



COIDA 2023

The Compensation for Occupational Injuries & Diseases Act (COIDA) is an important part of the employment relationship. However, the administration of COIDA is extremely difficult. HRTorque 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.

HRTorque 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	R 2 500
Assistance in moving to RMA after registering with COID	R 1750
Annual Return of earnings submission (Manual or online)	R 1050
Obtaining a letter of good standing (online)	R 700
Annual Return of earnings submission and application of letter of good standing	R1650
Making Payment on Behalf of client	R850
Return of Earnings Submission , Obtaining Letter of Good Standing and making payment on behalf of client	R2400
Status report on employer's COID/RMA account	R 650
Liasing with Commissioner regarding the waiving of penalties – Initial investigation and supply of statement of account and advice	R1700 Initial investigation and supply of statement of account and applicable advice
Note on late submission penalties: 1. Possibility of getting them cancelled is good if proof of submission before due date is supplied 2. Fee: 12% of the recovered amount to reflect as credit, or 3. R1,500 minimum (if recovered amount is less than R10 000) 4. Timeframe estimated between 2 and 12 months	
Late Payment Penalties	R1700 for each follow up and supply of latest statement of account

Arrangement of Installment plan Additional administration: 1. each allocation of payment 2. Obtaining of LOG each month	R1700 Arrangement of instalment payment plan  R1500 Each R650 Monthly
Deregistering an entity Any additional assistance on cancellation: 1. Allocation of payments: 2. Recovery of any credit:	R4000 De-registering an entity  R2000 Allocation of payment Recovery of any credit: 15% of recovered amount or R2000.00 (if 15% is less than R2000.00)
Changing banking details	R1700 for each follow up and supply of latest statement of account
Logging Accident/Incident Report	R700.00 Logging Accident / Incident report - per incident
Name Change	R2000

#### Optional Ad Hoc Costs

Travel	R6.50 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

#### Head Office (Durban)

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