

DEPARTMENT OF LABOUR

NO. 816

04 AUGUST 2017

**COMPENSATION FOR OCCUPATIONAL INJURIES AND DISEASES ACT, 1993
INCREASE IN SALARY CEILING AND COMPENSATION BENEFITS**

**COMPENSATION FOR OCCUPATIONAL INJURIES AND DISEASES ACT, 1993
(ACT No. 130 OF 1993), AS AMENDED**

AMENDMENT OF SCHEDULE 4 OF ACT No. 130 OF 1993

Under Section 55 of the Compensation for Occupational Injuries and Diseases Act, 1993 (Act No. 130 of 1993), I, Nelisiwe Mildred Oliphant, Minister of Labour, hereby amend Schedule 4 to read as follows with effect from 1 April 2017.

SCHEDULE 4

MANNER OF CALCULATING COMPENSATION

(i)	(ii)	(iii)	(iv)	(v)	(vi)	(vii)
Item	Section	Nature and degree of disablement	Nature of benefits	Manner of calculating benefits	Recommended maximum compensation	Recommended minimum compensation
1.	47(1)(a)	Temporary total disablement	Periodical payments	75% of an employee's monthly earnings (maximum R33 625/ minimum R4 708) at the time of the accident.	R25 219	R3 531
2.	49(1)	Permanent disablement of 30%	Lump sum	15 times the monthly earnings of the employee at the time of the accident.	R282 470	R70 613
3.	49(1)	Permanent disablement of less than 30%	Lump sum	An amount which bears to a lump sum calculated under item 2 the same proportion as the degree of permanent disablement to 30%.		

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4.	49(1)	Permanent disablement of 100%	Monthly pension	75% of an employee's monthly earnings (maximum R33 625 /minimum R4 708) at the time of the accident	R25 219	R3 531
5.	49(1)	Permanent disablement of less than 100% but more than 30%	Monthly pension	A monthly pension which bears to a pension calculated under item 4 the same proportion as the degree of permanent disablement to 100%.		
6.	54(1)(a)	Fatal	Lump sum	Twice the employee's monthly pension that would have been payable to the employee under item 4 had he been totally permanently disabled.	R50 438	R7 061
7.	54(1)(b)	Fatal	Monthly pension	40% of the monthly pension that would have been payable to the employee under item 4 had he been totally permanently disabled.	R10 088	R1 412
8.	54(1)(c)	Fatal	Monthly pension	20% of the monthly pension that would have been payable to the employee under item 4 had he been totally permanently disabled, to each child.	R5044	R706
9.	54(1)(d)(ii)	Fatal	Lump sum	Percentage dependence as portion of R145 302	R145 302	
10.	54(2)	Fatal	Funeral costs	A reasonable amount for funeral costs to a maximum of R18 251 or actual amount, whichever is the lesser.	R18 251	

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11.	63(1)(a)	Minimum for free food and quarters	To be included in earnings	Minimum for free food R251 per month and minimum for free quarters R112 per month.		R251 per month for free food R112 per month for free quarters
12.	28	Constant attendance allowance	Monthly allowance	Minimum amount of R1 881 per month		R1 881


NM OLIPHANT
MINISTER OF LABOUR

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