

POLICYHOLDER NEWSLETTER

FEM to host the annual Safetember Conference



In September of each year, FEM hosts its Safetember conference, an initiative to educate the construction industry on the most common accidents that lead to fatalities and ways to make the workplace safe.

Safetember was initiated to draw attention to the high number of construction-related accidents and, more importantly, to educate both employers and employees in the prevention of such accidents. It is important to us as we firmly believe that every accident is preventable and that an industry with zero accidents is achievable.

The theme for the 2023 conference is 'struck-by' as the FEM accident statistics show that the 'struck by' accident category (comprising accidents such as being struck by a motor vehicle while working next to a public road, struck by falling items like bricks or timber boards; and similar incidents) is amongst the leading cause of most injuries.

The sessions are free to attend for anyone within the construction industry. The South African Institute of Occupational Safety and Health (SAIOSH) members receive continuing professional development (CPD) points for their attendance.

Please see the dates and registration details below.

REGION	DATE	REGISTRATION LINK
JHB	20 September	https://bit.ly/45XColI
CAPE TOWN	22 September	https://bit.ly/CPTSafe
DURBAN	29 September	https://bit.ly/45SW9KI

NATIONAL HEALTH INSURANCE BILL “THE BILL”

PPURPOSE

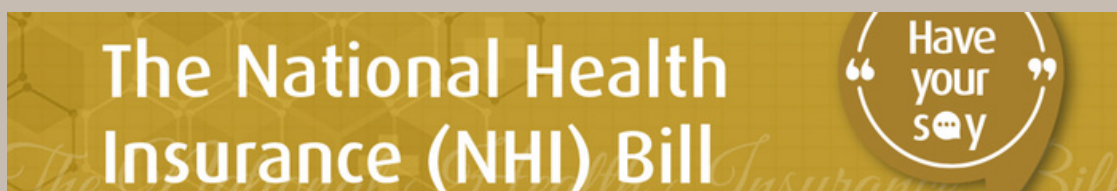
- The purpose of the Bill (once enacted) is to provide universal access to quality health care for all South Africans as envisioned by the Constitution of the Republic of South Africa.
- The Bill aims to establish and maintain a National Health Insurance Fund in South Africa funded through mandatory prepayment.
- The Bill aims to serve as the single purchaser and single payer of health care services in South Africa, to ensure the equitable and fair distribution and use of health care services.
- The Bill also intends to ensure the sustainability of funding for healthcare services within the Republic, by pooling of funds and strategic purchasing of healthcare services, medicines, health goods, and health-related products from accredited and contracted healthcare service providers.

IMPACT ON COIDA AND WORKMEN'S COMPENSATION

The Bill repeals elements of COIDA related to the funding of medical services. What this means is that the medical treatment of injured employees will be funded by NHI, not COIDA, and COIDA will deal solely with the compensation for injuries on duty. This could have unintended consequences such as:

- The delay in the treatment of employees which could increase days off impacting productivity; and
- The delay in treatment could result in further deterioration of occupational injuries/diseases which could increase the compensation paid out to injured employees.

The Bill is open for public comment until the 15th of September 2023. FEM will be making a submission that proposes the retention within COIDA of funding of medical services for injured employees. We encourage employers to also make submissions as part of this process.



The Select Committee on Health and Social Services invites interested people and stakeholders to submit written comments on the National Health Insurance Bill [B11B-2019] (S76).

Enquiries, as well as written submissions, can be directed to Ms. M Williams at mawilliams@parliament.gov.za by no later than Friday 15 September 2023 at 12h00

Source: <https://pmg.org.za/call-for-comment/1334/>

[Please click here to read the full bill.](#)

MAXIMUM EARNINGS

According to Gazette 48337, Maximum Earnings are applied annually at the end of the assessment period (last day of February) to the individual employee's annual total earnings, not per month. Full annual maximum earnings will apply irrespective of the number of months the employee was employed in the ROE Season.

Examples:

- If an employee has earned total annual earnings of R600 000.00 from the employer during the period as stated above, the amount should be capped at R529 264.00 and be declared as such.
- If an employee has earned total annual earnings of any amount below R529 264.00, the total annual earnings that must be declared is the total annual earnings amount as earned by the employee, regardless of whether the said employee worked for a full year or a part of the year.

The gazette can be accessed [HERE](#)

MEMBERSHIP OF THE ASSOCIATION FOR CONSTRUCTION HEALTH AND SAFETY MANAGEMENT (ACHASM)



The Association for Construction Health and Safety Management (ACHASM) is a registered non-profit company and a recognized SACPCMP Voluntary Association (VA), established to provide all those working in the Construction Health and Safety (CHS) field with an advisory and representative body.

ACHASM is committed to promoting the professional interest of CHS Practitioners within the Built Environment, in terms of the Construction Regulations (2014).

BENEFITS OF MEMBERSHIP

ACHASM promotes the services and skills of members to clients and the public:

- Discounted fees for attendance of ACHASM (and affiliated institutions), seminars, workshops, and conferences;
- Assistance with requirements for training, knowledge, experience, and continuous professional development (CPD);
 - Access to best practice information and technical assistance;
 - Access to a forum that fields queries relating to Construction Health and Safety CHS and assistance with incident investigations; and
- Opportunities for involvement in the development of procedures and standards for accreditation of courses, which meet member requirements.

