

WELCOME ASPASA!

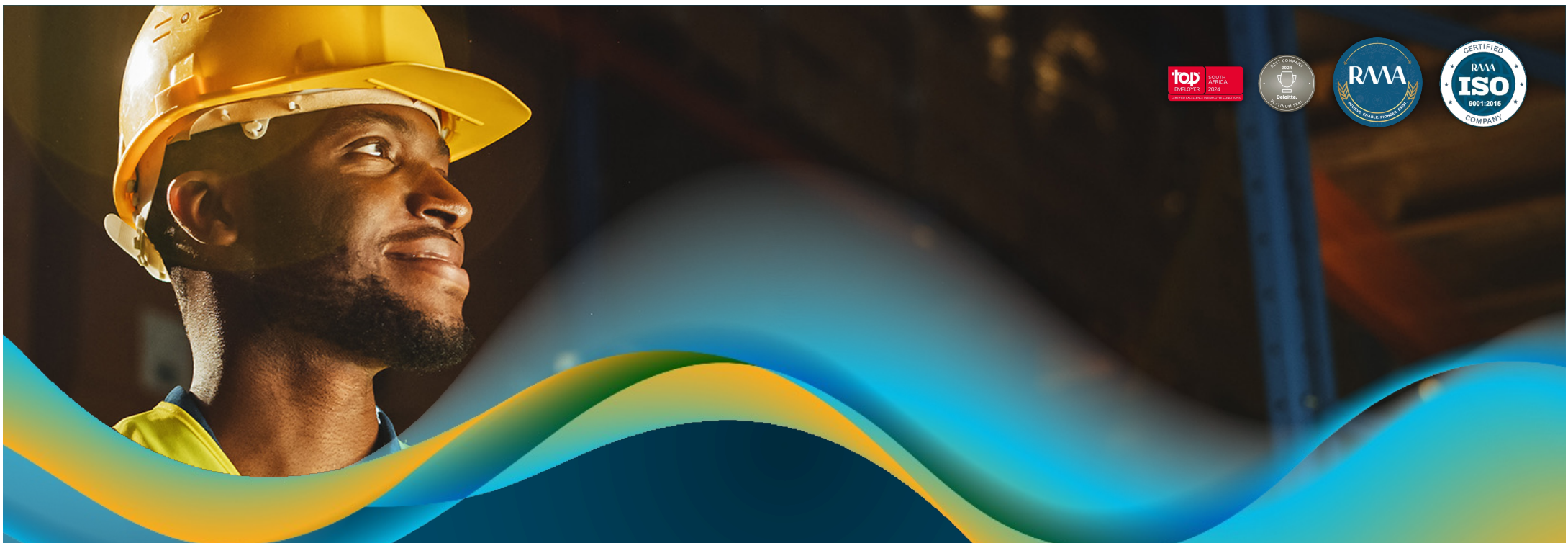


AGENDA

09:00–09:05	WELCOME	LETISHA
09:05-09:10	OPENING	NGWAKO
09:10-09:40	COIDA AMENDMENTS	COLLEEN
09:40-10:10	SECTION 70A (REHABILITATION AND RETURN TO WORK)	DR.MIRANDA
10:10:11:10	Q&A PANEL	ALL
11:10	CLOSURE	LETISHA & NGWAKO

RAVA





COIDA AMENDMENT ACT

with
Colleen Mogale – Legal Advisor

Safeguarding everyday heroes

RAMA

AGENDA

1. Introduction
2. Amendments
3. Closing

RVA

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INTRODUCTION



The COID Amendment Act marks a significant shift in how workplace injuries and diseases are compensated and managed.



The Compensation for Occupational Injuries and Diseases (COID) Amendment Act is a piece of legislation aimed at **enhancing the compensation and support** provided to workers who sustain injuries or contract diseases while performing their job duties.



- The Amendment Act has introduced the concept of **rehabilitation, reintegration, and return to work.**
- Amendment Act is also aimed at strengthening compliance and enforcement



INTRODUCTION CONT.



Assented to in April 2023 and gazetted shortly thereafter, the COID Amendment Act has now been proclaimed and came into effect on **23 January 2026**.



