

DEPARTMENT OF LABOUR

NO. 448

15 APRIL 2016

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 2016.

SCHEDULE 4

MANNER OF CALCULATING COMPENSATION

(i) Item	(ii) Section	(iii) Nature and degree of disablement	(iv) Nature of benefits	(v) Manner of calculating benefits	(vi) Recommended maximum compensation	(vii) Recommended minimum compensation
1.	47(1)(a)	Temporary total disablement	Periodical payments	75% of an employee's monthly earnings at the time of the accident.	R23 569	R3 300
2.	49(1)	Permanent disablement of 30%	Lump sum	15 times the monthly earnings of the employee at the time of the accident.	R263 991	R65 993
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%.		
4.	49(1)	Permanent disablement of 100%	Monthly pension	75% of an employee's monthly earnings at the time of the accident	R23 569	R3 300
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	R47 138	R6 600

(i)	(ii)	(iii)	(iv)	(v)	(vi)	(vii)
				permanently disabled.		
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.	R9 428	R1 320
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.	R4 714	R660
9.	54(1)(d)(ii)	Fatal	Lump sum	Percentage dependence as portion of R135 797	R135 797	
10.	54(2)	Fatal	Funeral costs	A reasonable amount for funeral costs to a maximum of R17 218 or the actual amount, whichever is the lesser.	R17 218	
11.	63(1)(a)	Minimum for free food and quarters	To be included in earnings	Minimum for free food R237 per month and minimum for free quarters R106 per month.		R237 per month for free food R106 per month for free quarters
12.	28	Constant attendance allowance	Monthly allowance	Minimum amount of R1 759 per month		R1 759



NM OLIPHANT
MINISTER OF LABOUR