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GOVERNMENT NOTICES

DEPARTMENT OF LABOUR**No. 495****29 April 2008****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 Membathisi Mphumzi Shepherd Mdladlana, Minister of Labour, hereby prescribe the amount of R214 305 per annum as the maximum amount of earnings with effect from 1 April 2008.



M M S MDLADLANA
MINISTER OF LABOUR

**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, Membathisi Mphumzi Shepherd Mdladlana, Minister of Labour, prescribes 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)(ii) of the Compensation for Occupational Injuries and Diseases Act, 1993 (Act No. 130 of 1993), by a 85% CPI purchasing power catch-up and a further 6.1% in respect of accidents which occurred before 1 April 2007 as well as occupational diseases which were diagnosed before 1 April 2007 with effect from 1 April 2008.

Date of accidents which have occurred and date of occupational diseases which were diagnosed	Total Pension increase as from 1 April 2008
Up to 31 March 1960	85,5%
1 April 1960 – 31 March 1961	87,7%
1 April 1961 – 31 March 1962	89,8%
1 April 1962 – 30 April 1962	91,9%
1 May 1962 – 31 March 1963	85,7%
1 April 1963 – 31 March 1964	87,7%
1 April 1964 – 31 July 1964	87,8%
1 August 1964 – 31 March 1965	82,1%

1 April 1965 – 28 February 1966	85,9%
1 March 1966 – 31 March 1966	80,5%
1 April 1966 – 31 August 1966	86,0%
1 September 1966 – 31 March 1967	80,7%
1 April 1967 – 31 March 1968	84,2%
1 April 1968 – 30 June 1968	87,7%
1 July 1968 – 28 February 1969	82,5%
1 March 1969 - 31 March 1969	77,6%
1 April 1969 – 30 September 1969	84,2%
1 October 1969 – 31 March 1970	79,4%
1 April 1970 – 31 July 1970	82,2%
1 August 1970 – 28 February 1971	77,7%
1 March 1971 - 31 March 1971	73,4%
1 April 1971 – 31 July 1971	83,7%
1 August 1971 – 30 September 1971	79,3%
1 October 1971 – 31 March 1972	75,2%
1 April 1972 – 30 June 1972	87,7%
1 July 1972 - 31 July 1972	83,4%
1 August 1972 – 30 September 1972	79,4%
1 October 1972 – 28 February 1973	75,5%
1 March 1973 - 31 March 1973	71,8%
1 April 1973 – 30 June 1973	80,5%
1 July 1973 – 30 September 1973	76,8%
1 October 1973 – 31 December 1973	73,3%
1 January 1974 – 28 February 1974	69,9%
1 March 1974 - 31 March 1974	66,7%
1 April 1974 - 30 April 1974	86,7%
1 May 1974 - 31 May 1974	83,2%
1 June 1974 – 31 July 1974	79,8%
1 August 1974 - 31 August 1974	76,6%
1 September 1974 – 31 October 1974	73,4%
1 November 1974 – 31 December 1974	70,4%
1 January 1975 - 31 January 1975	67,5%
1 February 1975 – 31 March 1975	64,7%

1 April 1975 – 31 May 1975	76,0%
1 June 1975 - 30 June 1975	73,2%
1 July 1975 – 31 August 1975	70,4%
1 September 1975 – 31 October 1975	67,7%
1 November 1975 – 31 January 1976	65,1%
1 February 1976 - 29 February 1976	62,6%
1 March 1976 - 31 March 1976	60,1%
1 April 1976 – 31 May 1976	72,6%
1 June 1976 – 31 July 1976	70,1%
1 August 1976 – 30 November 1976	65,3%
1 December 1976 - 31 December 1976	63,0%
1 January 1977 – 28 February 1977	60,7%
1 March 1977 - 31 March 1977	58,6%
1 April 1977 – 30 June 1977	67,4%
1 July 1977 – 31 July 1977	65,2%
1 August 1977 – 30 September 1977	63,1%
1 October 1977 – 30 November 1977	61,0%
1 December 1977 - 31 December 1977	59,0%
1 January 1978 – 31 March 1978	57,0%
1 April 1978 – 30 June 1978	67,5%
1 July 1978 - 31 July 1978	61,6%
1 August 1978 - 31 August 1978	59,8%
1 September 1978 - 30 September 1978	58,0%
1 October 1978 – 31 December 1978	56,2%
1 January 1979 - 31 January 1979	54,4%
1 February 1979 - 28 February 1979	52,8%
1 March 1979 - 31 March 1979	51,1%
1 April 1979 - 30 April 1979	44,8%
1 May 1979 - 31 May 1979	66,5%
1 June 1979 - 30 June 1979	64,7%
1 July 1979 - 31 July 1979	58,0%
1 August 1979 - 31 August 1979	56,4%
1 September 1979 - 30 September 1979	54,8%
1 October 1979 – 30 November 1979	53,3%