The COID Amendment Act was assented to by the President into law on 6 April 2023 and **published in the gazette on 17 April 2023.**



Proclaimed in January 2026. Initially only certain sections came into effect upon proclamation. All sections of the Amendment Act are now effective.



4 Regulations were published in Government Gazette No. 54273 on 6 March 2026 dealing with prescription, inspection enforcement and compliance, rehabilitation and third - party registrations to transact with the Fund



AMENDMENTS

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AMENDMENTS



Summary of the Compensation for Occupational Injuries and Diseases Amendment Act, 2022 (Act 10 of 2022)



Definition of an Accident: an **incident or occurrence** arising out of and in the course of employment and resulting in personal injury, illness, **occupational disease** or death



Categories of workers who qualify for compensation expanded. The amended definition includes learners and apprentices and certain categories of workers who previously fell outside the ambit of COIDA.



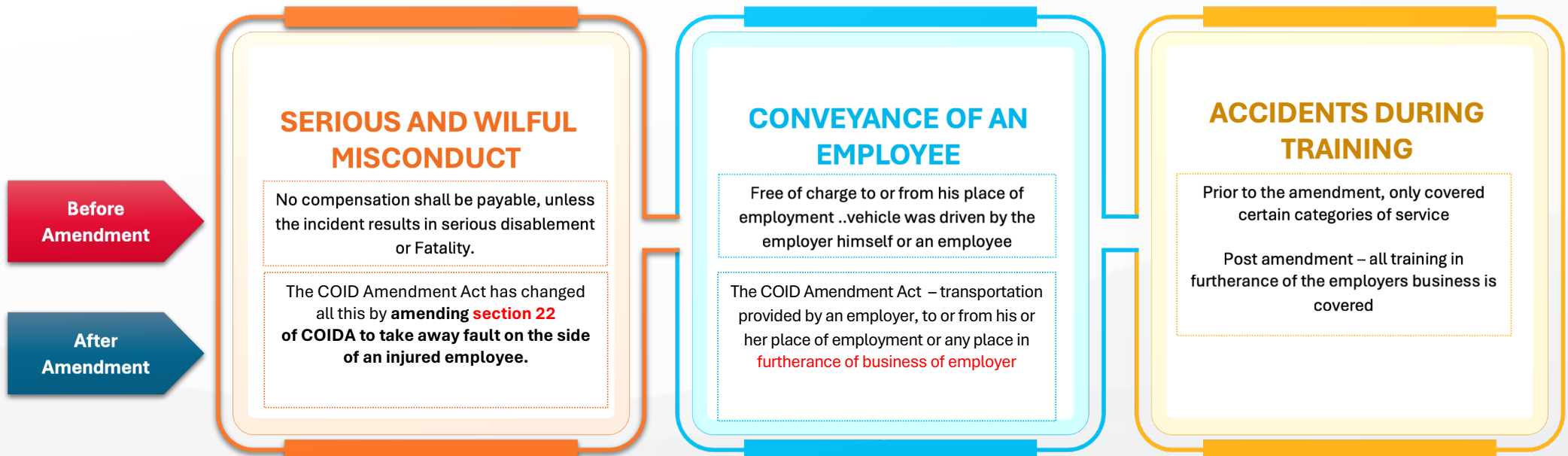
Functions previously exercised by the DG have been transferred to the Compensation Commissioner. The Commissioner now has broader authority.



AMENDMENTS



Summary of the Compensation for Occupational Injuries and Diseases Amendment Act, 2022 (Act 10 of 2022)



AMENDMENTS



Summary of the Compensation for Occupational Injuries and Diseases Amendment Act, 2022 (Act 10 of 2022)



EXPANDED REVIEW RIGHTS FOR PERMANENT DISABILITY (PD)

Sections 49 and 90 have been amended to allow broader review of PD awards and pension claims, including reviews initiated by affected parties. This is expected to **increase PD review requests and objections**.



EXTENDED OBJECTION PERIODS

Section 91-the timeframe to lodge objections has been extended from **180 days to 12 months**, with a possible **additional 6-month extension on good cause**, increasing the volume and longevity of disputes. **Medical assessors** will now sit as **permanent members of Tribunal hearings**



REVISED PRESCRIPTION OF CLAIMS

In terms of **section 44**, the right to COID benefits will **no longer lapse after 12 months**, but after **three years** if the accident is not brought to the attention of the Commissioner/RMA, potentially increasing **late claim submissions**.



