

No. 473

12 June 2014

**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, Mildred Nelisiwe Oliphant, Minister of Labour, hereby amend Schedule 4 to read as follows with effect from 1 April 2014.

**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 at the time of the accident.	R20 780	R2 909
2.	49(1)	Permanent disablement of 30%	Lump sum	15 times the monthly earnings of the employee at the time of the accident.	R232 761	R58 174
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 and employee's monthly earnings at the time of the accident	R20 780	R2 909
5.	49(1)	Permanent disablement of less than 100%	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%.		

		but more than 30%				
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.	R41 560	R5 817
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.	R8 312	R1 163
8.	28	Constant Attendance Allowance	Monthly Allowance	Minimum amount of R1550.00 per month		R1550.00

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INCREASE IN MONTHLY PENSIONS

9.	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 156	R582
10.	54(1)(d)(ii)	Fatal	Lump sum	Percentage dependence as portion of R119 729	R119 729	
11.	54(2)	Fatal	Funeral costs	A reasonable amount for funeral costs to a maximum of R15 470 or the actual amount, whichever is the lesser.	R15 470	
12.	63(1)(a)	Minimum for free food and quarters	To be included in earnings	Minimum for free food R213 per month and minimum for free quarters R95 per month.		


M N OLIPHANT

MINISTER OF LABOUR

DATE: 30/5/2014