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Dear SADAríte

Welcome to our new format Professional Advisory Bulletin containing all the information which is important in one communication.

## CLINICAL SUPPORT SERVICES

### SADA MEMBERS TO GET AMALGAM SEPARATORS AT PREFERENTIAL TERMS FROM 2023!

As referenced in the Professional Advisory Bulletin of October 2022 ([click here](#)), SADA is pleased to announce that the partnership with Dental Recycling International (DRI) in which SADA members have access to a FREE amalgam separator is now **LIVE**.

Members who wish to sign up may log in to the SADA website using their username and password and thereafter access the offer by clicking on **“Order your amalgam separator”** on the member landing page or the same labelled button under the ‘Clinical and Legal’ section. The member will then be redirected to the DRI SA site, where they will be required to complete an application form. Your application will require that your SADA membership is verified by SADA Membership Department before the application can be finalised. This offer includes upon signing a 3-to-5-year service agreement with DRI, SADA members will receive:

A FREE amalgam separator unit valued at approximately R17000 with an annual amalgam recycling service
Special introductory pricing of R6520 per annum if the agreement is signed by 31st December 2023 including amalgam recycling costs and transportation fees for the standard BU10 unit, or R12185 per annum for the BU1030 unit.
A FREE sustainable development CE course as part of an ongoing development to support members with issues and concerns around future regulatory development, which includes a “how to” guide on SMART amalgam removal i.e., Safe Mercury Amalgam Removal Technique.
Each year after recycling has been completed, members will receive a certificate of reclamation demonstrating the wastes have been properly recycled.

Members will **only be responsible for the installation costs** which will be directly payable to Wright-Milners as the official supplier. We encourage members to take a pro-active stance and obtain their separators prior to the mandatory dates of installation, which are yet to be confirmed by the Department of Forestry, Fisheries and the Environment. Non-members will **not** be eligible for this offer and therefore if non-member colleagues wish to take advantage of this incredible offer, we encourage them to join SADA for this and numerous other benefits.

### Request for “Be free from third-party funder shackles” webinars on YouTube

The SADA Head Office has received numerous requests from members requesting that the recordings of the webinar series, which included the “How to guide to D-Calcul” as well as the “Transform your practice into freedom” webinars, be placed on the SADA YouTube channel for easy reference. It has been concluded that these recordings will rather be placed on the SADA website to ensure that member-only access is maintained and that the value of the paid up SADA membership is not reduced.

### Orthodontic retainers

Members are advised that the orthodontic retainer codes i.e., 8849 will be billed subsequent to the completion of orthodontic treatment. If the retainer is thereafter lost or damaged and requires repair or replacement, members are then advised to either bill code 8847 i.e., replacement of **removable** orthodontic appliance and/or retainer, code 8846 i.e., repair of removable orthodontic appliance **or** code 8805 i.e., repair or replacement of **fixed** orthodontic retainer as opposed to billing code 8849 again.

### Cephalometric taking and analysis prior to fixed orthodontic treatment

It has become apparent that some members who are performing fixed orthodontic treatment in their practices do so without the use of a cephalogram and subsequent cephalometric tracing and analysis thereof. The SADA Dental Codes clearly states that “Major orthodontic treatment should not be undertaken without cephalometric, panoramic and appropriate periapical radiographs” which highlights that the cephalogram should be considered as a standard component of orthodontic clinical records. The information obtained from the cephalometric tracing is essential in order to reach an accurate diagnosis, determine the aetiology of the malocclusion and assess whether the malocclusion is due to a skeletal relationship, dental relationship or both. It also assists the dental practitioner to thereafter formulate an appropriate treatment plan. We therefore recommend that all practitioners who undertake to provide fixed orthodontic treatment in their practice do so with the assistance of a lateral cephalogram.

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## LEGAL & CORPORATE SERVICES

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### Practitioners as employers – compulsory registration with compensation commissioner

From time-to-time practitioners will be approached by third-party services providers who offer their services to ensure registration of practitioners as employers with the Compensation Fund or comply with the provisions of the Occupational Health and Safety Act for a fee.

The registration with the Compensation Commissioner in most practices is normally attended to by the practitioners' accountants, practice managers or those responsible for the payroll and human resource functions in a dental practice.

### What is the Compensation Fund?

The Compensation Fund is a trust fund that is controlled by the Compensation Commissioner and employer contributes to the Compensation Fund. The Commissioner is appointed to administer the Fund and approve claims lodge by employees or their dependants. This means that the Fund will compensate the employee or their dependants and not the employer.

Coida is therefore a statutory insurance that benefits both the injured employee and his or her employer. It gives employees guaranteed benefits and it protects employers against claims for on-duty injuries and occupational diseases.

### Who must register?

All employers including dental practitioners in South Africa must be registered with the Compensation Fund. This applies to every employer who has one employee or more.

Practitioners as employers must **register with COID** within seven days after the day on which he or she employs their first employee.

### Registration Forms

An employer must register with the Commissioner by submitting Form W As 2 with the particulars required therein to the Commissioner (attached with this communication). These forms are also available on the website of Department of Labour.

