

**DEPARTMENT OF EMPLOYMENT AND LABOUR****NOTICE 1275 OF 2022****COMPENSATION FOR OCCUPATIONAL INJURIES AND DISEASES ACT, 1993****(ACT No. 130 OF 1993), AS AMENDED****INCREASE IN MONTHLY PENSIONS**

I, Thembelani Waltermade Nxesi, Minister of Employment and Labour in terms of Section 57 (1) of the Compensation for Occupational Injuries and Diseases Act, 1993 (Act No. 130 of 1993 as amended), hereby prescribe an increase in monthly pensions payable in terms of Section 49 (4) and 54 (1) (a), (b), (c) and (d) with 4.5% with regards to accidents which occurred before 31<sup>st</sup> March 2022 as well as occupational diseases which were diagnosed before 31<sup>st</sup> March 2022. The increase of 4.5% is with effect from 01 April 2022.



**MR TW NXESI MP**  
**MINISTER OF EMPLOYMENT AND LABOUR**  
DATE: 28/07/2022

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

**AMENDMENT OF SCHEDULE 4: MANNER OF CALCULATING COMPENSATION**

I, Thembelani Waltermade Nxesi, Minister of Employment and Labour, hereby in terms of Section 55 of the Compensation for Occupational Injuries and Diseases Act, 1993 (Act No. 130 of 1993), prescribe the minimum and maximum compensation (Schedule 4) for accidents that occur from 1<sup>st</sup> April 2022 as well as occupational diseases diagnosed from 1<sup>st</sup> April 2022. The minimum and maximum compensation set out in this notice will be implemented with effect from 1<sup>st</sup> April 2022.

(i) Item	(ii) Section	(iii) Nature and degree of disability	(iv) Nature of benefits	(v) Manner of calculating compensation	(vi) Maximum compensation	(vii) Minimum compensation
1	47(1)(a)	Temporary total disability	Periodical payments	75% x monthly earnings at the time of the accident x number of days off/total days in a month	R32 763	R4 589
2	49(1)	Permanent disability of 1-30%	Lump sum	15 x monthly earnings at the time of the accident x permanent disablement%/30	R 366 959	R 91 752
3	49(1)	Permanent disability of 31-100%	Monthly pension	75% x monthly earnings at the time of the accident x permanent disablement%	R32 763	R4 589
4	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%)	R65 526	R9 178
5	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	R13 105	R1 836
6	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 553	R 918
7	54(1)(d)(ii)	Fatal	Lump sum	Percent dependence as proportion of R 188 767	R188 767	N/A

8	54(2)	Fatal	Funeral costs	R18 251 per valid claim	R18 251	N/A
9	63(1)(a)	Minimum for free food and quarters	To be included in earnings	Minimum for free food R 323 per month and minimum for free quarters R145 per month.	N/A	R323 R145
10	28	Constant Attendance Allowance	Monthly Allowance	Minimum amount of R2 397 per month.	N/A	R2 397



MR TW NXESI MP  
 MINISTER OF EMPLOYMENT AND LABOUR  
 DATE: 28/09/2022