| <b>Contact details</b>  | <b>Email</b> |  | <b>Phone No.</b> |

#### EXPOSURE HISTORY:

Has the Employee travelled to any high risk countries/areas? Yes / No

If Yes

|                          |  |
|--------------------------|--|
| <b>Area Travelled To</b> |  |
| <b>Date Travelled</b>    |  |
| <b>Length of Stay</b>    |  |
| <b>Reason for Travel</b> |  |

If No, has the employee been exposed to a confirmed occupationally-exposed case in the workplace Yes / No, If Yes

|   |     |    |
|---|-----|----|
| <b>Date of Contact</b>                        |     |    |
| <b>Contact Reported?</b>                      | Yes | No |
| <b>Period of Exposure</b>                     |     |    |
| <b>Cases on quarantine in area of work</b>    |     |    |
| <b>Total confirmed cases in the workplace</b> |     |    |

**MEDICAL HISTORY:**

Does the employee suffer from any pre-existing medical conditions? Yes/No

Has the employee been diagnosed with any other occupational disease? Yes/No

If Yes to any of the above, please check all that apply or specify in the box below:

| <b>Medical Condition</b> |  |                          |                                 |    |
|--------------------------|--|--------------------------|---------------------------------|----|
|                          | Pregnancy (trimester: ___)                     |                          | Post-partum (< 6 weeks)         |    |
|                          | Cardiovascular disease, including hypertension |                          | immunodeficiency, including HIV |    |
|                          | Diabetes                                       |                          | Renal disease                   |    |
|                          | Liver disease                                  |                          | Chronic lung disease            |    |
|                          | Chronic neurological or neuromuscular disease  |                          | Malignancy                      |    |
|                          | Other(s), please specify                       |                          |                                 |    |
| <b>Medical Condition</b> |  | <b>Year of Diagnosis</b> | <b>On Treatment?</b>            |    |
| Pre-existing conditions: |  |                          | Yes                             | No |
| Occupational disease:    |  |                          | Yes                             | No |
| <b>Name</b>              |  | <b>Signature</b>         | <b>Date</b>                     |    |
|                          |  |                          |                                 |    |

