

**DEPARTMENT OF LABOUR  
NOTICE 334 OF 2018**

**COMPENSATION FOR OCCUPATIONAL INJURIES AND DISEASES ACT, 1993  
INCREASES 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**

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 prescribe the increase on Schedule 4 as follows with effect from 1 April 2018.

**SCHEDULE 4**

**MANNER OF CALCULATING COMPENSATION**

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.	R26, 934	R3, 771
2.	49(1)	Permanent disablement of 30%	Lump sum	15 times the monthly earnings of the employee at the time of the accident.	R301, 680	R75, 420

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*Batho Pele* - putting people first

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

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 an employee's monthly earnings at the time of the accident	R26, 934	R3, 771
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.	R53, 868	R7, 542
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, 774	R1 508
8.	54(1)(c)	Fatal	Monthly pension	20% of the monthly pension that would have been payable to the employee	R5, 387	R754

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				under item 4 had he been totally permanently disabled, to each child.		
9.	54(1)(d)(i) i)	Fatal	Lump sum	Percentage dependence as portion of R155 183	R155, 183	
10.	54(2)	Fatal	Funeral costs	R18, 251 per claim	R18 251	
11.	63(1)(a)	Minimum for free food and quarters	To be included in earnings	Minimum for free food R268 per month and minimum for free quarters R120 per month.		R268 per month for free food  R120 per month for free quarters
12.	28	Constant attendance allowance	Monthly allowance	Minimum amount of R1, 990 per month		R1, 990

  
**M.N OLIPHANT**  
**MINISTER OF LABOUR**  
*08/05/2018*