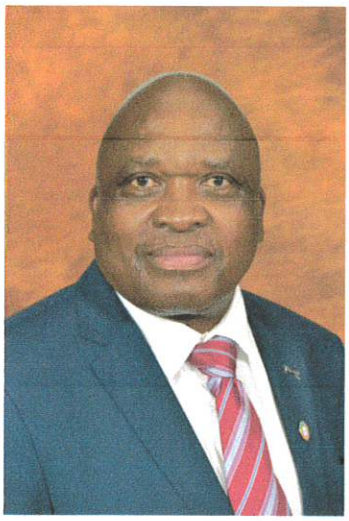


The Compensation Commissioner for Occupational Diseases in Mines and Works

Annual Performance Plan for the 2023/24 Financial Year

March 2023

Executive Authority Statement by the Minister of Health



The Compensation Commissioner for Occupational Diseases in Mines and Works (CCOD) is congratulated on its achievement of an unqualified audit with no material findings by the Auditor-General of South Africa in the 2021/22 financial year. Indeed, given the legacy problems faced by the CCOD, it has ensured innovations in service delivery to the current and ex-workers in mines and works; has a comprehensive database with access to the different class action and social protection funds and has worked closely with provinces and neighbouring country governments through the leadership and involvement of Deputy Minister Dr Sibongiseni Dhlomo.

The Mines and Works Compensation Fund paid on average 466 claimants per month totalling R104,5 million for the 9 months to 31 December 2022, compared to an average of 432 claimants per month totalling R107,8 million in the comparative period in the previous year. The Certification Committees of the Medical Bureau for Occupational Diseases (MBOD) adjudicated on average 790 certifications per month for the 9 months to 31 December 2022, compared to 486 certifications per month in the comparative period in the previous year.

The CCOD is busy with the reform of the Occupational Diseases in Mines and Works Act, 78 of 1973. The reforms include a new governance structure (the Mines and Works Compensation Authority); the levies to cover all costs such as administration, medical assessments, health care and income protection and introduces limited liability for owners of mines and works.

The Minerals Council South Africa continued its support for the activities of the MBOD/CCOD through secondment of personnel and technical support for financial management and legal reforms. Rand Mutual Assurance has assisted with funding for the digitisation of the physical files of the MBOD/CCOD. Meetings were convened by the Department and the Southern African Mineworkers Association (SAMA), the trade unions, the different class action settlement funds and the Minerals Council South Africa to ensure collaborative efforts in dealing with the legacy problems of ex-mineworkers with occupational lung diseases.

As of 31 December 2022, 95 controlled mines and works were inspected.

This Annual Performance Plan reflects the performance targets for the 2023/24 financial year. I endorse the Annual Performance Plan of the CCOD and will work with the management team to ensure its implementation. The focus areas will be:

- Maintenance of the database of controlled mines and works;
- Maintenance of the claims management system; and
- The submission of the annual report of the Mines and Works Compensation Fund for the 2022/23 financial year to the Auditor-General of South Africa.

Dr MJ Phaahla (MP)
Executive Authority, Minister of Health, RSA
Date: 31/03/2023

Accounting Officer Statement

The CCOD was established in terms of the Occupational Diseases in Mines and Works Act, No. 78 of 1973. The CCOD relies on voted funds for the administration of the Mines and Works Compensation Fund and payments for Benefit Medical Examinations and certifications.

This Annual Performance Plan reflects the performance targets for the CCOD for the 2023/24 financial year. The focus areas will be:

- Maintenance of the database of controlled mines and works;
- Maintenance of the claims management system; and
- The submission of the annual report of the Mines and Works Compensation Fund for the 2022/23 financial year to the Auditor-General of South Africa.

The actuary has completed the actuarial roll forward of the Mines and Works Compensation Fund as at 31 March 2022. Levies on controlled mines and works and benefits payable to claimants will be adjusted from 1 April 2023 based on the current actuarial valuation of the Mines and Works Compensation Fund.

There was an increase in the number of claims paid at the CCOD as at 31 December 2022. The increase in payments for the year was due to the CCOD and service providers returning to full capacity following the lifting of the national lockdown due to the COVID-19 pandemic in the previous year. Over the 9-month period ending 31 December 2022, the CCOD paid 4,198 claimants R104,5 million with 30% going to claimants in neighbouring countries and 7,112 certifications were done by the Medical Bureau for Occupational Diseases. The Compensation Fund continued to pay monthly pensions to 27 pensioners in terms of the Pneumoconiosis Compensation Act, No. 64 of 1962 which preceded ODMWA. The monthly pensions are paid from voted funds. The MBOD/CCOD will work closely with the TB in the Mining Sector project funded by the Global Fund for AIDS, TB and Malaria for enhanced services in neighbouring countries.

Monthly updates are given on the outputs of the MBOD/CCOD such as the number of certifications and number of paid claimants which assists with performance monitoring. The call centre (080 100 0240) supported by the Minerals Council South Africa provided feedback to claimants and handled about 2,453 outgoing and 2,408 incoming calls per month for the period ending 31 December 2022.

This annual performance plan must be read in conjunction with the NDOH's annual performance plan. The NDOH carries the administration costs of the CCOD and the costs of provision of Benefit Medical Examinations for ex-workers from controlled mines and works.

Dr MB Kistnasamy
Compensation Commissioner
Under delegation granted by the Director-General: Health

Official Sign - Off

It is hereby certified that this Annual Performance Plan:

- Was developed by the management of the CCOD under the guidance of the Minister of Health;
- Considers all relevant policies, legislation and other mandates for which the CCOD is responsible; and
- Accurately reflects the outcomes and outputs which the CCOD will endeavour to achieve over the 2023/24 financial year.

