



labour

Department:
Labour
REPUBLIC OF SOUTH AFRICA

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Compensation Fund Stakeholders

**COMPENSATION FOR OCCUPATIONAL INJURIES AND DISEASE ACT, 1993, AS AMENDED
PROPOSED INCREASE IN SALARY CEILING AND COMPENSATION BENEFITS**

Under the section 57 of Compensation for Occupational Injuries and Diseases Act, 1993 (Act No. 130 of 1993), the Compensation Commissioner hereby call on stakeholders to submit comments on the proposed increase in salary ceiling and compensation benefits.

Please note that the public comments are open for 60 days.

The Fund would like to take this opportunity to thank you for your continued cooperation, support and for the comments received already. Your comments are valuable, if you have not sent yours, you still have a chance until **26 April 2014**.

Please forward your comments to cf.publiccomments@labour.gov.za

Help the Compensation Fund to work for you

Compensation Commissioner

2014/04/08

Date



**MINISTER
LABOUR
REPUBLIC OF SOUTH AFRICA**

Private Bag X499, Pretoria, 0001 Tel: (012) 322 6523, Fax: (012) 320 1942
Private Bag X9090, Cape Town, 8000 Tel: (021) 461 6030, Fax: (021) 462 2832

No.

DATE:

**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 Nelisiwe Mildred Oliphant, Minister of Labour, hereby prescribe the amount of R332 479 per annum as the maximum amount of earnings from 1 April 2014.


N M OLIPHANT
MINISTER OF LABOUR
17/02/2014



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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), I, Nelisiwe Mildred Oliphant, Minister of Labour, hereby prescribe an increase in monthly pensions payable in terms of sections 39(1) (c) and (d) and 40(1)(a), (b), (c) and (d) of the Workmen's Compensation Act, 1941 (Act No. 30 of 1941), and in terms of sections 49(1)(a) and 54(1)(a), (b), (c) and (d)(i) of the Compensation for Occupational Injuries and Diseases Act, 1993 (Act No. 130 of 1993), by 6.4% for accidents which occurred before 1 April 2013 and occupational diseases diagnosed before 1 April 2013 with effect from 1 April 2014.

Date at which accident occurred or occupational disease diagnosed	100% CPI Catch-up Increase	Basic increase of 6,4%	Total Increase effective 1 April 2014
- to 2013/03/31	0.000%	6.400%	6.400%
2013/04/01 to 2013/04/30	0.000%	6.400%	6.400%
2013/05/01 to 2013/05/31	0.000%	5.867%	5.867%
2013/06/01 to 2013/06/30	0.000%	5.333%	5.333%
2013/07/01 to 2013/07/31	0.000%	4.800%	4.800%
2013/08/01 to 2013/08/31	0.000%	4.267%	4.267%
2013/09/01 to 2013/09/30	0.000%	3.733%	3.733%
2013/10/01 to 2013/10/31	0.000%	3.200%	3.200%
2013/11/01 to 2013/11/30	0.000%	2.667%	2.667%

2013/12/01 to 2013/12/31	0.000%	2.133%	2.133%
2014/01/01 to 2014/01/31	0.000%	1.600%	1.600%
2014/02/01 to 2014/02/28	0.000%	1.067%	1.067%
2014/03/01 to 2014/03/31	0.000%	0.533%	0.533%


N M OLIPHANT
MINISTER OF LABOUR
 17/02/2014



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**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, Nelisiwe Mildred Oliphant, Minister of Labour, hereby amend Schedule 4 to read as follows with effect from 1 April 2014.

**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.	R20 780	R2 909
2.	49(1)	Permanent disablement of 30%	Lump sum	15 times the monthly earnings of	R232 761	R58 174


(i)	(ii)	(iii)	(iv)	(v)	(vi)	(vii)
				the employee at the time of the accident.		
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%.		

4.	49(1)	Permanent disablement of 100%	Monthly pension	75% of and employee's monthly earnings at the time of the accident	R20 780	R2 909
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.	R41 560	R5 817
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.	R8 312	R1 163

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

INCREASE IN MONTHLY PENSIONS

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.	R4 156	R582
9.	54(1)(d)(ii)	Fatal	Lump sum	Percentage dependence as portion of R119 729	R119 729	
10.	54(2)	Fatal	Funeral costs	A reasonable amount for funeral costs to a maximum of R15 470 or the actual amount, whichever is the lesser.	R15 470	
11.	63(1)(a)	Minimum for free food and quarters	To be included in earnings	Minimum for free food R213 per month and minimum for free quarters R95 per month.		


N M OLIPHANT
 MINISTER OF LABOUR
 17/2/2014