MANDATORY REHABILITATION AND RETURN-TO-WORK OBLIGATIONS

Section 70A introduces a **statutory obligation on the Compensation Fund and licensees** to provide rehabilitation facilities, services and benefits aimed at **returning injured employees to work or reducing disability**, expanding the **scope of service delivery responsibilities**.



AMENDMENTS



Summary of the Compensation for Occupational Injuries and Diseases Amendment Act, 2022 (Act 10 of 2022)



The Amendment Act includes administrative penalties which the Commissioner can impose on employers related to:

- Failure to register.
- Failure to submit returns.
- Failure to provide information.
- Non-compliance with statutory obligations



- Inspectors may enter workplaces, examine records, investigate compliance with COIDA, and require employers to provide information and documentation.
- Inspectors may issue formal notices requiring employers to remedy non-compliance within specified timeframes. Can be made an order of court if employer does not comply.



THANK
YOU





COIDA Amendment Act 10 of 2022 Section 70A

Rehabilitation · Reintegration · Return-to-Work

with

Dr. Miranda Moloto – Head of Rehabilitation

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RAMA

SECTION 70A | The SHIFT



What the amended COID Act now requires of mine owners, executives and HSE leaders and how RMA partners with you to deliver it

GOVERNMENT NOTICE

DEPARTMENT OF EMPLOYMENT AND LABOUR

No. R. 2025

COMPENSATION FOR OCCUPATIONAL INJURIES AND DISEASES ACT, 1993 (ACT NO 130 OF 1993)

THE REHABILITATION, REINTEGRATION AND RETURN-TO-WORK REGULATIONS UNDER THE COMPENSATION FOR OCCUPATIONAL INJURIES AND DISEASES ACT 130 OF 1993

I, Nomakhosazana Meth, Minister of the Department of Employment and Labour, after consultation with the Compensation Board, hereby make the following attached regulations in terms of Section 97 read with Section 70A of Compensation for Occupational Injuries and Diseases Act, 1993 (Act No 130 of 1993) as amended. The regulations are attached hereto as Schedule A.

EFFECTIVE DATE OF REGULATIONS

The regulations will come into effect on the publication date hereof in the Gazette.

Ms N Meth, MP
MINISTER OF EMPLOYMENT AND LABOUR
DATE 7 November 2025

Section 70A moves the system away from a compensation-only approach toward restoring function, dignity, reintegration and sustained economic participation. Rehabilitation and return-to-work are no longer a discretionary service; they are a **statutory duty**.

1 APRIL 2026

RRTW Regulations effective

Detailed rehabilitation & return-to-work regulations
published in GG 54273 — effective immediately.

A significant shift in how occupational injury and disability are managed within the compensation system. Focus moves away from compensation only approach to functionality, reintegration and sustained economic participation.

SECTION 70A | THE SHIFT IN RMA

OUR STRATEGIC POSTURE REPRESENTS A FUNDAMENTAL SHIFT FROM A COMPENSATION ADMINISTRATOR TO A SOCIAL INSURER WITH INTEGRATED AND HOLISTIC SOLUTIONS THAT BENEFIT WORKERS ACROSS THEIR LIFE JOURNEY.

PREVENTION

Enabling Prevention of injury at work – through education and partnership with Employers & Employees



REHABILITATION

Rehabilitating for return to work – through our coordinated rehabilitation case management and strategic partnership, collaborative funding & selection of re-skilling programs for the injured worker



COMPENSATION & ADMINISTRATION

Providing holistic at work Compensation and Administration solutions through COID business



PENSION WMP

Ensures income security, enhance health benefits as well as social assistance for RMA COID pensioners and their beneficiaries.



