



COIDA

The Compensation for Occupational Injuries & Diseases Act (COIDA) is an important part of the employment relationship. However, the administration of COIDA is extremely difficult. HR TorQue offers a professional service for the registration and annual filing of COIDA returns.

Compensation for Occupational Injuries & Diseases Act (COIDA)

The Compensation Fund provides compensation to employees who are injured or contract diseases through the course of their employment. The Fund is governed by the Compensation for Occupational Injuries and Diseases Act (COIDA) of 1993 (amended in 1997) which determines how (and by whom) the fund is administered and the conditions for eligibility for compensation. It is the key piece of legislation governing workplace injuries. All employers are required to be registered for COIDA and to make annual reports and contributions to the Compensation Fund.

Experience has shown that registration and interaction with the department responsible for administering COIDA is extremely difficult and frustrating. This is due to a combination of limited access to the department (one main location), a number of system changes (with challenges) and no dedicated helpline to assist with queries.

HR TorQue has considerable experience in registering clients for COIDA, submitting annual return of earnings and obtaining letters of good standing.

Costs (all prices exclude VAT unless specifically stated)

Service/s	Charges
Registration of Employer for COID/RMA	R2500
Assistance in moving to RMA after registering with COID	R3000
Annual Return of earnings submission (Manual or online)	R650
Obtaining a letter of good standing (online)	R380
Obtaining a letter of good standing (manually)	R1360
Status report on employer's COID/RMA account	R706
Liasing with Commissioner regarding the waiving of penalties – Initial investigation and supply of statement of account and advice Note on late submission penalties: <ul style="list-style-type: none"> • Possibility of getting them cancelled is good if proof of submission before due date is supplied • Fee: 12% of the recovered amount to reflect as credit, or • R1300 minimum (if recovered amount is less than R10 000) • Timeframe estimated between 2 and 12 months 	R760
Late Payment Penalties	R490 for each follow up and supply of latest statement of account
Arrangement of Installment plan Additional administration: <ul style="list-style-type: none"> • each allocation of payment • Obtaining of LOG each month 	R1085 R330 R545
Recovery of any credit on account	20% of the recovered amount when paid into employer's bank account. R490

Each follow up and supply of latest statement of account Time frame: up to 2 years.	
Revised assessments Time Frame: up to 4 years	25% of the difference between the incorrect assessments and the revised (corrected) assessments
Deregistering an entity Any additional assistance on cancellation: <ul style="list-style-type: none"> • Allocation of payments: • Recovery of any credit: 	R1085 R330 15% of the recovered amount or R2000 (if 15% is less than R2000.00)
Changing banking details	R1085
Logging Accident/Incident Report	R380 per incident

Optional Ad Hoc Costs

Travel	R5.50 per km (Minimum of R110 per round trip)
Overnight travel	Airfare, Accommodation, meals and incidentals for the account of the client
Toll Fees	As per regulated annual amounts

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