

POLICYHOLDER NEWSLETTER

LAUNCH: FEM Rehabilitation, Social Reintegration and Return to Work Programme

FEM launched its Rehabilitation, Social Reintegration, and Return to Work Programme at an event held in Johannesburg.

The launch showcased FEM's full package of services aimed at supporting early return to work and social reintegration. These services are in line with the implementation of the Compensation for Occupational Injuries and Diseases (COIDA) Amendment Act 130 of 1993. Returning to work following a serious injury or illness is often a daunting task for an employee. The situation is even more dire when the employee is no longer able to perform the role held prior to the injury or illness. As such, FEM is committed to assisting these employees with the transition, through rehabilitating, and where necessary, re-skilling and upskilling them so that they can take up a role that is fulfilling from a career and social perspective.

Please click [here](#) to read more





FEM REBRAND



An Evolved FEM **Will Be Revealed Soon**

Dear valued partner,

We're thrilled to share that FEM is undergoing a rebrand. This decision reflects our growth and evolution over the years, and aligns our brand with the exceptional work we do and the positive impact we have in our communities, industry, and country.

Our refreshed identity will showcase who FEM is now, while honouring our legacy and the journey we've undertaken.

Your partnership and trust mean the world to us which is why we're excited to share our evolution with you as it unfolds. Rest assured, this change will not affect our policies or the high-quality services we provide to you in any way. However, if you have any questions or concerns please reach out to **Marketing@fema.co.za**.

Stay tuned for more updates as we continue on this journey together. We look forward to continuing our successful collaboration with you as the evolved FEM.

INCIDENT STATISTICS UPDATE – MOTOR VEHICLE ACCIDENTS

Motor vehicle accidents (MVAs) have been the subject of FEM claims over the past five years (2019–2023). Though struck-by incidents are the most common cause of accidents, MVAs have contributed to the highest number of fatalities suffered in the construction industry.

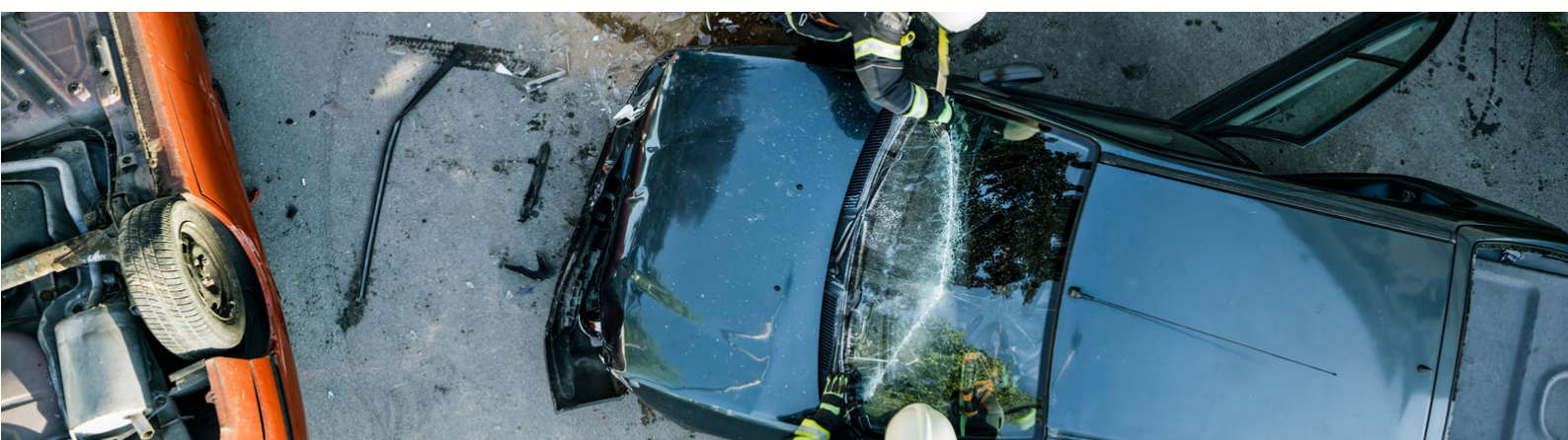
Between 2019 and 2023, FEM recorded 102 fatalities caused by MVAs, with a record high of 32 recorded for 2019 and the lowest recording of 12 in 2021. The low figure experienced in 2021 may be a direct result of the COVID-19 pandemic.

MVAs affect not only the vehicle's driver but passengers as well. On a construction site, pedestrian safety is crucial because it's more likely for a moving vehicle to strike workers.

MVAs are not only a significant concern for FEM, but this is also a national crisis for the country. According to the State of Road Safety Report 2023, released by the Road Traffic Management Cooperation, there were 11 883 fatalities in 2023, a 4.4% decrease from the 12,436 fatalities recorded in 2022. FEM recorded 23 and 21 fatalities in 2023 and 2022, respectively.

The FEM MVA statistics contribute 0.19% to the national road statistics; FEM is committed to being part of and contributing to road safety initiatives that aim to promote road safety and reduce fatalities because of MVAs.

It is crucial to note that the FEM incident numbers given do not represent the whole construction industry in South Africa, but rather the claims experience of FEM policyholders. FEM Incident Statistics can be found on the FEM Online Services website <https://roe.fem.co.za/Stats#/Accident-Stats>





SAVE THE DATE – HEALTH & SAFETY AWARDS AND SAFETEMBER



FEM HEALTH & SAFETY AWARDS AND SAFETEMBER CONFERENCE

JOHANNESBURG | 13 SEPTEMBER 2024
CAPE TOWN | 19 SEPTEMBER 2024
DURBAN | 19 SEPTEMBER 2024

Please note that these are provisional dates and are subject to change.

EMPLOYER'S RETURN OF EARNINGS REMINDER – ENFORCED ASSESSMENT

Failure to submit the Employers Return of Earnings (ROEs) is against the law and missing the deadline will result in penalties which will be imposed in the form of an enforced assessment.

The enforced assessment will be sent to the employer for payment.

The enforced assessment will be reversed upon receipt of the ROE. Please note that FEM may request auditors to audit the ROEs.

CSI UPDATE

CHILDHOOD CANCER FOUNDATION SOUTH AFRICA (CHOC)

Childhood cancer is the second leading cause of death in children globally yet only 15–20% of children in low and middle-income countries survive the illness. The time of diagnosis and cancer treatment journey impacts the child, the entire family and community. However, amidst the voices of doctors, daunting machines and the many children in the ward battling the disease, sits a hand of hope, the CHOC social worker providing psychosocial and emotional support throughout treatment and beyond.



Their support extends beyond assessments and counselling to that of empowering beneficiaries to commitment to treatment, carry out daily acts of living, identifying personalised coping strategies, treatment planning and preparation, creating peer support mechanisms strengthening bonds and sharing of experiences/best practices amongst childhood families. The focus remains the hand of hope to the parent and child supporting every opportunity to survival.

This is made possible through FEM's support of CHOC's Childhood Cancer Foundation South Africa Psychosocial and Emotional Support programme. The funding received supported 1497 beneficiaries through 11452 individual counselling sessions, 320 parent group sessions, 301 crisis interventions sessions, 438 families with bereavement support and 397 palliative care sessions.

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We **SUPPORT** children and teenagers with cancer as well as their families.



To refer a child or teenager please visit our website www.choc.org.za