Dr MB Kistnasamy
Compensation Commissioner

Signature: _____

Ms T Mama
Deputy Commissioner

Signature: _____

Mr M Maswanganye
Director: Finance

Signature: _____

Dr N Mtshali
Director: MBOD

Signature: _____

Mr P Mamogale
Chief Financial Officer: NDOH

Signature: _____

Approved by:

Dr MJ Phaahla (MP)
Executive Authority, Minister of Health, RSA

Signature: _____

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Part A Our Mandate

The CCOD derives its mandate from the **Occupational Diseases in Mines and Works Act, No. 78 of 1973 (ODMWA)** and pays compensation to current and ex-workers in controlled mines and works who are certified to have compensable cardio-respiratory diseases.

The ODMWA prescribes that the Minister of Health shall appoint, an officer to be styled the Compensation Commissioner for Occupational Diseases. The CCOD operates under the provisions of the framework of the ODMWA.

The ODMWA provides for the establishment of a fund called the Mines and Works Compensation Fund. In terms of the ODMWA, the CCOD is responsible for controlling and administering the Mines and Works Compensation Fund. The terms CCOD and Mines and Works Compensation Fund are used interchangeably.

The ODWMA provides for the establishment of the Medical Bureau for Occupational Diseases (MBOD) which oversees the provision of Benefit Medical Examinations and certifications of claims.

A1. Constitutional mandate

Constitution of the Republic of South Africa Act, No. 108 of 1996
Section 27 provide for the rights of access by citizens to social security, including, if they are unable to support themselves and their dependents, appropriate social assistance. The State will take reasonable legislative and other measures, within its available resources, to achieve the progressive realisation of these rights.

A2. Legislative and policy mandates

Other legislation impacting on the work of the CCOD are as follows:

Basic Conditions of Employment Act, No. 75 of 1997
Prescribes right to fair labour practices and minimum conditions of employment which must be applied.

Compensation for Occupational Injuries and Diseases Act, No. 130 of 1993
Provides for compensation caused by occupational injuries or diseases, sustained or contracted by employees in the course of their employment, and for death resulting from such injuries or disease.

Control of Access to Public Premises and Vehicles Act, No. 53 of 1985
Provides for the regulation of individuals entering government premises, and incidental matters.

Labour Relations Act, No. 66 of 1995
The purpose of the Labour Relations Act is not only to protect everyone in the workplace but to also promote economic development, fair labour practices, peace, democracy and social development.

Mine Health and Safety Act, No. 29 of 1996
To entrench the right to refuse to work in dangerous conditions; and to give effect to the public international law obligations of the Republic relating to mining health and safety.

National Health Act, No. 61 of 2003
Provides a framework for a structured uniform health system within the Republic, taking into account the obligations imposed by the Constitution and other laws on the national, provincial and local spheres of government with regard to health services.

Occupational Health and Safety Act, No. 85 of 1993
Provides for the requirements that employers must comply with, in order to create a safe working environment for employees in the workplace.

Promotion of Access to Information Act, No. 2 of 2000
Amplifies the constitutional provision pertaining to accessing information under the control of various bodies.

Promotion of Administrative Justice Act, No. 3 of 2000
Amplifies the constitutional provisions pertaining to administrative law by codifying it.

Promotion of Equality and the Prevention of Unfair Discrimination Act, No. 4 of 2000
Provides for the further amplification of the constitutional principles of equality and elimination of unfair discrimination.

Protected Disclosures Act, No. 26 of 2000
Provides for the protection of whistle-blowers in the fight against corruption.

Public Finance Management Act, No. 1 of 1999 (PFMA)
Provides for the administration of state funds by functionaries, their responsibilities and incidental matters.

Public Service Commission Act, No. 46 of 1997
Provides for the amplification of the constitutional principles of accountability, governance, and incidental matters.

State Liability Amendment Act, No. 14 of 2011
Provides for the circumstances under which the State attracts legal liability.

Protection of Personal Information Act, No. 4 of 2013
It sets some conditions for responsible parties (called controllers in other jurisdictions) to lawfully process the personal information of data subjects (both natural and juristic persons).

A3. Institutional policies and strategies governing the five-year planning period

The policy mandates for occupational health and compensation services are split between the Department of Employment and Labour, the Department of Mineral Resources and Energy and the Department of Health. There has been a close working relationship and inter-departmental partnerships in occupational health and compensation activities especially through the provision of decentralised services for current and ex-workers in controlled mines and works.

The need for alignment of compensation systems has been highlighted previously given the policy and legislative spilt between the Department of Health and the Department of Employment and Labour. The ODMWA needs amendment to streamline the governance, administration, revenue arrangements and provision of services to current and ex-workers with respect to medical assessments and payment

of compensation. The proposal is for the legal reform to cover a fully functional public entity incorporating the fund, its administration and services to current and ex-workers in mines and works.

The planned initiatives over the period 2021/22 to 2024/25 included:

- Making a submission to the Director-General of the National Department of Health on amendments to the ODWMA.
- Ensuring the effective and efficient management of the CCOD through collection of levies, certifications and payment of claims.

A4. Relevant court rulings

None

Part B Our strategic focus

B1. Vision

The CCOD will strive to deliver an accessible, effective and efficient compensation service for current and ex-workers in controlled mines and works who are certified with compensable cardio-respiratory diseases.

B2. Mission

To improve access to health and compensation services for current and ex-workers in controlled mines and works.

B3. Values

The success of the CCOD rests with the service ethos of the personnel undertaking specific activities. The following values of our personnel underpin the activities of the CCOD:

- Fairness
- Equity
- Accessibility
- Transparency
- Accountability
- Professionalism
- Integrity
- Diligence

B4. Situational analysis

The CCOD has one national office that covers South Africa and the neighbouring countries. The administration costs, mainly the personnel and operational costs of the CCOD, are funded from the budget of the National Department of Health.

