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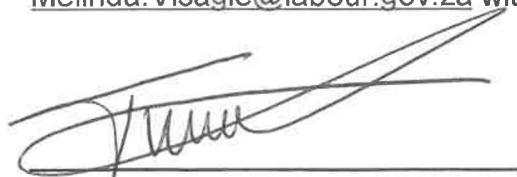
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**DEPARTMENT OF LABOUR****NOTICE 242 OF 2020****COMPENSATION FOR OCCUPATIONAL INJURIES AND DISEASES ACT, 1993  
(ACT No. 130 OF 1993), AS AMENDED****INCREASE IN MONTHLY PENSIONS**

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

**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.

(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. <b>(15 x earnings)</b>	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. <b>(15 x earnings x 30)</b>	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. <b>(earnings x 75%)</b>	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. <b>(earnings x 75% x permanent disablement%)</b>	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



