

---

**GENERAL NOTICES • ALGEMENE KENNISGEWINGS**

---

**DEPARTMENT OF EMPLOYMENT AND LABOUR****NOTICE 2616 OF 2024**

---

**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, in terms of Section 55 of the Compensation for Occupational Injuries and Diseases Act, 1993 (Act No. 130 of 1993), hereby prescribes the amendment of Schedule 4 for accidents that occur from 1<sup>st</sup> April 2024 as well as occupational diseases diagnosed from 1<sup>st</sup> April 2024. The minimum and maximum compensation set out in this notice will be implemented with effect from 1<sup>st</sup> April 2024.

## Schedule 4 of COIDA: Recommended benefits from 1 April 2024

(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% x monthly earnings at the time of the accident x number of days off/total days in month	R37 333	R5 229
2	49(1)	Permanent disablement of 1 - 30%	Lump sum	15 x monthly earnings at the time of the accident x permanent disablement % /30	R418 150	R104 551
3	49(1)	Permanent disablement of 31 - 100%	Monthly pension	75% x monthly earnings at the time of the accident x permanent disablement %	R37 333	R5 229
4	54(1)(a)	Fatal	Lump sum	Twice employee's monthly pension that would have been payable under item 3 had he/she been totally permanently disabled; 100%	R74 666	R10 458
5	54(1)(b)	Fatal	Monthly pension	40% of the monthly pension that would have been payable to the employee under item 3 had he been totally permanently disabled	R14 933	R2 091
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 3 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	R7 467	R1 046
7	54(1)(d)(ii)	Fatal	Lump sum	Percentage dependence as portion of R215 101	R215 101	N/A
8	54(2)	Fatal	Funeral costs	R20 797 per valid claim	R20 797	N/A
9	63(1)(a)	Minimum for free food and quarters	To be included in earnings	Minimum of R368 food Minimum of R165 for quarters	N/A N/A	R368 R165
10	28	Constant Attendance Allowance	Monthly Allowance	Minimum amount of R2 706 per month.	N/A	R2 706

  
 MR TW NXESI, MP  
 MINISTER OF EMPLOYMENT AND LABOUR  
 DATE: &