The CCOD compensates current and ex-workers in controlled mines and works for impairment or diseases of the cardio-respiratory system due to exposures at work and reimbursement for loss of earnings incurred during TB treatment. In the case where the worker or ex-worker is deceased the

CCOD compensates the beneficiaries of the worker or ex-worker. The CCOD also pays the government grant for pensioners as per the Pneumoconiosis Compensation Act, No. 64 of 1962.

The main categories and challenges can be summarised as follows:

i. **Pensioners**

Former workers or spouses who are now pensioners receive monthly pension pay-outs from the CCOD and this is in accordance with the Pneumoconiosis Compensation Act, No. 64 of 1962. There is no provision for pensioners in the current Act and hence there are no additional pensioners. Their pensions are increased annually and is done in line with the general increases as determined by the minister of Finance. Pensioners are paid from the State Account and funds are made available through voted funds in the National Department of Health.

ii. **One Sum Benefits**

In order to qualify for compensation, current or ex-workers must be certified to be compensable by the MBOD and must have worked at a controlled mine or works. The different categories of compensation are as follows:

- 1st degree compensation is the impairment of the cardio-respiratory system of between 10 and 40%. The claim amount payable for first degree is up to R71,605.
- 2nd degree compensation is the impairment of the cardio-respiratory system of greater than 40% and/or multiple diseases. The claim amount payable for second degree is up to R159,444.
- Tuberculosis benefits are in the form of reimbursements of loss of earnings incurred during Tuberculosis treatment for a maximum period of 6 months. Only 75% of lost earnings are payable.

The benefit amount may be increased on an annual basis based on the Consumer Price Index and actuarial valuation and after consultation with the Advisory Committee. The latest increases in benefits were on 1 April 2022.

The support of the Minerals Council South Africa has assisted with overcoming the challenges of the lack of medical, finance and information technology personnel, the maintenance of the database of approximately 1.1 million claimant files, and payment of claims.

The number of controlled mines and works is determined by the Risk Committee which is chaired by the Chief Inspector of the Department of Mineral Resources and Energy. There are 859 number of operations gazetted as at 30 September 2022. The Risk Committee is still not functioning optimally.

The 2021/22 annual financial statements were signed-off by the Auditor-General of South Africa and submitted to parliament on 30 September 2022. In addition, all outstanding financial statements of the Mines and Works Compensation Fund being 2018/19, 2019/20 and 2020/21 were submitted to parliament on 30 September 2022. The actuaries have completed a roll forward valuation of the Mines and Works Compensation Fund as at 31 March 2022.

The management interventions over the period 2021/22 to 2024/25 are as follows:

- Submission to the Director-General of Health on amendments to the ODMWA;
- Maintenance of the database covering current workers in controlled mines and works;
- Expansion of the electronic claims management system; and
- Working closely with stakeholders and social partners to resolve many of the legacy challenges facing the CCOD.

iii. Audit findings

The Mines and Works Compensation Fund received an unqualified audit opinion for the 2021/22 financial year. This is an improvement from the qualified audit opinion in earlier years.

As of 31 March 2022, 139 controlled mines and works were inspected compared to 41 in the prior year. The inspections have contributed to more accurate submission of risk shift information and payments of levies by the controlled mines and works and contributed to the removal of the revenue qualification on the audit opinions for the 2019/2020, 2020/2021 and 2021/22 financial years.

B5. External environment analysis

This annual performance plan should be read in conjunction with the National Department of Health's annual performance plan.

The National Department of Health carries the administration costs of the CCOD which includes the personnel, operational and infrastructure costs.

B6. Internal environment analysis

The current senior management of the CCOD is as follows:

- Dr Barry Kistnasamy as Compensation Commissioner
- Ms Thembisa Mama as Deputy Compensation Commissioner
- Mr Mishack Maswanganye as the Director: Finance
- Dr Nhlanhla Mtshali as the Director: MBOD (Seconded)

The personnel distribution as at 31 December 2022 was as follows:

Table 1: Distribution of Posts at the CCOD as at 31 December 2022

Designation	Level	No. of Posts	Filled	Vacant
Commissioner	14	1	1	0
Director	13	2	2	0
Deputy Directors	12	2	2	0
Deputy Director Administration	11	1	0	1
Assistant Directors	10	2	2	0
Assistant Directors	9	1	0	1
Senior State Accountant (Finance)	8	1	0	1
Senior State Accountant (Inspector)	8	2	2	0
Senior Administration Officer	8	1	0	1
Administration Officer	7	2	2	0
Senior Administration Clerks	7	1	1	0
Personal Assistant	6	2	1	1
Senior Administration Clerk	6	3	3	0
Administration / Finance Clerk	5	22	16	6
Switchboard operator	4	1	1	0
Messenger	3	1	1	0
Cleaner	2	1	0	1
Total		**46**	**34**	**12**

Whilst the CCOD is capacitated at 74%, these are mainly administrative posts and there are an inadequate number of posts for specialised personnel within the CCOD. The specialised technical and support personnel are provided by the Minerals Council South Africa under the Memorandum of Understanding between the Department of Health and the Minerals Council South Africa.

Part C Measuring our performance

C1. Institutional programme performance information

C1.1 Submission of amendments to ODMWA

Submit amendments to ODMWA to the Director-General of the National Department of Health

C1.1.1 Purpose

Management will engage with relevant stakeholders for inputs to the amendments to ODMWA through workshops and submit the amendments to the Director-General of the National Department of Health.

