

No. 952

25 November 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


The Minister of Labour intends to amend Schedule 4 in terms of Section 55 of the Compensation for Occupational Injuries and Diseases Act, 1993 (Act No. 130 of 1993), with effect from 1 April 2015.

**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.	R22 235	R3 113
2.	49(1)	Permanent disablement of 30%	Lump sum	15 times the monthly earnings of the employee at the time of the accident.	R249 048	R62 258
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 the time of the accident	R22 235	R3 113
5.	49(1)	Permanent disablement of less than 100% but	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%.		

(i)	(ii)	(iii)	(iv)	(v)	(vi)	(vii)
		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.	R44 470	R6 226
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 894	R1 245
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 447	R623
9.	54(1)(d)(ii)	Fatal	Lump sum	Percentage dependence as portion of R12 810	R128 110	
10.	54(2)	Fatal	Funeral costs	A reasonable amount for funeral costs to a maximum of R16 398 or the actual amount, whichever is the lesser.	R16 398	
11.	63(1)(a)	Minimum for free food and quarters	To be included in earnings	Minimum for free food R226 per month and minimum for free quarters R101 per month.		R226 per month for free food and R101 per month for free quarters
12.	28	Constant attendance allowance	Monthly allowance	Minimum amount of R1 659 per month		R1 659

Any person, who wishes to comment on the proposed amendments, should submit such comments in writing to the Compensation Commissioner, P O Box 955, Pretoria, 0001 or email to dingaen.basimane@labour.gov.za not later than 31 December 2014.


NM OLIPHANT
MINISTER OF LABOUR
06/11/2014

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