

Legal requirement	<p><i>Worker Compensation</i></p> <p>The Compensation for Occupational Injuries and Diseases, Act 130 of 1993 (COIDA) provides compensation to employees for disablement caused by workplace accidents or occupational diseases which are contracted during employment</p> <ul style="list-style-type: none"> • Farmers have registered with the Compensation Commissioner • Farmers have a record of the wages paid to employees, time worked, payment for piece work, overtime and any other prescribed particulars • Farmers have annually (from 1 March to the last day of February of the following year) furnished the Commissioner with a return showing amount of earnings for that year • Accidents and occupational diseases have been reported timeously • Claims for compensation have been lodged in the prescribed manner. 	<p>Worker Compensation</p> <p>If an employee meets with an accident resulting in his/her disablement or death, the employee or the dependents of the employee are entitled to certain benefits provided for in COIDA. In order for an employee or his/her dependents to benefit from the Compensation Fund, an employer must comply with certain obligations. These include:</p> <ul style="list-style-type: none"> • Farmers must register with the Compensation Commissioner and furnish particulars as prescribed in terms of COIDA (section 80 of COIDA). • Farmers must keep records of all employees, their wages, time worked, payment for piece work, overtime and any other prescribed particulars. These records must be maintained for a period of four years (section 81 of COIDA). • Farmers must annually (from 1 March of the immediately preceding year to the last day of February of the following year) furnish the Compensation Commissioner with a return showing the amount of earnings paid to employees for the preceding year (section 82 of COIDA). • Farmers have the assessment determined by the commissioner within the period prescribed by the Act (section 83 of COIDA). • Farmers must pay their annual assessment fee to the Compensation Fund. • Farmers are solely responsible for the payment of the annual assessment fee, the assessment fee may not be deducted from an employee's salary. <p>Claims for compensation must be lodged in accordance with the procedures outlined in COIDA. These procedures include:</p> <ul style="list-style-type: none"> • Written or verbal notice must be given by the employee to the farmer as soon as possible after the accident (section 38) or the commencement of an occupational disease or a disease that has arisen out of and in the course of his/her employment (section 68(1)). • Farmers must report an accident to the Compensation Commissioner within seven days of being notified of the accident (section 39) or within 14 days in the case of an occupational disease (section 68(2)). • In respect of accidents, the official form that needs to be completed is referred to as "W.Cl 2 - Notice of Accident and Claim for Compensation". This form should be completed whenever an employee meets with an accident that leads to personal injury or where medical treatment is required or in the case of death. It is the employer's duty to submit the W.Cl 2 within a period of 7 days to the Compensation Commissioner. • Claims for compensation must be lodged within 12 months of the date of the accident.
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