

No. 448

8 June 2012

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 2012.

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.	R18 252.00	R2 554.50
2.	49(1)	Permanent disablement of 30%	Lump sum	15 times the monthly earnings of the employee at the time of the accident.	R204 450.00	R51 090.00
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 and employee's monthly earnings at	R18 252.00	R 2 554.50

(i)	(ii)	(iii)	(iv)	(v)	(vi)	(vii)
				the time of the accident		
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.	R 36 504.00	R5 109.00
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.	R 7 300.80	R1021.80
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.	R 3 650.40	R510.90
9.	54(1)(d)(ii)	Fatal	Lump sum	Percentage dependence as portion of R106 158		
10.	54(2)	Fatal	Funeral costs	A reasonable		

(i)	(ii)	(iii)	(iv)	(v)	(vi)	(vii)
				amount for funeral costs to a maximum of R13 716 or the actual amount, whichever is the lesser.		
11.	63(1)(a)	Minimum for free food and quarters	To be included in earnings	Minimum for free food R189.00 per month and minimum for free quarters R84.00 per month.		
12.	28	Constant attendance allowance	Monthly allowance	Minimum amount of R1449.00 per month		


M N OLIPHANT
MINISTER OF LABOUR
 31/5/2012