

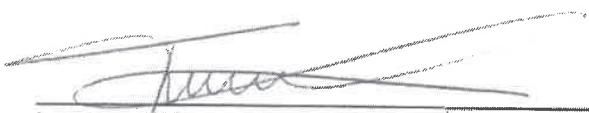
## DEPARTMENT OF EMPLOYMENT AND LABOUR

NO. 1494

12 November 2021

**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 prescribe an increase in monthly pensions payable in terms of section 49(1)(a) and 54(1)(a), (b), (c) and (d)(i) of the Compensation for Occupational Injuries and Diseases Act, 1993 (Act No. 130 of 1993 as amended) of 3.6% with regards to accidents which occurred before 1<sup>st</sup> April 2021 as well as occupational diseases which were diagnosed before 1<sup>st</sup> April 2021. The increase of 3.6% implemented with effect from 01<sup>st</sup> April 2021.

  
MR TW NXESI, MP  
MINISTER OF EMPLOYMENT AND LABOUR  
DATE: 03/06/2021


**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, amend Schedule 4 for accidents that occur from 1<sup>st</sup> April 2021 as well as occupational diseases diagnosed from the 1<sup>st</sup> April 2021. The minimum and maximum compensation set out in this notice will be implemented with effect from 1<sup>st</sup> April 2021.

(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.	R31 352	R4 391
2	49(1)	Permanent disablement of 1 - 30%	Lump sum	15 times the monthly earnings of the employee at the time of the accident. (15 x earnings x permanent disablement%/30%)	R 351 157	R 87 801
3	49(1)	Permanent disablement of 31 - 100%	Monthly pension	75% of an employee's monthly earnings at the time of the accident. (earnings x 75% x permanent disablement%)	R31 352	R4 391
4	54(1)(a)	Fatal	Lump sum	Twice employee's monthly pension that would have been payable under item 3 had he/she been totally permanently disabled (100%)	R62 704	R8 782
5	54(1)(b)	Fatal	Monthly pension	40% of the monthly pension that would have been payable to the employee under item 3 had he been totally permanently disabled	R12 541	R1 756
6	54(1)(c)	Fatal	Monthly pension	A maximum of 20% of the monthly pension that would have been payable to the employee under item 3 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 270	R878
7	54(1)(d)(ii)	Fatal	Lump sum	Percent dependence as proportion of R180 638	R180 638	N/A

8	54(2)	Fatal	Funeral costs	R18 251 per valid claim	R18 251	N/A
9	63(1)(a)	Minimum for free food and quarters	To be included in earnings	Minimum for free food R309 per month and minimum for free quarters R139 per month.	N/A	R309 R139
10	28	Constant Attendance Allowance	Monthly Allowance	Minimum amount of R2 294 per month.	N/A	R2 294



MR TW NXESI, MP  
MINISTER OF EMPLOYMENT AND LABOUR  
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