



WORKMANS COMPENSATION

As you may or may not be aware that the Constitutional court has ruled that COIDA (Workman's Compensation) DOES apply to Domestic Employers and Employees.

This puts quite a few new onerous requirements on you as a Domestic Employer.

Firstly, you have to register as a Domestic Employer, then you have to keep records of salaries and lastly you will have to submit an annual return of those earnings and ESTIMATED future earnings in April every year.

You will also have to pay across a fee based on those earnings. Currently it is 1.04% of the annual earnings.

This has been backdated to 27th of April 1994! We are still awaiting determination on how this backdating will work and I will advise you when I am updated.

Going forward these are the solutions I will be implementing

1. DPS will draw up all the required documentation for you as the employer.
2. DPS will submit and track the application.
3. DPS will advise you of the COIDA number should you need to use it in the event of an IOD
4. Should you have a claim then DPS will complete and submit the paperwork for you.
5. DPS will track the amounts owed via the payment on the payslip.
6. DPS will submit the Return of Earnings as well as the Future Estimate for you in April every year.
7. The payment (approximately 1,04% at this stage) will be for the client's account.

Unfortunately, there will be fees associated with this service as it is quite labour intensive, some high-level details noted herewith:

Registration – R500:

1. Download forms
2. Fill in as much as possible
3. Send forms to client to confirm
4. Amend forms from client if necessary
5. Submit to WCA
6. Follow up until registration is confirmed

Claim – R500 minimum, thereafter R300 per hour (this may be a complicated process depending on the circumstances):

1. Investigation
2. Paperwork
3. Submission
4. Follow-up

Monthly Records – R25pm:

1. Keep monthly records
2. Put on payslips
3. Keep YTD total
4. Advise client of total every 6 months

Annual Submission – R500:

1. Compile figures from reports
2. Fill in ROE
3. Submit to WCA

Backdating – R500 per year:

1. Compile figures from reports
2. Fill in ROE
3. Submit to WCA

You are more than welcome to do this process on your own, however DPS will require you to provide proof that it has been done so that we have it on record. The fines for non-compliance are quite drastic, as well as the fact that the employer will be civilly liable should an employee not be covered.

Should you like DPS to assist with this service please feel free to email your request through on info@domestipay.co.za.