

Before Amendments

COMPENSATION FOR OCCUPATIONAL INJURIES AND DISEASES ACT - 1993

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 <u>employee</u> 's monthly <u>earnings</u> at the time of the <u>accident</u> .	R28 658	R4 012
2.	49(1)	Permanent <u>disablement</u> of 30%	Lump sum	15 times the monthly <u>earnings</u> of the <u>employee</u> at the time of the <u>accident</u> using the formula: 15x <u>earnings</u> .	R320 985	R80 250

3.	49(1)	Permanent <u>disablement</u> of less than 30% (1 - 30%)	Lump sum	An amount which bears to a lump sum calculated under item 2 the same proportion as the degree of <u>permanent disablement</u> to 30%. Using the formula: 15x <u>earnings</u> x PD%	R 320 985	R80 250
4.	49(1)	Permanent <u>disablement</u> of 100%	Monthly pension	75% of an <u>employee</u> 's monthly <u>earnings</u> at the time of the <u>accident</u> . Formula for 100% PD: 75% x <u>earnings</u> at time of accident	R28 658	R4 012
5.	49(1)	Permanent <u>disablement</u> of less than 100% but more than 30%	Monthly pension	An amount which bears to a <u>pension</u> calculated under item 4 the same proportion as the degree of <u>permanent disablement</u> to 100%.	R28 658	R4 012

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.	R57 316	R8 024
7.	54(1)(b)	Fatal	Monthly pension	A maximum of 40% 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 spouse. In case of more than one spouse the spouses will share 40% in equal proportions.	R11 464	R1 605
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	R5 732	R802

				totally permanently disabled, is payable to a child. In case of more than three children the children will share 60% in equal proportions.		
9.	54(1)(d)(ii)	Fatal	Lump sum	Percentage dependence as portion of R165 115	R165 115	
10.	54(2)	Fatal	Funeral benefit	R18 251 per valid claim	R18 251	
11.	63(1)(a)	Minimum for free food and quarters		Minimum for free food R285 per month and minimum for free quarters R128 per month.		R285 per month for free food R128 per month for free quarters
12.	28	Constant Attendance Allowance	Monthly allowance	Minimum amount of R2 117 per month		R2 117

[Item 10 amended by R.127 of G.G. 16957 of 2/2/96 w.e.f. 1/3/96 and R.292 of 21/02/97 w.e.f. 1/03/97]

[Schedule 4 amended by R.554 of 30/04/1999 w.e.f. 01/05/1999]

[Schedule 4 amended by R.73 of 04/02/2000 w.e.f. 01/03/2000]

[Schedule 4 amended by R.76 of 01/02/2001 w.e.f. 01/03/2001]

[Schedule 4 amended by R.77 of 01/02/2001 w.e.f. 01/03/2001]

[Schedule 4 amended by R.67 of 01/02/2002 w.e.f. 01/03/2002]

[Schedule 4 amended by R.141 of 03/02/2003 w.e.f. 01/03/2003]

[Schedule 4 amended by R.89 of 02/02/2004 w.e.f. 01/04/2004]

[Schedule 4 amended by R.201 of 11/03/2005 w.e.f. 01/04/2005]

[Schedule 4 amended by R.71 of 27/01/2006 w.e.f. 01/04/2006]

[Schedule 4 amended by R.423 of 05/05/2006 w.e.f. 01/04/2006]

[Schedule 4 amended by R.86 of 02/02/2007 w.e.f. 01/04/2007]

[Schedule 4 amended by R.497 of 2008 w.e.f. 01/04/2008]

[Schedule 4 amended by R.304 of 2010 .w.e.f. 01/04/2010]

[Schedule 4 amended by R.382 of 2011 .w.e.f. 01/04/2011]

[Schedule 4 amended by R.448 of 2012 .w.e.f. 01/04/2012]

[Schedule 4 amended by R.212 of 2013 .w.e.f. 01/04/2013]

[Schedule 4 amended by R.138 of 2014 .w.e.f. 01/04/2014]

[Schedule 4 amended by R.473 of 2014 .w.e.f. 01/04/2014]

[Schedule 4 amended by R.274 of 2015 w.e.f. 01/04/2015]

[Schedule 4 amended by R.448 of 2016 w.e.f. 01/04/2016]

[Schedule 4 amended by R.816 of 2017 w.e.f. 01/04/2017]

[Schedule 4 amended by R.17 of 2018 w.e.f. 01/04/2018]

[Schedule 4 amended by Notice 334 of 2018 w.e.f. 01/04/2018]

[Schedule 4 amended by R.627 of 2019 w.e.f. 01/04/2019]

After Amendments

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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	Maximum compensation	Minimum compensation
1.	47(1)(a)	Temporary total disablement	Periodical payments	75% of an employee's monthly <u>earnings</u> at the time of the <u>accident</u> .	R30 263	R4 238
2.	49(1)	Permanent <u>disablement</u> of 30%	Lump sum	15 times the monthly <u>earnings</u> of the <u>employee</u> at the time of the <u>accident</u> . (15x <u>earnings</u>)	R338 955	R84 750
3.	49(1)	Permanent <u>disablement</u> of less than 30%	Lump sum	15 times the monthly <u>earnings</u> of the <u>employee</u> at the time of the <u>accident</u> . (15 x <u>earnings</u> x 30)	R 338 955	R84 750

4.	49(1)	Permanent <u>disablement</u> of 100%	Monthly pension	75% of an employee's monthly <u>earnings</u> at the time of the <u>accident</u> . (<u>earnings</u> x 75%)	R30 263	R4 238
5.	49(1)	Permanent <u>disablement</u> of less than 100% but more than 30%	Monthly pension	75% of an employee's monthly <u>earnings</u> at the time of the <u>accident</u> times <u>permanent disablement</u> percentage. (<u>earnings</u> x 75% x permanent disablement%)	R30 263	R4 238
6.	54(1)(a)	Fatal	Lump sum	Twice employee's monthly <u>pension</u> 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 <u>pension</u> that would have been payable to the <u>employee</u> 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 <u>pension</u> that would have been payable to the <u>employee</u> under Item 4 had he been totally	R6 052,60	R847,60

				permanently disabled, is payable to a child. In case of more than three children, the children will share 60% in equal proportions.		
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 214 per month	N/A	R2 214

[Item 10 amended by R.127 of G.G. 16957 of 2/2/96 w.e.f. 1/3/96 and R.292 of 21/02/97 w.e.f. 1/03/97]

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[Schedule 4 amended by R.17 of 2018 w.e.f. 01/04/2018]

[Schedule 4 amended by Notice 334 of 2018 w.e.f. 01/04/2018]

[Schedule 4 amended by R.627 of 2019 w.e.f. 01/04/2019, and by R.823 of 2020 w.e.f. 01/04/2020]