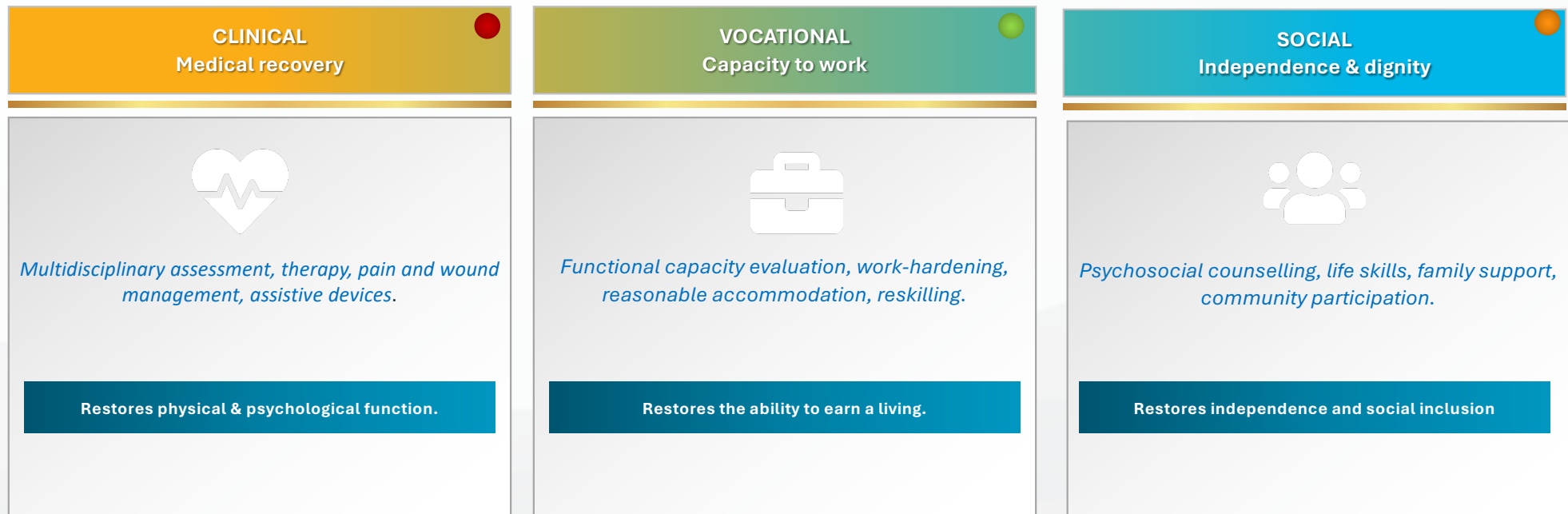
We Rehabilitate Before We Compensate



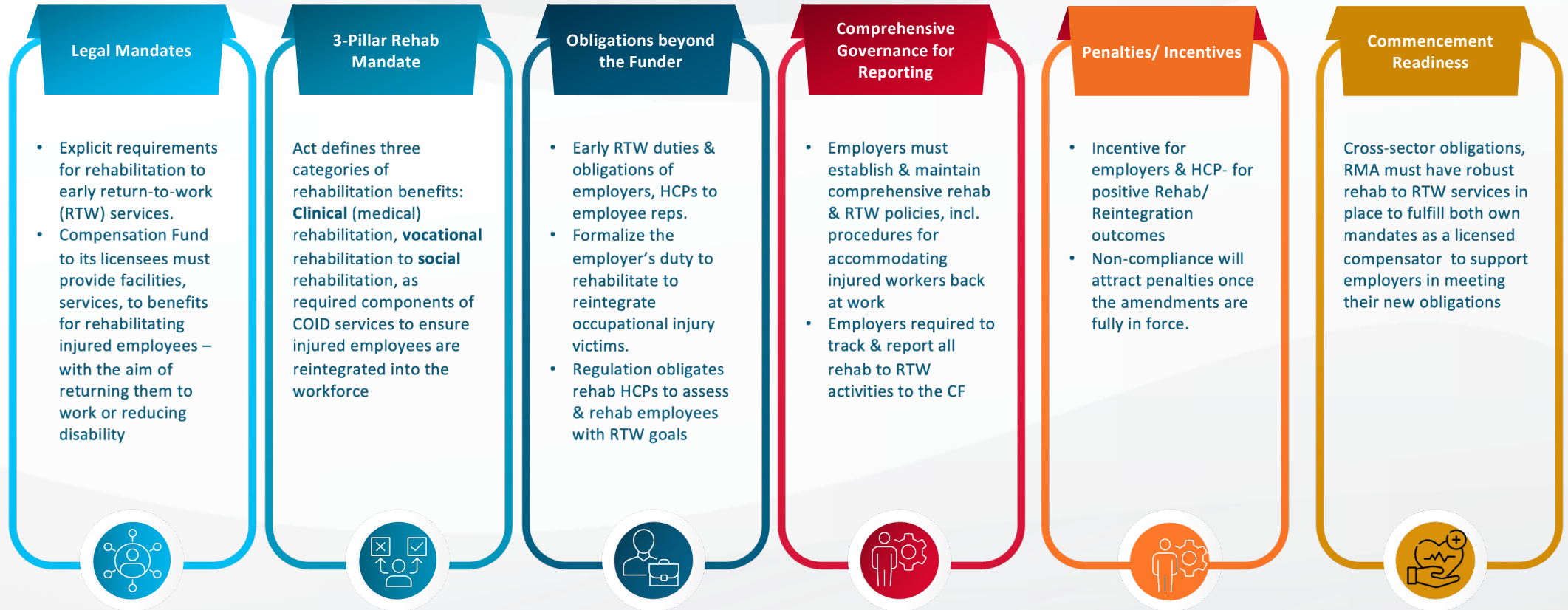
REHABILITATION

Section 70A defines rehabilitation across three distinct but connected pillars. Each must be activated to fully restore an injured worker

Three statutory pillars- according to injury



COID ACT | SECT. 70A Key Requirements – Legal Duties



The COIDA Amendment intent is to shift rehabilitation from a discretionary service to a statutory requirement, compelling employers, funders, healthcare professionals, rehabilitation practitioners, administrators have defined roles/ obligations to implement structured policies, provide reintegration facilities, to ensure compliance through formal reporting

S.06 Licensee

S.09 Employer

S.10 Employee

S.20 HCPs

REHABILITATION SHIFT | FROM PILOT TO BUILDING CAPABILITIES



The new Sect. 70A places positive, enforceable obligations on every party to an occupational injury not the funder or employers only

Employers- S09



Establish RRTW policies, accommodate injured workers, and report outcomes.

Licensee-S06



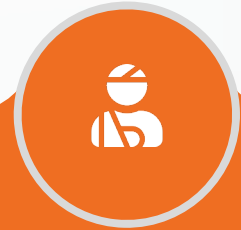
Provide facilities, services and benefits; fund rehabilitation across all three pillars.

Healthcare Provider- S20



Assess, design rehab plans with RTW goals, and report progress.

Worker-S10



Participate, cooperate with case management, and return when medically safe.



SECT. 70A | EMPLOYER OBLIGATIONS



The employer is obliged in Sect. 9 to implement the Rehabilitation Regulation

01

FACILITATE ACCESS TO REHAB

- Consult/ communicate with stakeholders- HCP, RMA, employee –to resolve challenges that impact rehab & RTW