Employers must make sure that they fill in all the questions on the form. During registration copies of the following documentation should be included:

- the registration certificate from the Register of Companies if they are a company or closed corporation;
- or their ID document, if they are sole owners of the business.

Please note that a separate registration must be completed for each separate branch of a business, unless an arrangement for combined registration has been made in advance at the Compensation Commissioner.

The Compensation Fund will issue a CF Registration number starting with 99..... (12 digits) to be used for payment's reference number or enquiries.

### Assistance with registration

<https://compensationfundassistance.co.za/compensation-fund-registration/>

[or available here from SADA members platform](#)

### Payment of Assessment Fees?

All employers who employ 1 or more part- or full-time workers must register with the Compensation Fund and pay annual assessment fees.

### Calculation of Assessment Fees

Before 31 March each year, all employers (including contractors) must submit a statement of earnings paid to all their workers from the beginning of March to the end of February.

The annual assessment fee is of an employer is based on their employee's earnings and the risks associated with the type of work or profession. Before 31 March each year, all employers (including contractors) must submit a statement of earnings paid to all their workers from the beginning of March to the end of February.

### Formula

Assessment fee = total workers' pay ÷ 100 x assessment tariff.

Based on legislation in Section 83, of the Compensation for Occupational Injuries and Diseases Act

### Assessment Tariffs

Assessment tariffs, reviewed annually, are based on the risks related to a particular type of work.

Employers fall into one of over a hundred subclasses, each with its own assessment tariff.

If an employer's accident costs are higher than others in the same subclass, the assessment tariff may be increased. If costs are lower, the rate may be reduced.

### Payment of assessments

- Employers must pay within 30 days of receiving the notice of assessment;
- Employers must apply in writing to settle assessments in instalments (not exceeding 12 months);
- 20% of the outstanding balance due is required upfront before instalment arrangements can be applied for;
- Should the instalment fall overdue, the full amount becomes due and payable immediately.

### Letter of Good Standing

To be in good standing, practitioners are required to submit the Return of Earnings before the set deadline. It is against the law for failure to submit the ROEs and penalties will be charged.

Payment must be made within 30 days to avoid interest.

An application for the Revision of Assessment must be done within 30 calendar days of the Notice of Assessment/Invoice's date.

A Letter of Good Standing will be issued on receipt of the full payment and can be verified online using the unique Certificate Number.

### Failure to Pay

If employers do not pay their assessment fees, they will be fined. Penalties may result in:

- Penalty can be imposed for late submission of ROE (Sect 83(2) – 10%);
- Estimations will be done if no returns (ROE) are submitted (Sect 83(6)(a));
- Penalty on non-payment of assessments (Sect 87(1) – 10%);
- Interest on late payment of assessment (prevailing prime rate);
- Penalty for late reporting of accidents
- A penalty is imposed where an employee meets an accident / death and employer is not registered with the Compensation Fund (not exceeding full compensation payable to the employee (Sect 87(2)(a))
- An employer who fails to comply with a provision of this section shall be guilty of an offence – Sect 81(3)

### Merit Rebates

The Compensation Commissioner may refund employers with a merit rebate if–

- employers actively prevent accidents;
- employers show favourable costs over a 3-year cycle; and
- there are excess funds.

### Contractors

Employers who give work to contractors must obtain a letter of good standing from the contractor to prove that the contractor is registered and that assessment payments are up to date.

### How to Submit your Return of Earnings?

[https://www.saica.co.za/portals/0/documents/CF\\_Filing\\_Training\\_Manual.pdf](https://www.saica.co.za/portals/0/documents/CF_Filing_Training_Manual.pdf)

[or available here from SADA members platform](#)

### Compensation

The amount of compensation paid to employees, depends on how much they were earning when they got injured or diagnosed. If they have stopped working by the time a disease is diagnosed, the compensation will be worked out according to what they would have been earning.

### Types of compensation:

**Medical costs:** All medical expenses will be paid for up to 2 years, from the date of the accident or the diagnosis of the disease. Employees are free to choose a medical service provider you want to consult with. All medical accounts and reports should be submitted to the Commissioner.

**Temporary disability:** When they are unable to work or can't do all their work because of an injury or disease. All medical expenses are also paid if the medical accounts are submitted to the Commissioner.

They can claim compensation for temporary disability for 1 year. This can be extended to 2 years, after which the Commissioner may decide that the condition is permanent and grant compensation on the basis of permanent disability.

**Permanent disability:** A permanent disability is an injury or illness that they will never recover from. The seriousness of the disability will determine whether they will never be able to work again or whether they will find work more difficult. If the disability is more than 30% disability, they will get paid a monthly pension. The size of the pension depends on what their wages were and on the seriousness of the disability. If the disability is 30% or less, they will get paid a lump sum. The lump sum payment is a once-off payment.

**Death benefits:** Burial expenses will be paid and the spouse of the deceased and children under the age of 18 (including illegitimate, adopted and step-children) are entitled to compensation. If a family member that earns money to support the family (breadwinner) is killed by an occupational injury or disease, dependants can claim from the fund.

