



## **COMPENSATION FOR OCCUPATIONAL INJURIES AND DISEASES ACT (130 OF 1993) COIDA**

It is that time of the year that employers are required to submit an Employer's Return of Earnings (EroE) to FEM or the Compensation Commissioner (31 March 2011). If not yet done, do it urgently. The return is then used to do an assessment to calculate an annual premium.

To complete the (EroE);

COIDA Section 81 requires employers to keep a register of earnings, time worked, payment of piecework and overtime paid for each employee. These records are to be kept for a period of at least four years after the date of the last entry in that record or register and employers could be asked to produce such a register or record.

COIDA Section 82 further requires employers to submit to FEM a Return of earnings form, certified as correct, by no later than 31 March each year. The Return of Earnings statement must reflect the total amount of earnings (up to the maximum R277, 860,00 pa) paid by the employer to its employees during the period with effect from 1 March of the immediate preceding year up to and including the last day of February of the following year. FEM issues a confirmation request letter, to be signed off by the relevant Auditors or Accounting firm as confirmation of the declaration, with the EroE form.

Employers submit Return of Earnings for the period 1 March to 28 February.

The return is separated by a declaration of ACTUAL earnings for the period 1 March to 28 February for the previous period and a declaration of the ESTIMATED earnings for the period 1 March to 28 February of the following year. Should there be any difference between the actuals and the previous estimates at the time of calculating the premium, an adjustment (debit or credit) will be made and added to or subtracted from the latest estimated premium for the next year.

If there are any queries regarding the completion of the RETURN of EARNINGS form, please do not hesitate to contact FEM Tel. 021 - 4183210.

Employers are urged to pay the assessment within 30 days of receipt of the assessment (but no later than 30 June 2011).

The failure to submit an Employer's Return of Earnings in the prescribed time and the subsequent non-payment of the assessed premium by 30 June 2011 will result in the cancellation of any Merit Rebate due.

(GA)