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GOVERNMENT NOTICES • GOEWERMENTSKENNISGEWINGS

DEPARTMENT OF EMPLOYMENT AND LABOUR

NO. 7349

2 April 2026

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 2026 as well as occupational diseases diagnosed from the 1st April 2026. The minimum and maximum compensation set out in this notice will be implemented with effect from 1st April 2026.

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.



MS N METH, MP

MINISTER OF EMPLOYMENT AND LABOUR

DATE: 24 March 2026

This table is applicable to the claims as from 1 April 2026.

(i)	(ii)	(iii)	(iv)	(v)	(vi)	(vii)
Item	Section	Nature and degree of disablement	Nature of benefits	Manner of calculating compensation	Maximum compensation (1.4.2026)	Minimum compensation (1.4.2026)
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	R41 750	R5 848
2	49(1)	Permanent Disablement of 30%	Lump sum	15 x monthly earnings at the time of the accident	R467 617	R116 919
3	49(1)	Permanent Disablement of 1 - 29%	Lump sum	15 x monthly earnings at the time of the accident x permanent disablement % /30	R467 617	R116 919
4	49(1)	Permanent Disablement of 100%	Monthly pension	75% x monthly earnings at the time of the accident	R41 750	R5 848
5	49(1)	Permanent Disablement of 31 - 99%	Monthly pension	75% x monthly earnings at the time of the accident x permanent disablement %	R41 750	R5 848
6	54(1)(a)	Fatal	Spousal Lump sum	Twice the employee's monthly pension that would have been payable under item 4 had he/she been totally permanently disabled	R83 500	R11 696
7	54(1)(b)	Fatal	Monthly pension (Spouse and child(ren))	40% of the monthly pension that would have been payable to the employee under item 4 had he/she been totally permanently disabled	R16 700	R2 339
8	54(1)(c)	Fatal	Monthly pension (Child only)	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	R8 350	R1 170
9	54(1)(d)	Fatal	Lump sum (Partially dependant)	Percentage dependence as portion of R240 547	R240 547	N/A
10	54(2)	Fatal	Funeral Benefit	R23 257 per valid claim	R23 257	N/A
11	63(1)(a)	Minimum for free food and quarters	To be included in earnings	Minimum for free food per month and minimum for free quarters per month.	N/A	R413 (Food) R185 (Quarters)
12	28	Constant Attendance Allowance	Monthly Pensioner Allowance	Minimum amount per month.	N/A	R3 055

DEPARTMENT OF EMPLOYMENT AND LABOUR

No.:

DATE:

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) and Constant Attendance Allowances by 4.1% with regards to accidents which occurred before 31st March 2026 as well as occupational diseases which were diagnosed before 31st March 2026.

The increases are with effect from 01st April 2026.



MS N METH, MP
MINISTER OF EMPLOYMENT AND LABOUR

DATE: **24 MARCH 2026**

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