1 December 1979 – 31 January 1980	51,8%
1 February 1980 - 29 February 1980	50,3%
1 March 1980 - 31 March 1980	48,9%
1 April 1980 - 30 April 1980	66,6%
1 May 1980 - 31 May 1980	65,0%
1 June 1980 - 30 June 1980	62,0%
1 July 1980 – 31 August 1980	59,0%
1 September 1980 - 30 September 1980	54,8%
1 October 1980 - 31 October 1980	52,2%
1 November 1980 - 30 November 1980	50,8%
1 December 1980 – 31 January 1981	48,3%
1 February 1981 – 31 March 1981	45,9%
1 April 1981 - 30 April 1981	59,9%
1 May 1981 - 31 May 1981	58,6%
1 June 1981 - 30 June 1981	57,4%
1 July 1981 - 31 July 1981	53,6%
1 August 1981 - 31 August 1981	51,3%
1 September 1981 - 30 September 1981	47,8%
1 October 1981 - 31 October 1981	46,7%
1 November 1981 - 30 November 1981	45,6%
1 December 1981 – 31 January 1982	44,5%
1 February 1982 - 28 February 1982	42,4%
1 March 1982 - 31 March 1982	39,4%
1 April 1982 - 30 April 1982	54,1%
1 May 1982 - 31 May 1982	53,0%
1 June 1982 - 30 June 1982	52,0%
1 July 1982 - 31 July 1982	50,9%
1 August 1982 - 31 August 1982	48,9%
1 September 1982 - 30 September 1982	46,9%
1 October 1982 - 31 October 1982	44,9%
1 November 1982 – 31 December 1982	43,1%
1 January 1983 - 31 January 1983	42,1%
1 February 1983 - 28 February 1983	39,4%
1 March 1983 - 31 March 1983	38,6%

1 April 1983 - 30 April 1983	47,6%
1 May 1983 - 30 June 1983	46,7%
1 July 1983 - 31 July 1983	44,9%
1 August 1983 - 31 August 1983	43,2%
1 September 1983 - 30 September 1983	42,3%
1 October 1983 - 31 October 1983	41,5%
1 November 1983 - 31 December 1983	39,8%
1 January 1984 - 31 January 1984	39,0%
1 February 1984 - 29 February 1984	37,4%
1 March 1984 - 31 March 1984	35,9%
1 April 1984 - 30 April 1984	50,9%
1 May 1984 - 31 May 1984	49,1%
1 June 1984 - 30 June 1984	48,4%
1 July 1984 - 31 July 1984	46,8%
1 August 1984 - 31 August 1984	44,4%
1 September 1984 - 30 September 1984	44,4%
1 October 1984 - 31 October 1984	42,2%
1 November 1984 - 30 November 1984	40,7%
1 December 1984 - 31 December 1984	40,0%
1 January 1985 - 31 January 1985	38,5%
1 February 1985 - 31 March 1985	33,7%
1 April 1985 - 30 April 1985	49,4%
1 May 1985 - 31 May 1985	47,9%
1 June 1985 - 30 June 1985	45,9%
1 July 1985 - 31 July 1985	45,2%
1 August 1985 - 31 August 1985	43,8%
1 September 1985 - 30 September 1985	41,9%
1 October 1985 - 31 October 1985	40,0%
1 November 1985 - 30 November 1985	38,1%
1 December 1985 - 31 December 1985	35,7%
1 January 1986 - 31 January 1986	31,7%
1 February 1986 - 28 February 1986	30,6%
1 March 1986 - 31 March 1986	29,0%
1 April 1986 - 31 May 1986	38,8%

1 June 1986 - 30 June 1986	37,1%
1 July 1986 - 31 July 1986	34,4%
1 August 1986 - 31 August 1986	32,9%
1 September 1986 - 30 September 1986	30,3%
1 October 1986 - 31 October 1986	28,9%
1 November 1986 - 30 November 1986	27,5%
1 December 1986 - 31 December 1986	26,1%
1 January 1987 - 31 January 1987	24,7%
1 February 1987 - 28 February 1987	22,9%
1 March 1987 - 31 March 1987	21,2%
1 April 1987 - 30 April 1987	19,5%
1 May 1987 - 31 May 1987	18,7%
1 June 1987 - 30 June 1987	17,5%
1 July 1987 - 31 July 1987	16,7%
1 August 1987 - 31 August 1987	14,8%
1 September 1987 - 30 September 1987	13,3%
1 October 1987 - 31 October 1987	23,4%
1 November 1987 - 30 November 1987	22,2%
1 December 1987 - 31 December 1987	21,5%
1 January 1988 - 31 January 1988	20,7%
1 February 1988 - 29 February 1988	19,9%
1 March 1988 - 31 March 1988	18,1%
1 April 1988 - 30 April 1988	17,0%
1 May 1988 - 31 May 1988	16,0%
1 June 1988 - 30 June 1988	15,6%
1 July 1988 - 31 July 1988	14,2%
1 August 1988 - 31 August 1988	12,9%
1 September 1988 - 30 September 1988	11,6%
1 October 1988 - 31 October 1988	10,3%
1 November 1988 - 30 November 1988	9,4%
1 December 1988 - 31 December 1988	8,5%
1 January 1989 - 31 January 1989	7,0%
1 February 1989 - 30 June 1989	6,1%
1 July 1989 - 31 July 1989	14,5%

