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Contents

No.		Gazette No.	Page No.
GENERAL NOTICES • ALGEMENE KENNISGEWINGS			
Employment and Labour, Department of / Indiensneming en Arbeid, Departement van			
3184	Compensation for Occupational Injuries and Diseases Act (130/1933), as amended: Amendment of Schedule 4: Manner of calculating compensation	52607	3

DEPARTMENT OF EMPLOYMENT AND LABOUR

NOTICE 3184 OF 2025

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

AMENDMENT OF SCHEDULE 4: MANNER OF CALCULATING COMPENSATION

Under Section 55 of the Compensation for Occupational Injuries and Diseases Act, 1993 (Act No. 130 of 1993), I, Nomakhosazana Meth, Minister of Employment and Labour, hereby issue a notice of intention to amend Schedule 4 for accidents that occur from 1st April 2025 as well as occupational diseases diagnosed from the 1st April 2025. The minimum and maximum compensation set out in this notice will be implemented with effect from 1st April 2025.

I invite all interested parties to submit comments in writing by mail to the Compensation Commissioner, P O Box 955, Pretoria, 0001 or email to Melinda.Visagie@labour.gov.za within 60 days of publishing of this notice.

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

INCREASE OF MINIMUM AND MAXIMUM AMOUNT OF EARNINGS ON WHICH THE ASSESSMENT OF AN EMPLOYER SHALL BE CALCULATED IN TERMS OF SECTION 83(8)

Under Section 83 (8) of the Compensation for Occupational Injuries and Diseases Act, 1993 (Act No. 130 of 1993), I, Nomakhosazana Meth, Minister of Employment and Labour, intend to increase the minimum earnings amount to R88 688 per annum and maximum amount of R633 168 per annum with effect from 01 March 2025.

MS N METH, MP
MINISTER OF EMPLOYMENT AND LABOUR

DATE 31 March 2025

COMPENSATION FOR OCCUPATIONAL INJURIES AND DISEASES ACT, 1993

(ACT No. 130 OF 1993), AS AMENDED

INCREASE IN MONTHLY PENSIONS

I, Nomakhosazana Meth, 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 increase monthly pensions, payable in terms of Section 49 (4) and 54 (1) (a), (b), (c) and (d) by 5% and Constant Attendance Allowances by 6% with regards to accidents which occurred before 31st March 2025 as well as occupational diseases which were diagnosed before 31st March 2025.

The increases are with effect from 01st April 2025.

MS N METH, MP
MINISTER OF EMPLOYMENT AND LABOUR

DATE: 31 March 2025

Schedule 4 of COIDA : Recommended benefits from 1 April 2025					Benefits from 1 April 2025		Benefits from 1 April 2024	
(i)	(ii)	(iii)	(iv)	(v)	(vi)	(vii)	(vi)	(vii)
Item	Section	Nature and degree of disablement	Nature of benefits	Manner of calculating benefits.	Maximum Compensation	Minimum Compensation	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 a month	R39 573	R5 543	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 disability %	R443 239	R110 824	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 disability %	R39 573	R5 543	R37 33	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%)	R79 146	R11 085	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/she been totally permanently disabled	R15 829	R2 216	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/she been totally permanently disabled, is payable to a child. In the case of more than three children, the children will share 60% in equal proportions	R7 915	R1 109	R7 467	R1 046
7	54(1)(d)(ii)	Fatal	Lump sum	Percentage dependence as portion of R228 007	R228 007	n/a	R215 101	n/a
8	54(2)	Fatal	Funeral costs	R22 045 per valid claim	R22 045	n/a	R20 797	n/a
9	63(1)(a)	Minimum for free food and quarters	To be included in earnings	n/a	Food - R390 Quarters - R175	n/a	Food - R368 Quarters - R165	n/a
10	28	Constant Attendance Allowance	Monthly Allowance	Minimum amount of R2 896 per month	R2 896		R2 732	

MS N METH, MP

MINISTER OF EMPLOYMENT AND LABOUR

DATE: 31 March 2025

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