



FACT SHEET ON CALCULATION OF **NORMAL UIF BENEFIT PAYMENTS**



UNEMPLOYMENT BENEFITS

Calculating average salary: the last 6 months' salary prior to the termination date. The salary is capped at the ceiling amount of R17712 per month.

- Average salary $\times 12 \div 365$ = daily income (Year 1).
- i.e. $R17712 \times 12 / 365 = R582.31$ per day.

Y1 value is used in the Income Replacement Rate (IRR) formula and the calculation of daily benefit amount.

- $IRR = 29.2 + (7173.92 / (232.92 + Y1))$.
- $29.2 + (7173.92 / (232.92 + 582.31))$.
- $29.2 + (7173.92 / (815.23))$.
- $29.2 + (8.8)$.
- 38%.

Daily benefit Amount (DBA) = $Y1 \times 38\%$.
= $R582.31 \times 38\%$.
= $R221.28$ per day (daily benefit amount).

Total benefit amount = daily benefit amount \times available credit days.

Credit days are accumulated as follows: for every four days that you work as a contributor, you receive one day's credits subject to a maximum of 365 credit days.





MARTENITY, ILLNESS, PARENTAL AND ADOPTION

Daily benefit amount (DBA) = 66% of income capped at R17712 per month.
Daily income (DI) is not limited to the ceiling amount.

- For example, $R30000 \times 12/365 = R986.30$ per day.

Daily income while on leave (leave income).

- For example, $R25000 \times 12/365 = R821.92$ per day.

Top-up = difference between daily income (Y1) and leave income.

- $R986.30 - R821.92 = R164.38$ (difference).

Note: where difference is less than the daily benefit amount, the difference is paid.

Where the difference is more than the daily benefit amount, the daily benefit amount is paid.



REDUCED WORK TIME

Up to 15 October 2020, the top up for Reduced Work Time was up to benefit level.

From 16 October 2020 to date, the top-up is the same as in-service (as per Covid-19 directive).

Currently, we are process of changing back to benefit level due to lifting of Covid-19 regulations.

The Reduced Work Time top-up is a top-up to the benefit amount.
Prior to 16 October 2020.

Daily benefit amount calculation:

- Top-up = difference between Reduced Work Time income (per day) and the daily benefit amount (DBA).
- DBA= R221,28.
- Reduced Work Time income = R3000 per month = R98,63 per day
- Difference = R122.65.

Note: where difference is less than the daily benefit amount, the difference is paid.

Where the daily income from continued employment is more than the benefit amount, the claim will be rejected.



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