- Assist access to RMA case manager to perform rehab duties
- Monitor delivery across HR, HSE and Occupational Health.

02

SAFE WORKING ENVIRONMENT

- Final research brief, Identify, evaluate and mitigate workplace hazards for safe reintegration
- Embed rehabilitation in Safety & Health committees.

03

OPERATE REHABILITATION REPORTING SYSTEM

- Track & Report all Rehab & RTW activity
- Maintain accessible data system for Rehabilitation
- Record-keeping for 40-yearsImplement transitional data mngt- in case of business closure

04

PROVIDE VOCATIONAL REHABILITATION

- Provide reasonable transitional/ Temp. Work to workers post-injury
- Facilitate access to vocational reskilling-provide support/ funding

05

INCLUSIVE EMPLOYMENT

- Incorporate workplace rehab & reintegration (inclusion) in applicable HR policies
- Exhausting reasonable accommodation efforts before medical boarding
- Notify Licensee in annual reports



RMA

How RMA partners with Employers...

Safeguarding everyday heroes



RMA partners with Employers



RMA's posture has shifted from compensation administrator to social insurer and rehabilitation ecosystem orchestrator. We bring the infrastructure; you bring the workplace



Advocacy & capability building

Training, employer packs and worker materials to help you meet your advocacy obligations



Funding across the three pillars

Clinical, vocational and social rehabilitation costs funded under defined approval paths.



Coordinated Case Management

A rehabilitation case manager drives each claim with the multidisciplinary team



Build service provider ecosystem

Vetted partners for therapy, assistive devices, reskilling and home / vehicle modification.