C1.2 Ensure the effective and efficient management of the CCOD

Ensure the effective and efficient management of the CCOD.

C1.2.1 Purpose

Management will work towards regular updates of the database, improve the turnaround times of payment of new claims, ensure the collection of levies from the controlled mines and works, submission of the annual report and conduct inspections of controlled mines and works.

C2. Outcomes, outputs and performance indicators

Outcome	Output Indicator	Un-Audited/Actual Performance*			Performance as at 31 December 2022	Medium-term Targets	
		2019/20	2020/21	2021/22		2023/24	2024/25
1. Submission of amendments to ODMWA to the Director-General of the National Department of Health	1.1 Report on the submission of amendments to the Director-General of the National Department of Health	New Indicator	Legal team began drafting of amendments to ODMWA and one virtual consultative workshop was held with mining companies and trade unions	New ODMWA bill was noted by the Director-General and the Minister of Health. A request to process the bill was sent to the Deputy President from the Minister	New ODMWA bill was approved by DG and signed by the minister of Health. A request to process the bill was sent to the deputy president. Consultative and information sharing workshops were held with stakeholders including NEDLAC	None	None
2. Ensure the effective and efficient management of the CCOD	2.1 Report on updates of database of claims at the CCOD in terms of claims, payments, certifications and data exchange updates and/or additions	New Indicator	Master database updated for payments made, new claims and new certifications for the months from April to December 2020. External data exchange updates and/or additions to the master database external parties	Master database updated for payments made, new claims and new certifications. External data exchange updates and/or additions to the master database external parties done for all quarters except Q2	Master database updated for payments made, new claims and new certifications. External data exchange updates and/or additions to the master database external parties done for all quarters	Master database updated for payments made, new claims and new certifications for the month before the 7th of the next month. External data exchange updates and/or additions to the master database once a quarter	Master database updated for payments made, new claims and new certifications for the month before the 7th of the next month. External data exchange updates and/or additions to the master database twice a quarter
	2.2 Report on the number of certifications finalised on the Mineworkers Compensation System per year	13 874	13 084	5 869	7 112	14 100	15 000
	2.3 Report on the number of benefit payments made by the CCOD (other than pension payments)	New Indicator	4 212	4 676	4 198	8 100	8 600
	2.4 Report on the number of claims finalised by the CCOD (other than pensioners)	7 291	5 354	6 155	4 994	9 035	9 600
	2.5 Of all claims finalised in the period, what percentage were finalised within 90 days of receipt of all completed claim documents	New Indicator	82% (4372 / 5354)	90% (5543 / 6155)	92% (4574 / 4994)	80%	90%
	2.6 Percentage of controlled mines and works liable for payment of levies per the financial system paying levies to the CCOD	70% of controlled mines and works paying levies to the CCOD (2021 / 2894)	65% of controlled mines and works paying levies to the CCOD (1907 / 2928)	83% of controlled mines and works paying levies to the CCOD (2111 / 2537)	81% of controlled mines and works paying levies to the CCOD (1598 / 1966)	80% of controlled mines and works paying levies to the CCOD	80% of controlled mines and works paying levies to the CCOD

Outcome	Output Indicator	Un-Audited/Actual Performance*			Performance as at 31 December 2022	Medium-term Targets	
		2019/20	2020/21	2021/22		2023/24	2024/25
	2.7 Report on the submission of annual reports of the CCOD to the Auditor General of South Africa	Submission of the 2015/16 and 2016/17 annual reports to the Auditor-General of South Africa	Submission of the 2017/18 and 2018/19 annual reports to the Auditor-General of South Africa	Submission of the 2019/2020 and 2020/2021 annual financial statements to the AGSA	Final signed Annual Report submitted to parliament on 30 September 2022	Submission of the 2022/23 annual report to the Auditor-General of South Africa	Submission of the 2023/24 annual report to the Auditor-General of South Africa
	2.8 Report on the number of controlled mines and works inspected	81	41	139	95	77	77

C3. Output indicators: annual and quarterly targets

Output Indicator	Reporting Period	Annual Target 2023/24	Quarterly Targets			
			1st	2nd	3rd	4th
1.1 Report on the submission of amendments to the Director-General of the National Department of Health	Annual	No further targets on this indicator	--	--	--	--
2.1 Report on updates of database of claims at the CCOD in terms of claims, payments, certifications and data exchange updates and/or additions	Quarterly	Master database updated for payments made, new claims and new certifications for the month before the 7th of the next month. External data exchange updates and/or additions to the master database once a quarter	Monthly updates for March 2023, April 2023 and May 2023 to the master database for payments made, new claims and new certifications before the 7th of the next month. One external data exchange update and/or additions to the master database in the quarter	Monthly updates for June 2023, July 2023 and August 2023 to the master database for payments made, new claims and new certifications before the 7th of the next month. One external data exchange update and/or additions to the master database in the quarter	Monthly updates for September 2023, October 2023 and November 2023 to the master database for payments made, new claims and new certifications before the 7th of the next month. One external data exchange update and/or additions to the master database in the quarter	Monthly updates for December 2023, January 2024 and February 2024 to the master database for payments made, new claims and new certifications before the 7th of the next month. One external data exchange update and /or additions to the master database in the quarter
2.2 Report on the number of certifications finalised on the Mineworkers Compensation System per year	Quarterly	14 100	4 500	4 500	2 550	2 550
2.3 Report on the number of benefit payments made by the CCOD (other than pension payments)	Quarterly	8 100	2 500	2 500	1 550	1 550
2.4 Report on the number of claims finalised by the CCOD (other than pensioners)	Quarterly	9 035	2 800	2 800	1 720	1 715
2.5 Of all claims finalised in the period, what percentage were finalised within 90 days of receipt of all completed claim documents.	Quarterly	80%	80%	80%	80%	80%

