No. 43203 3

## GENERAL NOTICES • ALGEMENE KENNISGEWINGS

### 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 26163 0000

GOVERNMENT GAZETTE, 3 APRIL 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

### **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 <u>Melinda.Visagie@labour.gov.za</u> within 60 days of publishing of this notice.

MR TW NXESI, MP MINISTER: EMPLOYMENT AND LABOUR DATE 2610312020 STAATSKOERANT, 3 APRIL 2020

No. 43203 5

### 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 <u>Melinda.Visagie@labour.gov.za</u> within 60 days of publishing of this notice.



Compensation Fund, Delta Heights Building 167 Thabo Schume Street, Pretoria 0001 Tel: 0860 105 350 | Email address: cfcal Centre@fabour.gov.za www.fabour.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 Minster 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.
- 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:

(1)	(ii)	(11)	(iv)	(v)	(vi)	(vii) .
Item	Section	Nature and degree of disablement	Nature of benefits	Manner of calculàting 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	8	th bears to a lump same proportion plement to 30%.	



STAATSKOERANT, 3 APRIL 2020

No. 43203 7



employment & labour Department Experiment and Labour REPUBLIC OF BOUTH AFRICA

Compensation Fund, Delta Heights Building 167 Thabo Sehume Street, Pretoria 0001

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4	49(1)	Permanent disablement	Monthly pension	75% of an employee's	R30 263	R4 238
		of 100%		monthly		
	11111-AA			earnings at the		
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W.1	49(1)	Permanent	Monthly	1	ch bears to a pe	
		disablement	pension		e same proportion plement to 100%.	as the degree of
		of less than 100% but		permanent oper	metheric to 100%.	
		more than				
		30%				
6	54(1)(a)	Fatal	Lump sum	Twice employee's	R60 526	R8 476
				monthly		
				pension that		
				would have		
				been payable under item 4		
				had he been	All the second se	
				totally		
	All of the second s			permanently		
		. es <sup>100</sup>		disabled.		<b>U</b>
Ţ	54(1)(b)	Fatal	Monthly pension	40% of the monthly	R12 105,20	R1 695,20
	CLAR			pension that		
	Productive vector			would have		uneroi da
	And an	4.14.49		been payable		
	probability du enver			to the		
				employee under item 4		
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### GOVERNMENT GAZETTE, 3 APRIL 2020

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8	54(1)(c)	)   Email address: cicall( Fatal	Monthly	20% of the	R6 052,60	R847,60
		1	pension	monthly		li li
		10 A		pension that		
	arradus -			would have		
				been `payable	- 0a	
				to the	See 2	
				employee under item 4	CODUCTOR - Ser	
				had he been		
	16 mm -	8		totally		
			4	permanently		
				disabled, to		
			1	each child	an gango-ore	-
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9	54(1)(d)(	Fatal	Lump	Percentage	R174 361	
*	11)		sum	dependence as		
				portion of		
			19109564/95146956449	R174 361		1970
		Server and				
10	54(2)	Fatal	Funeral	R18 251 per	R18 251	
11 - 1- 1 <b>1</b> 0 - 17 (1940-1971)			costs	valid claim		
11	63(1)(a)	Minimum	To be	Minimum for	-	R 298 per
11	02(1)(4)	for	include	free food		R 298 per month for free
	Additional and a second se	free food		R298 per		food. R134 per
		and	earning	month and		month for free
		quarters	S	minimum for		quarters.
		quartera	-	free quarters		gener car or
				R134 per		
				month.		e 1
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12	28	Constant	Monthl	Minimum		R2 214
		Attendance	у	amount of		
		Allowance	Allowan	R2 214 per		
			ce	month.		



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STAATSKOERANT, 3 APRIL 2020

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Compensation Fund, Delta Heights Building 167 Thabo Schume Street, Pretoria 0001 Tel: 0860 105 350 | Email address: cfcallCentre@Jabour gov.za www.labour.gov.za

### 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.

Jacqueline Bodibe

Compensation Fund Chairperson of the Assessments and Benefits Committee

10 R AN 20 Date:

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(1)	(ii)	(iii)	(iv)	(A)	(vi)	(vii)
Item	Section	Nature and degree of disableme nt	Nature of benefits	Manner of calculating compensation	Maximum compensatio n	Minimum compensation
	47(1)(a)	Temporary total disablemen t	Periodical payments	75% of an employee's monthly earnings at the time of the accident.	R30 263	R4 238
2	49(1)	Permanent disablemen t 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 disablemen t 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 disablemen t of 100%	Monthly pension	75% of an employee's monthly earnings at the time of the accident. (earnings x 75%)	R30 263	R4 238
2	49(1)	Permanent disablemen t 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
9	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
2	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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	54(1)(d)(ii Fatal )	Fatal	Lump sum	endence as proportion of R174 361	R174 361	NIA
	54(2)	Fatal	Funeral costs	R18 251 per valid claim	R18 251	N/A
	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.	NIA	R298 R134
	28	Constant Attendance Allowance	Monthly Allowance	Minimum amount of R2 117 per month.	N/A	2117

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MR TW NXESI, MP

# MINISTER: EMPLOYMENT AND LABOUR

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