
GENERAL NOTICES • ALGEMENE KENNISGEWINGS

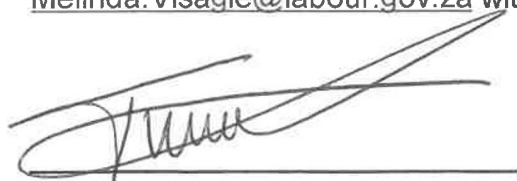
DEPARTMENT OF LABOUR NOTICE 242 OF 2020

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

INCREASE IN MONTHLY PENSIONS

Under Section 57(1) of the Compensation for Occupational Injuries and Diseases Act, 1993 (Act No. 130 of 1993 as amended), I, Thembelani Waltermade Nxesi, Minister of Employment and Labour, hereby issue a notice of intention to increase monthly pensions payable in terms of Section 49 (4) and 54 (1) (a), (b), (c) and (d) with 4.6% with regards to accidents which occurred before 31st March 2020 as well as occupational diseases which were diagnosed before 31st March 2020. The increase of 4.6% is intended to be effected from 01st April 2020.

I invite all interested parties to submit comments in writing by mail to the Compensation Commissioner, P O Box 955, Pretoria, 0001 or email to Melinda.Visagie@labour.gov.za within 60 days of publishing of this notice.



MR TW NXESI, MP

MINISTER: EMPLOYMENT AND LABOUR

DATE 26/03/2020

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

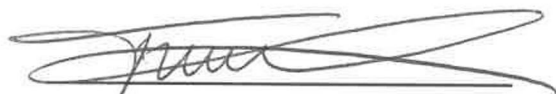
AMENDMENT OF SCHEDULE 4: MANNER OF CALCULATING COMPENSATION

Under Section 55 of the Compensation for Occupational Injuries and Diseases Act, 1993 (Act No. 130 of 1993), I, Thembelani Waltermade Nxesi, Minister of Employment and Labour, hereby issue a notice of intention to amend Schedule 4 for accidents that occur from 1st April 2020 as well as occupational diseases diagnosed from the 1st April 2020. The minimum and maximum compensation set out in this notice will be implemented with effect from 1st April 2020.

I invite all interested parties to submit comments in writing by mail to the Compensation Commissioner, P O Box 955, Pretoria, 0001 or email to Melinda.Visagie@labour.gov.za within 60 days of publishing of this notice.

| (i) Item | (ii) Section | (iii) Nature and degree of disablement | (iv) Nature of benefits | (v) Manner of calculating compensation | (vi) Maximum compensation | (vii) Minimum compensation |
|-------------|-----------------|---|----------------------------|---|------------------------------|-------------------------------|
| 1 | 47(1)(a) | Temporary total disablement | Periodical payments | 75% of an employee's monthly earnings at the time of the accident. | R30 263 | R4 238 |
| 2 | 49(1) | Permanent disablement of 30% | Lump sum | 15 times the monthly earnings of the employee at the time of the accident. (15 x earnings) | R 338,955 | R 84,750 |
| 3 | 49(1) | Permanent disablement of less than 30% | Lump sum | 15 times the monthly earnings of the employee at the time of the accident. (15 x earnings x 30) | R 338,955 | R 84,750 |
| 4 | 49(1) | Permanent disablement of 100% | Monthly pension | 75% of an employee's monthly earnings at the time of the accident. (earnings x 75%) | R30 263 | R4 238 |
| 5 | 49(1) | Permanent disablement of less than 100% but more than 30% | Monthly pension | 75% of an employee's monthly earnings at the time of the accident times permanent disablement percentage. (earnings x 75% x permanent disablement%) | R30 263 | R4 238 |
| 6 | 54(1)(a) | Fatal | Lump sum | Twice employee's monthly pension that would have been payable under item 4 had he/she been totally permanently disabled (100%) | R60 526 | R8 476 |
| 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 | R12 105,20 | R1 695,20 |

| | | | | | | |
|----|--------------|------------------------------------|----------------------------|---|-----------|--------------|
| 8 | 54(1)(c) | Fatal | Monthly pension | A maximum of 20% of the monthly pension that would have been payable to the employee under item 4 had he been totally permanently disabled, is payable to a child. In case of more than three children, the children will share 60% in equal proportions. | R6 052,60 | R847,60 |
| 9 | 54(1)(d)(ii) | Fatal | Lump sum | Percent dependence as proportion of R174 361 | R174 361 | N/A |
| 10 | 54(2) | Fatal | Funeral costs | R18 251 per valid claim | R18 251 | N/A |
| 11 | 63(1)(a) | Minimum for free food and quarters | To be included in earnings | Minimum for free food R 298 per month and minimum for free quarters R134 per month. | N/A | R298 R134 |
| 12 | 28 | Constant Attendance Allowance | Monthly Allowance | Minimum amount of R2 117 per month. | N/A | 2117 |



MR TW NXESI, MP

MINISTER: EMPLOYMENT AND LABOUR

DATE 26/03/2020