Output Indicator	Reporting Period	Annual Target 2023/24	Quarterly Targets			
			1st	2nd	3rd	4th
2.6 Percentage of controlled mines and works liable for payment of levies per the financial system paying levies to the CCOD	Annual	80% of controlled mines and works paying levies to the CCOD	80% of controlled mines and works paying levies to the CCOD	80% of controlled mines and works paying levies to the CCOD	80% of controlled mines and works paying levies to the CCOD	80% of controlled mines and works paying levies to the CCOD
2.7 Report on the submission of annual reports of the CCOD to the Auditor-General of South Africa	Annual	Submission of the 2022/23 annual report to the Auditor-General of South Africa	2022/23 annual report submitted to the Auditor-General of South Africa for Audit	2022/23 annual report finalisation and final reporting by the Auditor-General of South Africa	--	-
2.8 Report on the number of controlled mines and works inspected	Quarterly	77	5	15	30	27

C4. Explanation of planned performance over the medium-term period

The CCOD's focus over the medium term will be on stabilising the number of claims paid in line with the National Development Plan's vision of providing an effective welfare system for vulnerable groups and priority 2 (Education, Skills and Health) and outcome 2 (A long and healthy life for all South Africans) of government's 2019 - 2024 medium term strategic framework.

To stabilise the number of claims paid, the Compensation Commissioner has embarked on interactions with the:

- Provincial Departments of Health and neighbouring country governments;
- Trade unions in the mines and works sector;
- Minerals Council South Africa;
- The Tshiamiso Trust; and
- Ex-mineworker associations.

In addition, to support provision of benefit medical examinations through partnerships with the provincial Departments of Health, the Tshiamiso Trust and mining companies. Limited outreach activities in labour sending areas within South Africa and in neighbouring countries will be targeted to claimants given the resource constraints.

The Finance Director has been investing surplus funds in the short-term investment market with the South African Reserve Bank and banking institutions. Levy revenue is expected to increase over the MTEF due to increase in levy rates for gold which is the highest contributor towards levy income. In addition, interest earned from investments is expected to increase over the MTEF period owing to an increase in interest rates and investment balances.

The Minister of Health has approved an increase in pension amounts with the concurrence of the Minister of Finance. This will be funded by the annual transfer from the Department of Health and is expected to grow at an average annual rate of 8.1% over the medium term from R1,4 million in the 2021/22 FY to R1,8 million in the 2024/25 FY.

Compensation of ex-miners is the Mines and Works Compensation Fund's largest cash outflow It is funded by levies collected from controlled mines and works based on the number of risk shifts worked, multiplied by a specific rate per commodity. Inspections are carried out to ensure

that the number of risk shifts are not understated. The Compensation Commissioner plans to stabilise these inspections at a target of 77 per year in 2023/24 FY owing to resource constraints.

The proposed amendments to ODMWA include legislative changes relating to new governance and service delivery models to enhance the efficiency and effectiveness of the MBOD/CCOD and the revenue model (levies) being changed to cover the costs of administration and the provision of services including benefit medical examinations and health care, which is the norm in social protection funds. Prevention interventions in partnership with the Departments of Mineral Resources and Energy and Employment and Labour to eliminate or reduce workers' exposures to dust are continuing.

There will be a decrease in the number of persons being assessed and certified due to use of risk exposure algorithms that target claimants and stabilisation of paid claims. The Compensation Commissioner will work closely with the Tshiamiso Trust to ensure provision of support to eligible current and ex-workers for lodgement of claims and access to medical assessments.

C5. Programme resource considerations

Table 1: CCOD expenditure trends and estimates by programme / objective / activity

	Outcome			Revised estimate	Average growth rate (%)	Expen-diture/ Total: Average (%)	Medium-term expenditure estimate			Average growth rate (%)	Expen-diture/ Total: Average (%)
R thousand	2019/20	2020/21	2021/22	2022/23	2019/20 – 2022/23		2023/24	2024/25	2025/26	2022/23 – 2025/26	
Administration	93 272	290 321	-	-	(100%)	23.7%	-	-	-	-	-
Compensation of pensioners	992	821	474	379	(27.4%)	0.2%	305	246	199	(19.3%)	0.1%
Compensation of ex-miners	159 773	169 846	271 313	449 439	41.2%	72.8%	471 638	506 021	543 112	6.5%	99.9%
Compensation of tuberculosis	38 702	-	-	-	(100%)	3.3%	-	-	-	-	-
Total	**292 739**	**460 988**	**271 787**	**449 818**	**15.4%**	**100.0%**	**471 943**	**506 267**	**543 311**	**6.6%**	**100.0%**