Reach beyond the metros

Digital marketplace and geo-mapping match workers to the nearest suitable resources.

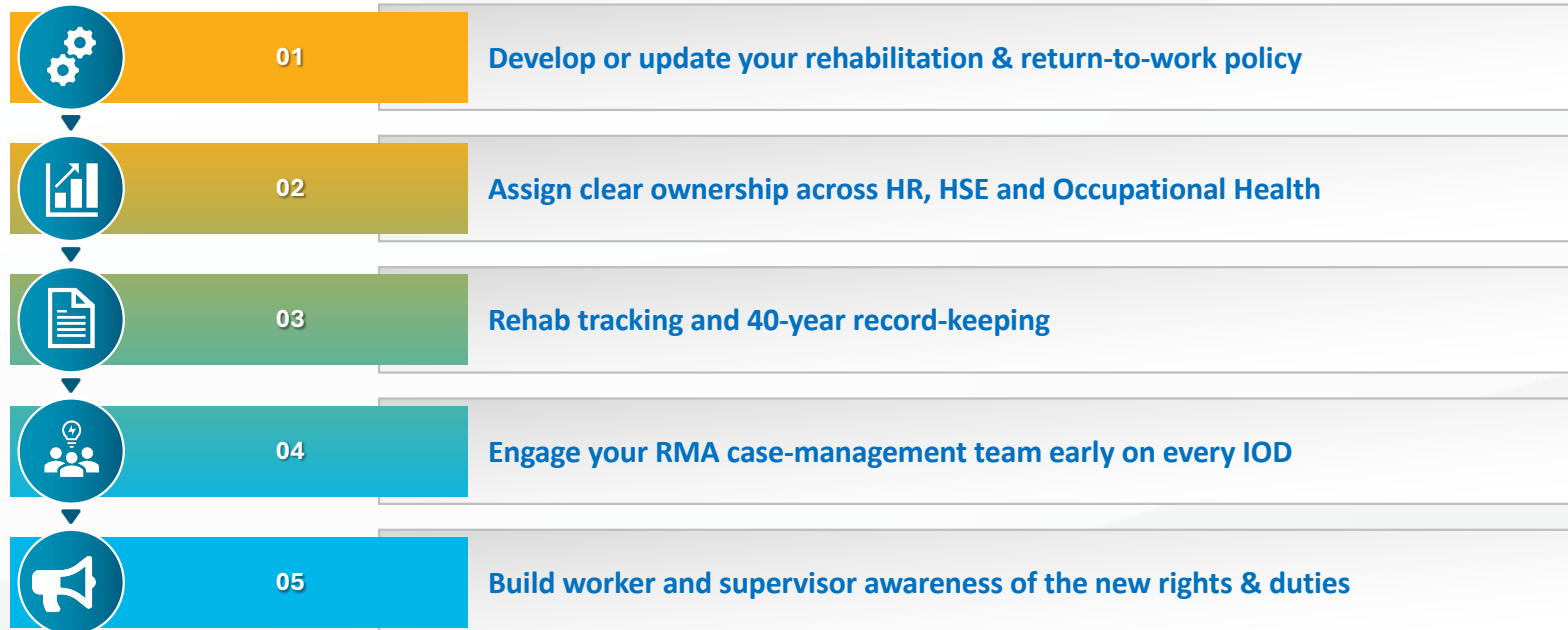


Evidence & compliance support

Reporting tools and scorecards that demonstrate outcomes to the Regulator/ Licensee



EMPLOYER | CALL TO ACTION...



“ We Rehabilitate Before We Compensate ”

CASE STUDIES

REHABILITATION | SOCIAL REINTEGRATION

RVA

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CASE #1 | REINTEGRATION

We rehabilitate in order to return workers to work, where it is not possible- we reintegrate them to communities/ families



Mr. G, a resident of Swaziland, is a below the knee amputee, RMA pensioner. He is an industrious entrepreneur who operated his shoe repair business from a simple wooden shed. Recognizing the potential for growth in his business, RMA has taken the initiative to construct a more formal and efficient structure for Mr. G.

This was achieved by repurposing a shipping container, providing him with a more suitable and conducive space to expand and enhance his business operations.

