

No. 212

20 March 2013

**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 2013.

**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 at the time of the accident.	R19 530	R3 733.75
2.	49(1)	Permanent disablement of 30%	Lump sum	15 times the monthly earnings of the employee at the time of the accident.	R218 760	R54 675
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%.		

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4.	49(1)	Permanent disablement of 100%	Monthly pension	75% of and employee's monthly earnings at the time of the accident	R19 530	R2 733.75
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.	R39 060	R5 467.50
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.	R7 812	R1 093.50

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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.	R3 906	R546.75
9.	54(1)(d)(ii)	Fatal	Lump sum	Percentage dependence as portion of R112 527	R112 527	
10.	54(2)	Fatal	Funeral costs	A reasonable amount for funeral costs to a maximum of R14 539 or the actual amount, whichever is the lesser.	R14 539	
11.	63(1)(a)	Minimum for free food and quarters	To be included in earnings	Minimum for free food R200.00 per month and minimum for free quarters R89.00 per month.		
12.	28	Constant attendance allowance	Monthly allowance	Minimum amount of R1 550 per month		R1 550

  
**M N OLIPHANT**  
 MINISTER OF LABOUR

*1/04/2013*