Table 2: CCOD statements of historical financial performance and position

Statement of financial performance	Budget	Audited outcome	Budget	Audited outcome	Budget	Un-Audited outcome	Budget estimate	Revised estimate	Outcome/ Budget Average (%)
R thousand	2019/20		2020/21		2021/22		2022/23		2019/20 – 2022/23
Revenue									
Tax revenue	**311 000**	**114 531**	**305 000**	**107 019**	**120 000**	**128 239**	**126 000**	**126 274**	55.3%
Non-tax revenue	**246 000**	**660 020**	**235 000**	**212 501**	**205 500**	**294 040**	**209 500**	**306 421**	164.4%
Other non-tax revenue	246 000	660 020	235 000	212 501	205 000	294 040	209 500	306 421	164.4%
Transfers received	**4 050**	**992**	**4 272**	**821**	**1 437**	**466**	**1 544**	**373**	23.5%
Total revenue	**561 050**	**775 543**	**544 272**	**320 341**	**326 937**	**422 745**	**336 044**	**433 068**	110.4%
Expenses									
Current expenses	**8 781**	**93 272**	**8 910**	**460 167**	**166 336**	**271 321**	**161 353**	**449 446**	368.9%
Goods and services	8 506	9 351	8 625	174 820	2 336	9 004	2 353	137 261	1 514.4%
Interest, dividends and rent on land	275	83 921	285	285 347	164 000	262 317	159 000	312 185	291.7%
Transfers and subsidies	**202 533**	**199 467**	**222 602**	**821**	**121 437**	**466**	**126 544**	**372**	29.9%
Total expenses	**211 314**	**292 739**	**231 512**	**460 988**	**287 773**	**271 787**	**287 897**	**449 818**	144.9%
Surplus/(Deficit)	**349 736**	**482 804**	**312 760**	**(140 647)**	**39 164**	**150 958**	**48 147**	**(16 750)**	
Statement of financial position									
Investments	4 524 362	4 755 810	4 581 418	4 852 536	5 142 136	5 055 332	5 251 636	5 351 631	102.6%
Receivables and prepayments	15 470	13 490	17 017	14 537	27 073	9 336	27 073	9 193	53.7%
Cash and cash equivalents	65 000	53 615	42 250	98 587	41 251	89 600	83 898	69 996	134.2%
Total assets	**4 604 832**	**4 822 915**	**4 640 685**	**4 965 660**	**5 210 460**	**5 154 268**	**5 362 607**	**5 430 820**	**102.8%**
Accumulated surplus/(deficit)	1 322 369	1 591 430	1 635 129	1 450 783	1 590 573	1 601 741	1 638 720	1 584 992	100.7%
Trade and other payables	13 147	110 014	14 462	118 399	118 832	121 497	120 832	126 060	178.1%
Provisions	3 269 316	3 121 471	2 991 094	3 396 478	3 501 055	3 431 030	3 603 055	3 719 768	102.3%
Total equity and liabilities	**4 604 832**	**4 822 915**	**4 640 685**	**4 965 660**	**5 210 460**	**5 154 268**	**5 362 607**	**5 430 820**	**102.8%**

Table 3: CCOD statements of estimates of financial performance and position

Statement of financial performance	Revised estimate	Average growth rate (%)	Expen-diture/ Total: Average (%)	Medium-term estimate			Average growth rate (%)	Expen-diture/ Total: Average (%)
R thousand	2022/23	2019/20 – 2022/23		2023/24	2024/25	2025/26	2022/23 – 2025/26	
Revenue								
Tax revenue	126 274	3.3%	26.9%	126 836	133 178	139 837	3.5%	25.6%
Non-tax revenue	**306 421**	**(22.6%)**	**72.9%**	**404 861**	**434 960**	**402 229**	**9.5%**	**74.4%**
Other non-tax revenue	306 421	(22.6%)	72.9%	404 861	434 960	402 229	9.5%	74.4%
Transfers received	**373**	**(27.8%)**	**0.1%**	**298**	**238**	**191**	**(20.0%)**	**0.1%**
Total revenue	**433 068**	**(17.7%)**	**100.0%**	**531 995**	**568 376**	**542 257**	**7.8%**	**100.0%**
Expenses								
Current expenses	**449 446**	**68.9%**	**82.9%**	**471 645**	**506 029**	**543 120**	**6.5%**	**99.9%**
Goods and services	137 261	144.8%	18.7%	133 305	139 794	146 607	2.2%	28.3%
Interest, dividends and rent on land	312 185	54.9%	64.1%	338 340	366 235	396 513	8.3%	71.2%
Transfers and subsidies	**372**	**(87.7%)**	**17.1%**	**298**	**238**	**191**	**(19.9%)**	**0.1%**
Total expenses	**449 818**	**15.4%**	**100.0%**	**471 943**	**506 267**	**543 311**	**6.5%**	**100.0%**
Surplus/(Deficit)	**(16 760)**	**(132.6%)**		**60 052**	**62 109**	**(1 054)**	**(60.2%)**	
Statement of financial position								
Investments	5 351 631	4.0%	98.2%	5 752 962	6 134 392	6 533 091	6.9%	99.0%
Receivables and prepayments	9 193	(12.0%)	0.2%	9 234	9 696	10 180	3.5%	0.2%
Cash and cash equivalents	69 996	9.3%	1.5%	41 644	61 522	29 863	(24.7%)	0.9%
Total assets	**5 430 820**	**4.0%**	**100.0%**	**5 803 840**	**6 205 610**	**6 573 134**	**6.6%**	**100.0%**
Accumulated surplus/(deficit)	1 584 992	(0.1%)	30.6%	1 645 044	1 707 153	1 706 099	2.5%	27.7%
Trade and other payables	126 060	4.6%	2.3%	131 059	136 372	141 920	4.0%	2.2%
Provisions	3 719 768	6.0%	67.0%	4 027 737	4 362 085	4 725 115	8.3%	70.0%
Total equity and liabilities	**5 430 820**	**4.0%**	**100.0%**	**5 803 840**	**6 205 610**	**6 573 134**	**6.6%**	**100%**

The budget overview and MTEF estimates related to the administration of the CCOD and processing and payments of claims are covered by voted funds within the budget of the National Department of Health. The CCOD covers revenue collected through the levies on controlled mines and works and payments of compensation benefits to claimants and beneficiaries from the CCOD.

Compensation of ex-miners is the Mines and Works Compensation Fund's largest cash outflow. It is funded by levies collected from controlled mines and works, based on the number of risk shifts worked in the mine, and multiplied by a specific rate per commodity mined. Inspections are carried out to ensure that the numbers of risk shifts are not understated. As a result of levy increases approved by the Minister of Health as of 1 April 2022, revenue is forecast to increase over the medium term to R139 million in the 2025/26 FY.

