



STAKEHOLDER COVID-19 SUPPORT

COVID-19 Policyholder assistance

FEM acknowledges that COVID-19 has had a significant impact on the construction industry that was struggling even before the advent of the pandemic. In order to support our policyholders during this time, we have implemented the following initiatives:

1. As part of FEM's initiatives to assist policyholders in these tough economic times, the loadings percentage for 2020 has been capped at 100%. Traditionally, loadings were capped at 365%. We do note that focus on health and safety standards is of utmost importance and urge all policyholders to be extra vigilant during these testing times.
2. The deadline for Return of Earnings (ROE) was extended to 31st June 2020, while the deadline for payment of premiums to be eligible for rebates was removed.
3. Policyholders were given the opportunity to make payment agreements to pay their 2020 premium in monthly installments up to February 2021 (i.e. settlement by the end of the 2020 assessment year). Policyholders who wanted to exercise this option were invited to contact FEM's regional offices. They were required to submit an acknowledgement of debt to be able to pay their annual premiums monthly.
4. Annual rebates were paid after the end of July 2020, as opposed to October 2020. To qualify for rebates, the following requirements had to be met:
 - Submission of ROE by no later than 30th June 2020 (further extended from 31st May 2020);
 - Any amounts outstanding relating to prior years to be settled by no later than 30th June 2020.
 - Annual rebates due to qualifying policyholders were also converted to a credit towards their 2020 premiums, to the extent of a premium due balance. If any credit / excess balance remains, this was paid to the policyholder.

Schedule 4 changes

**REMEMBER
REPORT ALL
SERIOUS ACCIDENTS
AND FATALS TO THE
DoEL**

Schedule 4 of the COIDA act is gazetted on annual basis and outlines the manner in which benefits under COIDA will be calculated including the minimum and maximum benefits which are payable.

Disability payouts now have a fixed minimum and maximum amount for compensation. The minimum for 2019 was R 80 250 with a maximum lump sum payment of R 320 985. Payouts are no longer calculated on minimum and maximum wages. This has an impact on claims costs which can affect rebates. The new change is effective from 1 April 2019 and is applicable to all accidents in that period.