

## DEPARTMENT OF LABOUR


NO. 1346

07 DECEMBER 2018

**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**

Under Section 83 (8) 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 amount of R 458, 520.00 per annum as the maximum amount on which an assessment of an employer shall be calculated on, with effect 01 March 2019.

  
MN OLIPHANT  
MINISTER OF LABOUR

 13/11/2018

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

**INCREASE IN MONTHLY PENSIONS**

Under 57(1) of the Compensation for Occupational Injuries and Diseases Act, 1993 (Act No 130 of 1993), I, Mildred Nelisiwe Oliphant, Minister of Labour, hereby issue notice of intension to increase monthly pensions payable in terms of Section 49 (4) and 54(1) (a), (b), (c), and (d) with 6% with effect from 1 April 2019.

I invite all interested parties to submit comments in writing by mail to the Compensation Commissioner, P O Box 955, Pretoria, 0001 or email to [Melinda.Visagie@labour.gov.za](mailto:Melinda.Visagie@labour.gov.za) within 60 days of publishing of this notice.

  
MN OLIPHANT

MINISTER OF LABOUR

13/11/2018

**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, Mildred Nelisiwe Oliphant, Minister of Labour, notice of intension to amend Schedule 4 as follows with effect from 1 April 2019. The intended minimum and maximum benefits payable are detailed below.

I invite all interested parties to submit comments in writing by mail to the Compensation Commissioner, P O Box 955, Pretoria, 0001 or email to [Melinda.Visagie@labour.gov.za](mailto:Melinda.Visagie@labour.gov.za) within 60 days of publishing of this notice.

(i)	(ii)	(iii)	(iv)	(v)	(vi)	(vii)
Item	Section	Nature and degree of disablement	Nature of benefits	Manner of calculating benefits	Maximum compensation	Minimum compensation
1.	47(1)(a)	Temporary total disablement	Periodical payments	75% of an employee's monthly earnings at the time of the accident.	R28 658	R4 012
2	49(1)	Permanent disablement of 30%	Lump sum	15 times the monthly earnings of the employee at the time of the accident using the formula: <b>15x earnings</b>	R 320 985	R 8 ,250
3	49(1)	Permanent disablement of less than 30% (1-30%)	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%. Using the formula: <b>15x earnings x PD%</b>	R 320 000	R 8 ,250
4.	49(1)	Permanent disablement of 100%	Monthly pension	75% of an employee's monthly earnings at the time of the accident. Formula for 100%PD: <b>75% x earnings at time of accident</b>	R28 658	R4 012

5.	49(1)	Permanent disablement of less than 100% but more than 30%	Monthly pension	An amount which bears to a pension calculated under item 4 the same proportion as the degree of permanent disablement to 100%.	R 28 658	R 4 012
6.	54(1)(a)	Fatal	Lump sum	Twice employee's monthly pension that would have been payable under item 4 had he been totally permanently disabled.	R57 316	R8 024
7.	54(1)(b)	Fatal	Monthly pension	A maximum of 40% of the monthly pension that would have been payable to the employee under item 4 had he been totally permanently disabled, is payable to a spouse. In case of more than one spouse the spouses will share 40% in equal proportions.	R11 464	R1 605
8.	54(1)(c)	Fatal	Monthly pension	A maximum of 20% of the monthly pension that would have been payable to the employee under item 4 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.	RS 732	R 802
9.	54(1)(d)(ii)	Fatal	Lump sum	Percentage dependance as portion of R165 115	R165 115	
10.	54(2)	Fatal	Funeral benefit	R18 251 per valid claim	R18 251	
11.	63(1)(a)	Minimum for free food and quarters		Minimum for free food R 285 per month and minimum for free quarters R 128 per month.		R 285 per month for free food. R 128 per month for free quarters.
12.	28	Constant Attendance Allowance	Monthly Allowance	Minimum amount of R2 117 per month.		R2 117

  
**MN OLIPHANT**  
**MINISTER OF LABOUR**

  
 13/11/2018

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