### Consequences - Failure to register

If you as an employer, do not register with the Compensation Fund and one of your employees is injured on duty, you may face a number of problems such as:

- The treating doctor or hospital will demand payment from you if they believe they cannot claim from the Compensation Fund.
- These medical bills could amount to hundreds of thousands of Rands. If you do pay the medical costs of an injured employee and you are not registered with the Compensation Fund, you will not be able to claim back for these payments from the Compensation Fund. You may be prevented from tendering for important contracts because you will not be able to obtain a Letter of Good Standing from the Compensation Fund.

So not only is it legally binding on you, as an employer, to be registered with the Compensation Fund but it meets the needs of both employer and injured employee.

**Employers should send the completed form to COIDA:** Contact number is **0860 105 350** / email address [cfcallcentre@labour.gov.za](mailto:cfcallcentre@labour.gov.za)

The doctor must **call the call centre 1 hour after submitting the application form.**

CK/CM documents (if applicable) together with the registration documents. For CC's it would be the CK documents and for Pty's the CoR documents. These **company registration documents** (located at CIPC's head office) serve as proof that your company / CC is registered. CIPC stores an electronic and hard-copy document at their head-office for all the registered Companies / CC's.

The Compensation Commissioner will send a postcard to the employer with the employers' registration number thereon. This process takes approximately 21 working days.

### SADA GAZETTE BULLETIN - OCTOBER 2022

This bulletin overviews new relevant legislation published in the government gazette affecting the dental profession up to the end of October 2022.

[To access Bulletins click here](#)

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## PROFESSIONAL DEVELOPMENT SERVICES

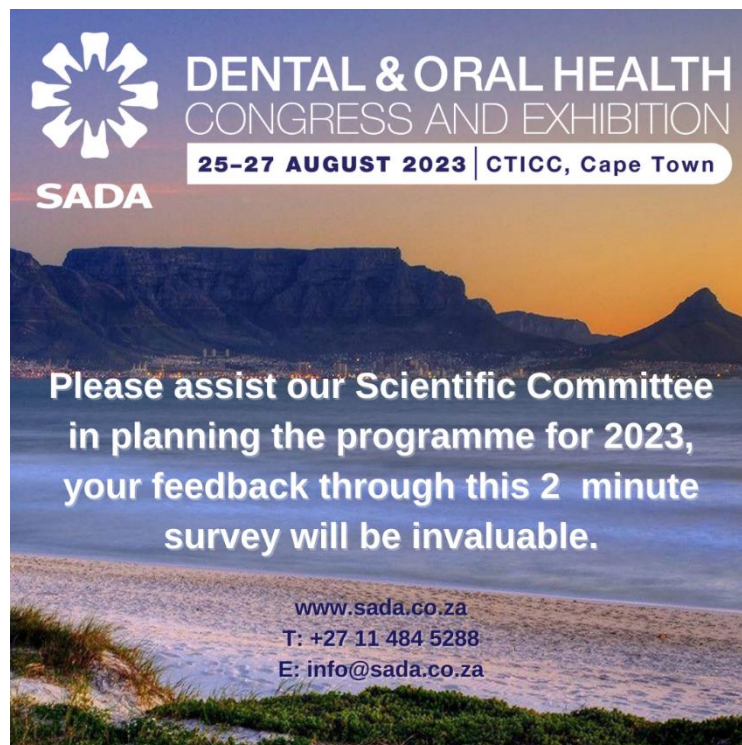
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### Latest news – SADA's application for online Dental Assistants course

SADA has long recognized the need for skilled dental assistants, particularly in isolated or far-flung places with limited access to training facilities. With this in mind, we devised a strategy to address this difficulty.

Subsequently, we partnered with the Foundation for Professional Development (FPD) which is an online education provider to the healthcare industry to assist with the submission of our application for the course. After extensive work, we eventually submitted our application to the Council for Higher Education (CHE) on 10 September 2021. It is deep with regret and disappointment that we report to our members that despite years of considerable effort being put into this project, the CHE rejected our application for the Dental Assisting course. The FPD Board of Directors took a unanimous decision not to appeal the rejection. SADA appreciates and understands the strain and pressure our members are under to employ registered dental assistants and we will continue with our efforts to engage stakeholders including the tertiary institutions and the Board of the HPCSA about the crisis developing in the dental industry.

We shall now examine our alternatives regarding what to do to find a solution to this challenge.



Kind Regards

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#### SADA MEMBER QUICK LINKS

- Join SADA
- Join DP
- Member's section
- Events

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E-mail: [info@sada.co.za](mailto:info@sada.co.za)

Web: [www.sada.co.za](http://www.sada.co.za)



Please whitelist any email arriving from an @sada.co.za address within your system and allow PDF attachments to your emails from SADA to prevent the email communication from being blocked or landing in your Junkmail folder.  
All communications with SADA should be directed to [info@sada.co.za](mailto:info@sada.co.za) and include your HPCSA Registration number  
E&OE

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