The budget for the administration of the CCOD, the provision of Benefit Medical Examinations and the activities of the Certification Committees are provided for within voted funds in the NDOH. There have been no substantial increases in the CCOD budget and the business reform processes at the CCOD have been supported by human, technical and financial resources from the Minerals Council South Africa. Substantial resources estimated at R150 million per annum are needed to expand and scale up the services of the CCOD, recruit specialised staff in the legal, information technology, occupational hygiene, medical and financial management disciplines and provide for the medical assessments, certifications, payment and infrastructural backlogs in buildings, medical facilities and information technology.

C6. Updated key risks and mitigation from the Strategic Plan

STRATEGIC OBJECTIVE	STRATEGIC RISK	ROOT CAUSES	CONSEQUENCES	MITIGATION
Submission of amendments to ODMWA to the Director-General of the National Department of Health	There is a restrictive legislative framework to provide an effective and efficient compensation service	The CCOD is currently operating under an outdated legislative framework	Limitations and resource constraints in the delivery of services to current and ex-workers in controlled mines and works and collection of revenue	Host stakeholder consultative workshops to draft and submit amendments of ODMWA to the Director-General of the National Department of Health
Ensure the effective and efficient management of the CCOD	Inability of the CCOD to meet its liabilities and pay benefits	Non-collection of levies from controlled mines and works; outdated and manual processes resulting in delays to pay claimants	Inability of the CCOD to pay claimants	Ensure an accurate database of controlled mines and works and inspections to verify levy collections per risk shift; regular updates to the database; manage turnaround times of payment of new claims with complete documentation

C7. Public entities

None.

C8. Infrastructure programs

There are no infrastructure programs in the strategic plan of the CCOD for the period ending 2023/24.

C9. Public-Private Partnerships (PPP's)

None

Part D Technical indicator descriptions (TIDs)

Indicator title	Definition	Purpose/ Importance	Source of data	Calculation Method	Data Limitations	Assumptions	Calculation Type	Reporting Cycle	New Indicator	Desired Performance	Indicator responsibility
1.1 Report on the submission of amendments to the Director-General of the National Department of Health	Submit amendments to ODMWA to the Director-General of the National Department of Health (DG)	Important to change the legislative framework for the CCOD through the amendments to ODMWA	Report on amendments to ODMWA; attendance registers and reports of stakeholder workshops; confirmation of submission of documentation to NDOH legal section and office of the DG	N/A	The drafting of the amendments to ODMWA are dependent on inputs from various stakeholders and support of the legal section of NDOH	None	N/A	Annual	No	Submission of amendments to ODMWA to the Director-General of the National Department of Health	Compensation Commissioner
2.1 Report on updates of database of claims at the CCOD in terms of claims, payments, certifications and data exchange updates and/or additions	Updates of the Master Database of current and ex-workers in controlled mines and works	The database assists with planning of services for current and ex-workers; data for the actuarial valuation and compensation payments	Reports from the Master Database of the CCOD	Listing of updates changes for the calendar month to the Master Database in terms of claims, payments, certifications and listing of data exchange updates and/or additions from exchange additions done within the quarter	Incorrect coding and transcription errors; data integrity and missing data	None	Non - cumulative	Annual with monthly and quarterly reports	No	Master database updated for payments made, new claims and new certifications for the month before the 7th of the next month. External data exchange updates and/or additions to the master database once a quarter	Compensation Commissioner
2.2 Report on the number of certifications finalised on the Mineworkers Compensation System per year	Claimant files assessed by the Certification Committees	The Certification Committees assess the benefit medical examinations to diagnose and certify a compensable disease	User role capturing report from the Mineworkers Compensation System (IMCS)	Count of certifications finalised on the IMCS - a certification is finalised when the chairperson of the certification committee approves the certification by clicking "finalise" on the IMCS system	Missing data and data integrity of the IMCS	None	Cumulative	Quarterly	No	14 100	Director: MBOD
2.3 Report on the number of benefit payments by the CCOD (other than pension payments)	Benefit payments made to claimants or beneficiaries of claimants with compensable disease claims	Category, disease type and amount assist with monitoring trends in compensable diseases, provision of services and prevention interventions	Bank statements	Count of benefit payments made by the CCOD, other than pension payments, in the reporting period less payments rejected per the bank statement in the reporting period	Missing documents and data	None	Cumulative	Quarterly	No	8 100	Director: Finance
2.4 Report on the number of claims finalised by the CCOD	Finalised claimants with compensable disease claims	Category, disease type and amount assist with monitoring trends in compensable diseases, provision of services and prevention interventions	Claims analysis report from the Master Database	Count of claims finalised by the CCOD period – a claim is considered finalised if the claim is fully paid, the claim is closed as a no-loss claim, the certification is cancelled or closed as a non-eligible or non-occupational environmental cause	Missing documents and data and transcription errors on the IMCS	None	Cumulative	Quarterly	No	9 035	Director: Finance