1 August 1989 - 31 August 1989	13,1%
1 September 1989 - 30 September 1989	12,2%
1 October 1989 - 31 October 1989	11,4%
1 November 1989 - 30 November 1989	10,0%
1 December 1989 - 31 December 1989	8,7%
1 January 1990 - 31 January 1990	7,4%
1 February 1990 - 28 February 1990	6,6%
1 March 1990 – 28 February 1991	6,1%
1 March 1991 - 31 March 1991	8,1%
1 April 1991 - 30 April 1991	6,6%
1 May 1991 – 28 February 2002	6,1%
1 March 2002 – 31 March 2002	6,8%
1 April 2002 – 31 March 2003	6,1%
1 April 2003 - 30 April 2003	6,7%
1 May 2003 - 31 May 2003	6,9%
1 June 2003 – 31 July 2003	7,2%
1 August 2003 - 31 August 2003	6,8%
1 September 2003 - 30 September 2003	7,1%
1 October 2003 - 31 October 2003	7,7%
1 November 2003 - 30 November 2003	8,4%
1 December 2003 - 31 December 2003	8,3%
1 January 2004 - 31 January 2004	7,6%
1 February 2004 - 29 February 2004	7,2%
1 March 2004 - 31 March 2004	6,6%
1 April 2004 – 31 May 2004	11,5%
1 June 2004 - 30 June 2004	11,2%
1 July 2004 - 31 July 2004	10,8%
1 August 2004 – 30 September 2004	11,0%
1 October 2004 - 31 October 2004	10,6%
1 November 2004 - 30 November 2004	10,1%
1 December 2004 - 31 December 2004	10,3%
1 January 2005 - 31 January 2005	10,0%
1 February 2005 - 28 February 2005	9,9%
1 March 2005 - 31 March 2005	8,9%

1 April 2005 – 31 May 2005	10,5%
1 June 2005 - 30 June 2005	10,7%
1 July 2005 - 31 July 2005	9,9%
1 August 2005 - 31 August 2005	9,5%
1 September 2005 – 31 December 2005	9,1%
1 January 2006 - 31 January 2006	8,5%
1 February 2006 - 28 February 2006	8,4%
1 March 2006 - 31 March 2006	7,9%
1 April 2006 - 30 April 2006	11,2%
1 May 2006 - 31 May 2006	10,6%
1 June 2006 - 30 June 2006	9,9%
1 July 2006 - 31 July 2006	9,0%
1 August 2006 - 31 August 2006	8,2%
1 September 2006 - 30 September 2006	8,0%
1 October 2006 - 31 October 2006	7,8%
1 November 2006 - 30 November 2006	7,9%
1 December 2006 - 31 December 2006	7,5%
1 January 2007 - 31 January 2007	6,8%
1 February 2007 - 28 February 2007	6,9%
1 March 2007- 31 March 2007	6,1%



M M S MDLADLANA
MINISTER OF LABOUR

No. 497

29 April 2008

**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, Membathisi Mphumzi Shepherd Mdladlana, Minister of Labour, hereby amend Schedule 4 as follows with effect from 1 April 2008.


SCHEDULE 4

MANNER OF CALCULATING COMPENSATION

(i)	(ii)	(iii)	(iv)	(v)
Item	Section	Nature and degree of disablement	Nature of benefits	Manner of calculating benefits
1.	47(1)(a)	Temporary total disablement	Periodical payments	75% of an employee's monthly earnings at the time of the accident subject to maximum compensation of R13 394,06 per month.

2.	49(1)	Permanent disablement of 30%	Lump sum	15 times the monthly earnings of the employee at the time of the accident subject to the maximum and minimum compensation of R150 045,00 and R37 500,00.
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 an employee's monthly earnings at the time of the accident subject to maximum and minimum compensation of R13 394,06 and R1 875,00.
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.

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.
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.
9.	54(1)(d)(ii)	Fatal	Lump sum	Percentage dependence as portion of R77 894,00.
10.	54(2)	Fatal	Funeral costs	A reasonable amount for funeral costs to a maximum of R10 132,00 or the actual amount, whichever is the lesser.
11.	63(1)(a)	Minimum for free food and quarters	To be included in earnings	Minimum for free food R130.00 per month and minimum for free quarters R62.00 per month.



M M S MDLADLANA
MINISTER OF LABOUR