Please note that membership is not constrained to construction Health & Safety (H&S) practitioners. Generic H&S practitioners can join as 'Affiliates' and built environment professionals (BEPs) can join as 'Built Environment Practitioners'.

[Please click here to see membership options and apply.](#)

FEM TRAINING OPPORTUNITIES

FREE SAIOSH MEMBERSHIP & MENTORSHIP

FEM, in partnership with South African Institute of Occupational Safety and Health (SAIOSH), is offering 50 individuals an opportunity to become SAIOSH members and automatically qualify for mentorship.

Please see the qualifying criteria below.



The applicant:

- must be an employee of a FEM policyholder
- should be an individual that is able to influence health & safety decisions at their place of employment
- must not be professionally registered

For an opportunity to be a member of a body that is committed to upgrading the professional skills of its members by keeping them updated and informed on the latest developments in the field of Occupational Health and Safety, SAIOSH, please click [HERE](#) to apply.

You can find the SAIOSH membership benefits [HERE](#) benefits.

FEM MENTORSHIP PROGRAMME



FEM
Making a Meaningful Difference

FEM HEALTH & SAFETY MENTORSHIP PROGRAMME

FEM is offering small, medium, and micro-sized policyholders a mentorship programme aimed at empowering employees with skills to complete and implement health & safety (H&S) files, conduct risk assessments and general safety protocols on construction sites.

For an opportunity to be paired with a mentor that has first-hand experience and knowledge of construction H&S to advise and guide the mentees, click on the link below to apply!

For any questions and queries relating to the mentorship programme, please contact FEM on:

✉ Marketing@fema.co.za
☎ 011 359 4300

IWH LADDER TRAINING



NO TRAIN NO GAIN!

FEM

Institute for Work at Height in collaboration with FEM

STEP UP AND SIGN UP TO HAVE YOUR EMPLOYEES TRAINED ON LADDERS AT LITTLE OR NO COST TO YOU

You are herewith invited to make use of this opportunity to have your technicians trained on the use of ladders through use of the FEM Grant.

Applications are open on a first come first serve basis. Read below criteria to apply and click on the link NOW!

CLICK ON THE APPLY NOW LINK AND SEND US YOUR INFORMATION.

APPLY NOW

IN PARTNERSHIP WITH

MBA NORTH (Master Builders Association of South Africa)

SAFCEC (South African Federation of Construction Employers and Contractors)

Saioosh (South African Institute of Occupational Safety and Health)

VERIFIED - 1 CPD POINT

Please visit www.fem.co.za/training for more information

CSI UPDATE

FWC Hospice, established in 1991 and a member of the Hospice & Palliative Care Association of South Africa, focuses on adult palliative and frail care and is known for setting high standards in compassionate and comfortable end-of-life and frail care.

We are situated in Hursthill, Johannesburg, an area known for its high unemployment rate and elderly community members. We continue to strive for excellence and innovation and provide the best care possible for those facing life-limiting illnesses.

We truly appreciate FEM's dedication to our cause and willingness to invest in the Hospice's initiatives. FEM's financial support has played a pivotal role in the success of the Hospice, enabling us to reach goals and improve the quality of palliative care offered to patients.

FEM's belief in our vision and commitment to empowering the Hospice has inspired us to work harder and strive for excellence in everything we do. FEM's sponsorship has not only assisted us to sustain our operations but also motivated us to explore new avenues and pursue innovative projects.

Once again, we would like to extend their deepest gratitude to FEM for their unwavering support. The sponsorship has made a significant difference in our ability to serve those in their care and make a positive impact.

If you would like to contribute towards our efforts or find out more about the organisation, you can contact us as follows.



011 837 2999



<https://fwchospice.org.za/>



liezl@fwchospice.org.za



Cnr Harmony & Retief Street, Hursthill,
Gauteng, South Africa



086 506 9946



BUSAMED GROUP OF HOSPITALS

FEM has a working relationship with the Busamed Group of Hospitals which allows efficient and quick invoice acceptance and payment processes. Below is a list of Busamed Hospitals and their regions.

HOSPITAL NAME	PRACTICE NUMBER	FULL PRACTICE NUMBER	REGION
Busamed Bram Fischer International Airport Hospital	0725935	0580000725935	Free State
Busamed Lowveld Private Hospital	0463345	0570000463345	Mpumalanga
Busamed Harrismith Private Hospital	0662186	0580000662186	Free State
Busamed Paardevlei Private Hospital	0584509	0580000584509	Western Cape
Busamed Gateway Private Hospital	0566225	0580000566225	KZN
Busamed Modderfontein Private Hospital	0651168	0580000651168	Gauteng
Busamed Hillcrest Private Hospital	0426563	0580000426563	KZN

For any queries or difficulties trying to get admitted to any of their facility, please contact Shirahn Papiah by:

Tel: [+27 31 492 1359](tel:+27314921359) | Fax: [+27 86 766 9625](tel:+27867669625) | Email: ShirahnP@Busamed.co.za | Website: www.Busamed.co.za

FEM HEALTH & SAFETY MAGAZINE

Look out for the FEM Health & Safety Magazine that will be launched on the 20th of September 2023.

The magazine will be targeted towards key stakeholders with an aim to improve health and safety practice in the construction industry.

A free electronic copy will be shared with all policyholders.

