

GOVERNMENT NOTICES • GOEWERMENTSKENNISGEWINGS**DEPARTMENT OF LABOUR**

NO. 349

10 APRIL 2017

**COMPENSATION FOR OCCUPATIONAL INJURIES AND DISEASES ACT, 1993
INCREASE IN SALARY CEILING AND COMPENSATION BENEFITS****COMPENSATION FOR OCCUPATIONAL INJURIES AND DISEASES ACT, 1993
(ACT No. 130 OF 1993), AS AMENDED****INCREASE OF MAXIMUM AMOUNT OF EARNINGS ON WHICH THE
ASSESSMENT OF AN EMPLOYER SHALL BE CALCULATED**

The Minister of Labour intends to increase the amount of earnings under Section 83 (8) of the Compensation for Occupational Injuries and Diseases Act, 1993 (Act No. 130 of 1993), the maximum amount of earnings to an amount of R403 500 per annum with effect from 1 April 2017.


NM OLIPHANT**MINISTER OF LABOUR**

31/03/2017

**COMPENSATION FOR OCCUPATIONAL INJURIES AND DISEASES ACT, 1993
INCREASE IN SALARY CEILING AND COMPENSATION BENEFITS**

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

The Minister of Labour intends to increase monthly pensions in terms of Section 57(1) of the Compensation for Occupational Injuries and Diseases Act, 1993 (Act No 130 of 1993), the monthly pensions payable in terms of Sections 39(1) (c) and (d) and 40(1)(a), (b), (c) and (d) of the Workmen's Compensation Act, 1941 (Act No. 30 of 1941), and in terms of Sections 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), by 6% in respect of accidents which occurred before 1 April 2016 as well as occupational diseases which were diagnosed before 1 April 2016 with effect from 1 April 2017.

Schedule of Pension Increases effective 1 April 2017

Date at which accident occurred or occupational disease diagnosed	100% CPI Catch-up Increase	Basic increase of 6,0%	Total Increase effective 1 April 2017
- to 31/3//2016	0.000%	6.00%	6.00%

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MINISTER OF LABOUR

**COMPENSATION FOR OCCUPATIONAL INJURIES AND DISEASES ACT, 1993
INCREASE IN SALARY CEILING AND COMPENSATION BENEFITS**

**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 2017.

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 (maximum R33 625/ minimum R4 708) at the time of the accident.	R25 219	R3 531
2.	49(1)	Permanent disablement of 30%	Lump sum	15 times the monthly earnings of the employee at the time of the accident.	R282 470	R70 613
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%.		

**COMPENSATION FOR OCCUPATIONAL INJURIES AND DISEASES ACT, 1993
INCREASE IN SALARY CEILING AND COMPENSATION BENEFITS**

4.	49(1)	Permanent disablement of 100%	Monthly pension	75% of an employee's monthly earnings (maximum R33 625 /minimum R4 708) at the time of the accident	R25 219	R3 531
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.	R50 438	R7 061
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.	R10 088	R1 412
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.	R5044	R706
9.	54(1)(d)(ii)	Fatal	Lump sum	Percentage dependence as portion of R145 302	R145 302	
10.	54(2)	Fatal	Funeral costs	A reasonable amount for funeral costs to a maximum of R18 251 or actual amount, whichever is the lesser.	R18 251	

**COMPENSATION FOR OCCUPATIONAL INJURIES AND DISEASES ACT, 1993
INCREASE IN SALARY CEILING AND COMPENSATION BENEFITS**

(i)	(ii)	(iii)	(iv)	(v)	(vi)	(vii)
11.	63(1)(a)	Minimum for free food and quarters	To be included in earnings	Minimum for free food R251 per month and minimum for free quarters R112 per month.		R251 per month for free food R112 per month for free quarters
12.	28	Constant attendance allowance	Monthly allowance	Minimum amount of R1 881 per month		R1 881


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21/3/2017