He continues to receive his pension, and runs a thriving Shoe repair business at a busy business district



Electrical and Whirlv Bird Installation and Fitment



Produrement and Delivery of 20ft Container



Prep and treatment of Container



MR G's Shoe repair store
Restored dignity, sense of purpose,
independence and solid source of income

CASE # 2 | VOCATIONAL RESKILLING

- Ex-miner's plight post-injury, requires sound referral pathways. Mr.R happened to be our Case managers' radar- referred for vocational reskilling



Below-Knee Amputee

- Case Manager enrolled in 2023/ 24 Reskilling course Parts I+II, with business support.
- ED funding- for equipment early 2025, now manufactures corporate gifts or personalized pieces.
- Return to Dignity, Purpose, | Independence and Economic participation

Partnership/ Collaboration

- Thuthukisa NPO: Accredited facilitation
- Compensation Fund: funding partner
- FEM- federated employer mutual: ED funding provider

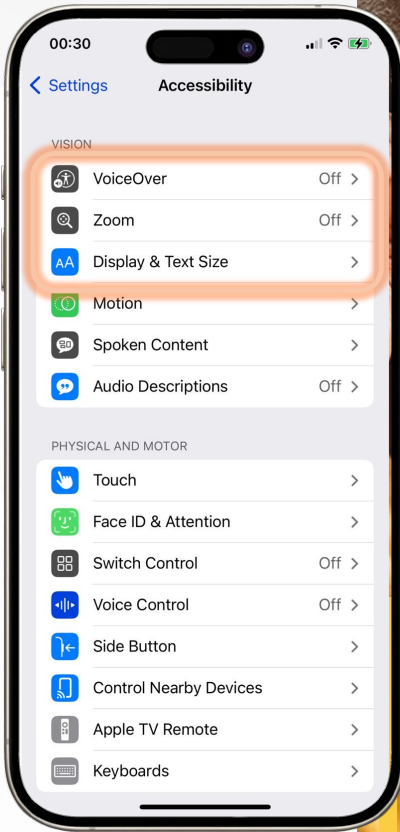
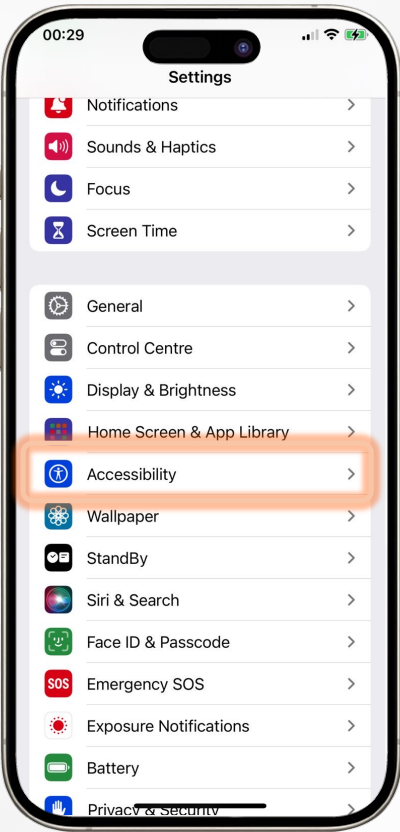
ADL TOOLS | VISUALLY IMPAIRED