Indicator title	Definition	Purpose/ Importance	Source of data	Calculation Method	Data Limitations	Assumptions	Calculation Type	Reporting Cycle	New Indicator	Desired Performance	Indicator responsibility
2.5 Of all claims finalised in the period, what percentage were finalised within 90 days of receipt of all completed claim documents.	% of claims finalised in the period (quarter or year) with complete documents in files finalised within 90 days of receipt of documents	To assess turnaround times of registration, certification and finalisation of compensable claims	Claims analysis report from the Master Database and IMCS database	Numerator: Count of claims finalised in the period (quarter or year) for which completed documents were received less than 90 days before finalisation date; Denominator: Count of all claims finalised in the period. A claim is considered finalised if the claim is fully paid, the claim is closed as a no-loss claim, the certification is cancelled or closed as a non-eligible or non-occupational environmental cause	Missing documents in file and incorrect dates at the different stages of completion of documentation requirements; missing data; data integrity	None	Non-Cumulative	Quarterly	No	80%	Director: MBOD and Director: Finance
2.6 Percentage of controlled mines and works liable for payment of levies per the financial system paying levies to the CCOD	% of controlled mines and works per the financial system paying levies to the CCOD	Verification process of levy payments of controlled mines and works ensures the sustainability of the CCOD	Receipts of levies in CCOD bank account reconciled to list of active accounts from the accounting system who are liable for levies; list of active accounts from the accounting system who are liable for levies	Levies are assessed monthly. Numerator: Count of assessment payments made by controlled mines and works per the bank statement in the reporting period; Denominator: Count of open controlled mines and works liable for levy payments for the reporting period from the accounting system	Inability to get correct database of controlled mines and works due to closure, acquisitions and mergers of mines and works	None	Cumulative	Annual	No	80% of controlled mines and works paying levies to the CCOD	Deputy Compensation Commissioner
2.7 Report on the submission of annual reports of the CCOD to the Auditor-General of South Africa	Annual reports submitted to the Auditor-General of South Africa	For governance, oversight and credibility of the CCOD performance and sustainability	Annual reports	N/A	Missing, incomplete and inaccurate accounting data	None	N/A	Annual	No	Submission 2022/23 annual report to the Auditor-General of South Africa	Compensation Commissioner
2.8 Report on the number of controlled mines and works inspected	Inspections of controlled mines and works to verify levies paid and risk shifts	To verify correctness of revenue for the CCOD	Reports of inspections performed	Count of controlled mines and works inspected during the reporting period	Inaccurate declarations by controlled mines and works; missing contractor data	None	Cumulative	Quarterly	No	77	Deputy Compensation Commissioner

Annexure

Definition of Terms

Terms	Definitions
1st Degree	It is the impairment of respiratory organs of between 10 – 40%
2nd Degree	It is the impairment of respiratory organs of between 40% and more
Advisory Committee	It is the committee established under section 59 of ODMWA
Audit and Risk Committee	It is the committee established under section 77 of PFMA
CCOD	The office of the Compensation Commissioner for Occupational Diseases in Mines and Works
CCMS	Compensation Claims Management System
Compensation Commissioner	Is the Commissioner appointed under section 54 (a) of ODMWA
Cardio – respiratory organs	They include all or any of the following organs, namely larynx, trachea, bronchial tree, lung parenchyma, pleurae, lymphatic system of the lungs, vascular system of the lungs, nerve supply of the lungs, diaphragm and nerve supply to diaphragm, heart, pericardium, and large intra-thoracic blood vessels
Controlled mines	A mine which is a controlled mine in terms of section 9 or which has been declared a controlled mine under section 10 of ODMWA
Controlled works	Works which is a controlled works in terms of section 9 or which has been declared a controlled works under section 10 of ODMWA
Ex-workers	Refers to all individuals who were previously employed in the controlled mines or works and whose work was termed risk work
Financial year	Means the period from 1 April in any year to 31 March in the following year
Levies	Amounts payable by the owner of a controlled mine or works to the CCOD, in respect of each shift worked by any person at or on connection with that mine or works during which such person performed risk work
MBOD	Means the Medical Bureau for Occupational Diseases
Mine	Any excavation in the earth, whether being worked or not, made for the purpose of searching for or winning a mineral
Mines and Works Compensation Fund	Mine and Works Compensation Fund as defined in section 61 of ODMWA
Minister	Means the Minister of the National Department of Health
NDOH	Means the National Department of Health
ODMWA	Means the Occupational Diseases in Mines and Works Act, No. 78 of 1973
One sum benefit	Means a benefit other than a pension or monthly allowance awarded to a person or to any other person under the previous Act or current Act (ODMWA), but does not include a special grant or any assistance to a person in respect of the training of any person
PFMA	Means the Public Finance Management Act, No. 1 of 1999
Risk Committee	Means the Risk Committee for Mines and Works established under section 18 of ODMWA
Risk work	Means any work declared or deemed to have been declared risk work under section 13 of ODMWA
State Account	Means the current account opened in accordance with section 69 of ODMWA
TB	Means Tuberculosis of the cardio-respiratory organs of a person who has worked in a risk shift in a controlled mine or works
Workers	Refers to all individuals who are currently employed in the controlled mines or works and whose work is termed risk work
Works	Means any place, not being a mine or part of a mine, where operations necessary for the moving, transfer or handling of stone, rock, ore, coal or other minerals including any loading operation at subsidiary sidings and the crushing, screening, washing, classifying or concentrations of any mineral

Strategic Outcome Orientated Goals

Strategic Outcome Oriented Goal 1	Submission to the Director-General of the National Department of Health of amendments to the Occupational Diseases in Mines and Works Act, No. 78 of 1973
Goal Statement 1	*Management will engage with relevant stakeholders for inputs to the amendments to the Occupational Diseases in Mines and Works Act, No. 78 of 1973 (ODMWA) through workshops and submit the amendments to the Director-General of the National Department of Health.*
Strategic Outcome Oriented Goal 2	Ensure the effective and efficient management of the CCOD
Goal Statement 2	*Management will work towards regular updates of the database, improve the turnaround times of payment of new claims, ensure the collection of levies from the controlled mines and works and submission of annual reports and conduct inspections of controlled mines and works.*