

24 March 2020

REPRIEVE FOR EMPLOYERS AND EMPLOYEES

The Department of Employment and Labour has announced that employers in distress as a result of the Coronavirus outbreak are set to receive a government-backed reprieve.

Employment and Labour Minister, Thulas Nxesi, recently announced: "To assist the distressed companies, a period of reprieve will be considered in order for companies not to contribute to the Unemployment Insurance Fund (UIF)."

The Minister said the Fund's Temporary Employer/Employee Relief Scheme will be used to ensure that workers are not laid off and that the following measures are being considered in light of the COVID19 pandemic:

- If employers decide to close for a short period as a precautionary measure, the short term UIF benefits will be available to employees.
- If employers contemplate a short term shut down, these employers are required to inform the Department who will send a team to visit these employers to assist with the processing of UIF claims.
- Where an employee has to be self-quarantined for 14 days, such a leave will be recognised as "special leave" and employees will be permitted to apply for UIF benefits which will be paid on condition that the reason for the quarantine meets the necessary requirements.
- Where an employee is required to be quarantined for longer than 14 days as a result of having travelled or been in contact with an infected person, such leave will be recognised as "special leave" and the employee will be eligible to apply for unemployment insurance benefits.

REDUCED WORK TIME

- Where a Company shuts down for a certain period or implements Reduced or Short Time.
- Benefits payable is the difference between what employer pays and normal UIF benefits payable should an employee lose employment.

Required Forms and Documents

- UI19 and UI2.7 (completed by Employer)
- UI 2.1 b
- UI 2.8 (bank form completed by the bank)
- A letter from the Employer confirming Reduced Work Time is due to the Corona Virus
- Copy of ID document.

It should be noted that:

- For every 4 days worked the employee accumulates 1 credit day, and maximum credits days payable is 365 for every four completed years.
- Benefits are paid as per prescribed benefits structure from 239 to 365 days.

ILLNESS BENEFITS

- Where an employee has been quarantined for 14 days, Illness Benefit process will apply.
- A Confirmation Letter from both the employer and employee must be submitted together with the application as proof that both the employer and employee have agreed to the 14 days 'special leave'.
- In this instance the letters will stand in place of the medical certificate as the beneficiary would have self – quarantined without prior consultation with a medical practitioner. Benefits will be paid based on these letters.
- Should an employee be quarantined for more than 14 days, a medical certificate from a medical practitioner must be submitted together with the Continuation Form UI3.

The applicable Forms are:

- UI19 and UI2.7 (completed by Employer)
- UI2.2 (a portion of which is completed by the Doctor) } UI 2.8 (bank form completed by the bank)
- Copy of ID document.

It should be noted that:

- For every 4 days worked the employee accumulates 1 credit day, and maximum credits days payable is 365 for every four completed years.
- Benefits are paid as per prescribed benefits structure from 239 to 365 days.

DEATH BENEFITS

In the undesirable event where a contributor passes on, the following will apply:

- Benefits are paid to the beneficiaries of the deceased. People eligible to apply are a Spouse, Life Partner, Children and nominated persons, in that order.

The applicable Forms and required documents are:

- UI19 and UI 53 (completed by the Employer)
- UI 2.5 or UI2.6 Death Certificate ID of deceased and applicant
- UI 2.8 (bank form completed by the bank) } Copy of ID document.

It should be noted that:



- For every 4 days worked you accumulate 1 credit day and maximum credits days payable is 365 for every four completed years.
- Benefits are paid as per prescribed benefits structure from 239 to 365 days.

HOW TO APPLY FOR THESE BENEFITS?

Employers must complete the UI 19 Form stating the last date of termination and the reason thereof.

The forms can be submitted through the following methods:

- Online at: www.ufiling.co.za. (Illness benefits)
- Email the application to the nearest UIF processing Centre. (Illness/ Reduced Work Time/Death benefits)
- Fax the application to the nearest UIF processing Centre. (Illness/ Reduced Work Time/Death benefits)

Mailbox	Fax to email Number
Germiston.BCP@labour.gov.za	0864397295
Petermari.BCP@labour.gov.za	0864397296
EastLondon.BCP@labour.gov.za	0864397299
Capet.BCP@labour.gov.za	0864397300
George.BCP@labour.gov.za	0864397301
NorthWest.BCP@labour.gov.za	0864397302
Limpopo.BCP@labour.gov.za	0864397303
Mpumalanga.BCP@labour.gov.za	0864397304
Freestate.BCP@labour.gov.za	0864397305
Online.BCP@labour.gov.za	0864397306
Durban.BCP@labour.gov.za	0864397297
PortElizabeth.BCP@labour.gov.za	0864397298
NorthernCape.BCP@labour.gov.za	0864397309
Johannesburg.BCP@labour.gov.za	0864397294
Pretoria.BCP@labour.gov.za	0864397290

