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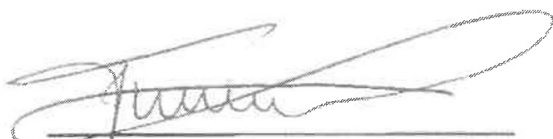
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**GENERAL NOTICES • ALGEMENE KENNISGEWINGS**

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**DEPARTMENT OF LABOUR****NOTICE 236 OF 2020****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 Thembelani Waltermade Nxesi, Minister of Employment and Labour, hereby prescribe the amount of R484 200.00 per annum as the maximum amount on which an assessment of an employer shall be calculated on with effect 01 March 2020.

**MR TW NXESI, MP****MINISTER: EMPLOYMENT AND LABOUR****DATE 26/03/2020**

## GOVERNMENT NOTICE

## DEPARTMENT OF EMPLOYMENT AND LABOUR

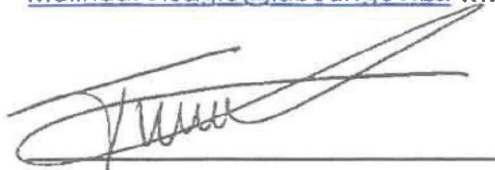
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**COMPENSATION FOR OCCUPATIONAL INJURIES AND DISEASES ACT, 1993  
(ACT No. 130 OF 1993), AS AMENDED****INCREASE IN MONTHLY PENSIONS**

Under Section 57(1) of the Compensation for Occupational Injuries and Diseases Act, 1993 (Act No. 130 of 1993 as amended), I, Thembelani Waltermade Nxesi, Minister of Employment and Labour, hereby issue a notice of intention to increase monthly pensions payable in terms of Section 49 (4) and 54 (1) (a), (b), (c) and (d) with 4.6% with regards to accidents which occurred before 31<sup>st</sup> March 2020 as well as occupational diseases which were diagnosed before 31<sup>st</sup> March 2020. The increase of 4.6% is intended to be effected from 01<sup>st</sup> April 2020.

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.

**MR TW NXESI, MP****MINISTER: EMPLOYMENT AND LABOUR**DATE 26/03/2020

## GOVERNMENT NOTICE

## DEPARTMENT OF EMPLOYMENT AND LABOUR

No. ....

DATE: .....

**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, Thembelani Waltermade Nxesi, Minister of Employment and Labour, hereby issue a notice of intention to amend Schedule 4 for accidents that occur from 1<sup>st</sup> April 2020 as well as occupational diseases diagnosed from the 1<sup>st</sup> April 2020. The minimum and maximum compensation set out in this notice will be implemented with effect from 1<sup>st</sup> April 2020.

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.



Compensation Fund, Delta Heights Building 167 Thabo Sehume Street, Pretoria 0001  
Tel: 0860 105 350 | Email address: [cfcal.Centre@labour.gov.za](mailto:cfcal.Centre@labour.gov.za) [www.labour.gov.za](http://www.labour.gov.za)

### ANNUAL BENEFITS INCREASES 2020/2021

The Compensation Fund Assessments and Benefits Committee met in a special meeting that was held on the 23<sup>rd</sup> October 2019 in order to consider benefit increases that should be recommended for approval by the Minister for 2020/2021.

1. The recommendation of the Board is detailed below to increase all earnings benefits with 5.6% and expenses benefits with 4.6% as from 1 April 2020.
2. This will result in pension's payable by the Compensation Fund to be increased by 4.6%.

The recommendations above will result in the adjustment of Schedule 4 as follows:

(i)	(ii)	(iii)	(iv)	(v)	(vi)	(vii)
Item	Section	Nature and degree of disablement	Nature of benefits	Manner of calculating benefits	Maximum compensation Benefits	Minimum compensation Benefits
1	47(1)(a)	Temporary total disablement	Periodical payments	75% of an employee's monthly earnings at the time of the accident.	R30 263	R4 238
2	49(1)	Permanent disablement of 30%	Lump sum	15 times the monthly earnings of the employee at the time of the accident.	R 338,955	R 84,750
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 an employee's monthly earnings at the time of the accident.	R30 263	R4 238
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%.		
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.	R60 526	R8 476
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	R12 105,20	R1 695,20



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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	R6 052,60	R847,60
9	54(1)(d)(ii)	Fatal	Lump sum	Percentage dependence as portion of R174 361	R174 361	
10	54(2)	Fatal	Funeral costs	R18 251 per valid claim	R18 251	
11	63(1)(a)	Minimum for free food and quarters	To be included in earnings	Minimum for free food R298 per month and minimum for free quarters R134 per month.		R 298 per month for free food. R134 per month for free quarters.
12	28	Constant Attendance Allowance	Monthly Allowance	Minimum amount of R2 214 per month.		R2 214



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### 3. Recommendation:

The Compensation Board advises the Minister on the recommendation as above and requires approval for the publishing of the recommended increases in the Government Gazette for public comment.

A handwritten signature in black ink, appearing to read "Jacqueline Bodibe", written over a horizontal line.

Jacqueline Bodibe

Compensation Fund Chairperson of the Assessments and Benefits Committee

Date: 3 Nov 2019



(i) Item	(ii) Section	(iii) Nature and degree of disablement	(iv) Nature of benefits	(v) Manner of calculating compensation	(vi) Maximum compensation	(vii) Minimum compensation
1	47(1)(a)	Temporary total disablement	Periodical payments	75% of an employee's monthly earnings at the time of the accident.	R30 263	R4 238
2	49(1)	Permanent disablement of 30%	Lump sum	15 times the monthly earnings of the employee at the time of the accident. (15 x earnings)	R 338,955	R 84,750
3	49(1)	Permanent disablement of less than 30%	Lump sum	15 times the monthly earnings of the employee at the time of the accident. (15 x earnings x 30)	R 338,955	R 84,750
4	49(1)	Permanent disablement of 100%	Monthly pension	75% of an employee's monthly earnings at the time of the accident. (earnings x 75%)	R30 263	R4 238
5	49(1)	Permanent disablement of less than 100% but more than 30%	Monthly pension	75% of an employee's monthly earnings at the time of the accident times permanent disablement percentage. (earnings x 75% x permanent disablement%)	R30 263	R4 238
6	54(1)(a)	Fatal	Lump sum	Twice employee's monthly pension that would have been payable under item 4 had he/she been totally permanently disabled (100%)	R60 526	R8 476
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	R12 105,20	R1 695,20

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.	R6 052,60	R847,60
9	54(1)(d)(ii)	Fatal	Lump sum	Percent dependence as proportion of R174 361	R174 361	N/A
10	54(2)	Fatal	Funeral costs	R18 251 per valid claim	R18 251	N/A
11	63(1)(a)	Minimum for free food and quarters	To be included in earnings	Minimum for free food R 298 per month and minimum for free quarters R134 per month.	N/A	R298 R134
12	28	Constant Attendance Allowance	Monthly Allowance	Minimum amount of R2 117 per month.	N/A	2117



MR TW NXESI, MP

MINISTER: EMPLOYMENT AND LABOUR

DATE 26/03/2020

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