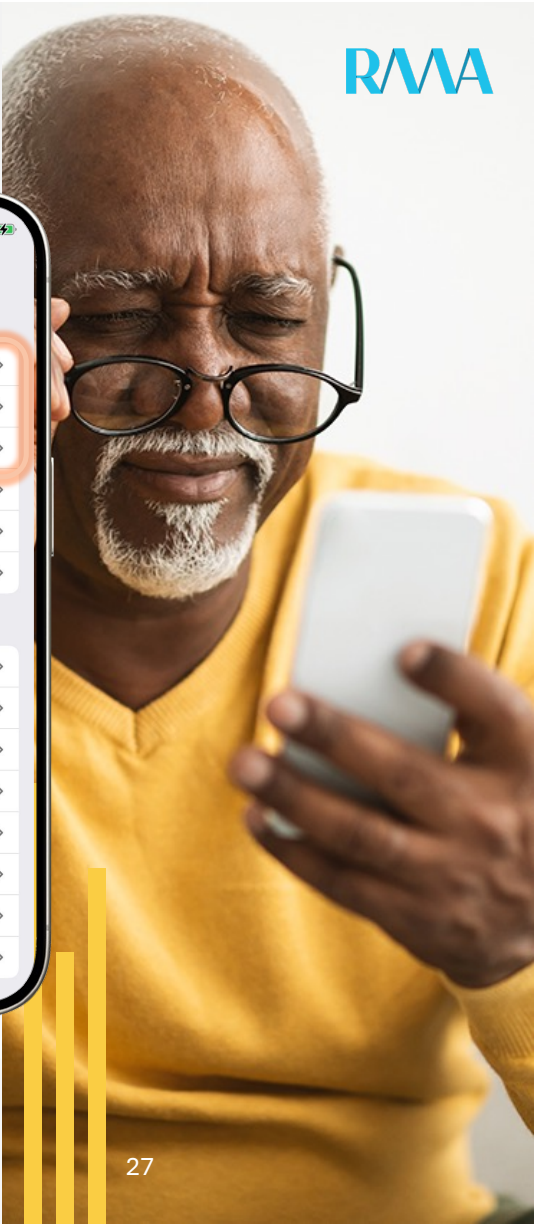
Radio
Visually
Impaired

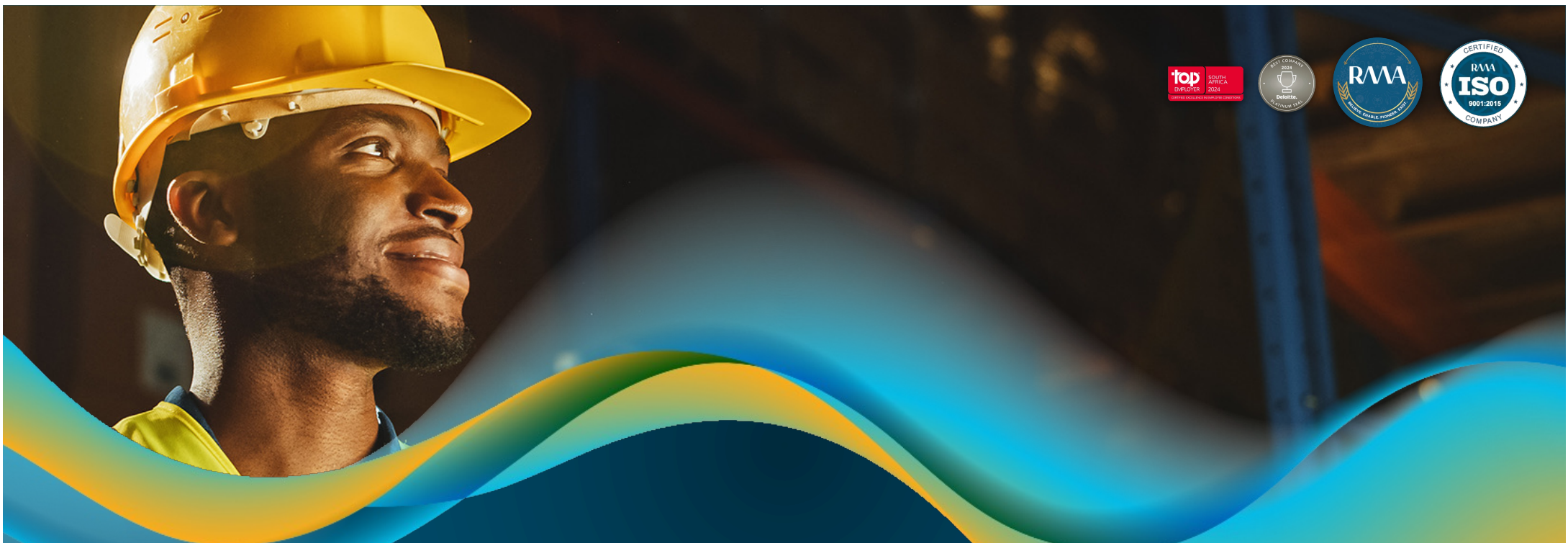


Kitchen
Tool
Talking &
Tactile
Tools



Digital Tools-
Podcast. Audible reading





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COIDA AMENDMENT INFORMATION SESSION

