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Contents

No.		*Gazette No.*	*Page No.*
GENERAL NOTICES • ALGEMENE KENNISGEWINGS			
Employment and Labour, Department of / Indiensneming en Arbeid, Departement van			
3605	Compensation for Occupational Injuries and Diseases Act (130/1993), as amended: Increase in Monthly Pensions	53669	3

DEPARTMENT OF EMPLOYMENT AND LABOUR

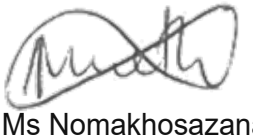
NOTICE 3605 OF 2025

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 and CAA payable in terms of Section 49 (4) and 54 (1) (a), (b), (c) and (d) with regards to accidents which occurred before 31st March 2025 as well as occupational diseases which were diagnosed before 31st March 2025. The increase of 5% on monthly pension and increase of 6% on CAA, with an effect from 01 April 2025.



Ms Nomakhosazana Meth, MP
MINISTER OF EMPLOYMENT AND LABOUR
DATE:15/10/2025

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GOVERNMENT NOTICE

DEPARTMENT OF EMPLOYMENT AND LABOUR

No. …….. DATE: ….……

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

AMENDMENT OF SCHEDULE 4: MANNER OF CALCULATING COMPENSATION

I, Nomakhosazana Meth, 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), hereby prescribes the amendment of Schedule 4 for accidents that occur from 1st April 2024 as well as occupational diseases diagnosed from 1st April 2025. The minimum and maximum compensation set out in this notice will be implemented with effect from 1st April 2025.

Schedule 4 of COIDA: This table is applicable to the claims as from 1 April 2025.

(i)	(ii)	(iii)	(iv)	(v)	(vi)	(vii)
Item	**Section**	**Nature and degree of disablement**	**Nature of benefits**	**Manner of calculating 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 month	R39 573	R5 543
2	49(1)	Permanent Disablement of 30%	Lump sum	15 x monthly earnings at the time of the accident	R443 239	R110 824
3	49(1)	Permanent Disablement of 1 - 29%	Lump sum	15 x monthly earnings at the time of the accident x permanent disablement % /30	R443 239	R110 824
4	49(1)	Permanent Disablement of 100%	Monthly pension	75% x monthly earnings at the time of the accident	R39 573	R5 543
5	49(1)	Permanent Disablement of 31 - 99%	Monthly pension	75% x monthly earnings at the time of the accident x permanent disablement %	R39 573	R5 543
6	54(1)(a)	Fatal	Lump sum	Twice the employee' s monthly pension that would have been payable under item 4 had he/she been totally permanently disabled	R79 146	R11 086
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/she been totally permanently disabled	R15 829	R2 196
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/she 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 915	R1 109
9	54(1)(d)(ii)	Fatal	Lump sum	Percentage dependence as portion of R215 101	R228 007	N/A
10	54(2)	Fatal	Funeral costs	R20 797 per valid claim	R22 045	N/A
11	63(1)(a)	Minimum for free food and quarters	To be included earnings in	Minimum for free food R368 per month and minimum for free quarters R165 per month.	N/A N/A	R391 R175
12	28	Constant Attendance Allowance	Monthly Allowance	Minimum amount of R2 706 per month.	N/A	R2 868



Ms. Nomakhosazana Meth, MP
MINISTER OF EMPLOYMENT AND LABOUR
DATE: 15/10/2025

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