

No. 382

3 May 2011

**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 amend Schedule 4 to read as follows with effect from 1 April 2011.

**SCHEDULE 4
MANNER OF CALCULATING COMPENSATION**

(i) Item	(ii) Section	(iii) Nature and degree of disablement	(iv) Nature of benefits	(v) Manner of calculating benefits	(vi) Recommended maximum compensation	(vii) 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.	R17 366.25	R2 430.75
2.	49(1)	Permanent disablement of 30%	Lump sum	15 times the monthly earnings of the employee at the time of the accident.	R194 535.00	R48 615.00
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%.		

(i) Item	(ii) Section	(iii) Nature and degree of disablement	(iv) Nature of benefits	(v) Manner of calculating benefits	(vi) Recommended maximum compensation	(vii) Recommended minimum compensation
4.	49(1)	Permanent disablement of 100%	Monthly pension	75% of and employee's monthly earnings at the time of the accident	R17 366.25	R 2 430.75
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.	R 34 732.50	R4 861.50
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.	R 6 946.50	R972.30
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	R 3 473.25	R486.15

(i) Item	(ii) Section	(iii) Nature and degree of disablement	(iv) Nature of benefits	(v) Manner of calculating benefits	(vi) Recommended maximum compensation	(vii) Recommended minimum compensation
				permanently disabled, to each child.		
9.	54(1)(d)(ii)	Fatal	Lump sum	Percentage dependence as portion of R101 007		
10.	54(2)	Fatal	Funeral costs	A reasonable amount for funeral costs to a maximum of R13 050.00 or the actual amount, whichever is the lesser.		
11.	63(1)(a)	Minimum for free food and quarters	To be included in earnings	Minimum for free food R180.00 per month and minimum for free quarters R80.00 per month.		
12.	28	Constant attendance allowance	Monthly allowance	Minimum amount of R1379.00 per month		R1379.00



M N OLIPHANT

MINISTER OF LABOUR

12/04/2011