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GOVERNMENT NOTICES

DEPARTMENT OF LABOUR

No. 84

2 February 2007

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 R 201 984 per annum as the maximum amount of earnings with effect from 1 April 2007.



M M S MDLADLANA
MINISTER OF LABOUR

MUHASHO WA MISHUMO**No. 84****2 Luhuhi 2007**

**MULAYO WA NDILISO YA MAFUVHALO NA MALWADZE O WANIWAHO
MUSHUMONI, WA 1993
(MULAYO WA VHU 130 WA 1993), SA ZWE WA KHWINISISWA ZWONE**

**MUTENGO WA NTI HESA UNE WA DO HOLIWA HUNE ASESIMENNDE YA
MUTHOLI YA FANELA U VHALIWA**

Nga fhasi ha khethekanyo ya 83(8) ya Mulayo wa Ndiliso ya Mafuvhalo na Malwadze o waniwaho Mushumoni, wa 1993 (Mulayo wa vhu 130 wa 1993), Nne Membathisi Mphumzi Shepherd Mdladlana, Minisita wa Mishumo ndi netshedza mutengo wa gumofulu nga nwaha une wa do holiwa u linganaho R 201984 u bva nga la 1 Lambamai 2007.



VHO – MMS MDLADLANA
MINIST A WA ZWA MISHUMO

DEPARTMENT OF LABOUR**No. 85****2 February 2007****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, hereby prescribe 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) of the Compensation for Occupational Injuries and Diseases Act, 1993 (Act No. 130 of 1993), by 3,4% in respect of accidents which occurred before 1 April 2006 as well as occupational diseases which were diagnosed before 1 April 2006 with effect from 1 April 2007.


M M S MDLADLANA
MINISTER OF LABOUR

MUHASHO WA ZWA MISHUMO**No. 85****2 Luhuhi 2007****MULAYO WA NDILISO YA MAFUVHALO NA MALWADZE O WANIWAHO
MUSHUMONI, WA 1993****(MULAYO WA VHU 130 WA 1993), SA ZWE WA KHWINISISWA ZWONE****NYENGEDZEDZO YA PHESHENI DZA Ñ WEDZI**

Nga fhasi ha khethekanyo ya 57 (1) ya Mulayo wa Ndiliso ya Mafuvhalo na Malwadze o waniwaho Mushumoni , wa 1993(Mulayo wa vhu 130 wa 1993) , Nne Membathisi Mphumzi Shepherd Mdladlana , Minisita wa Mishumo , Ndi khou ita nyengedzedzo dza phentsheni dza nwedzi nga nwedzi dzine dza badelwa u ya nga khethekanyo ya 39(1) (c) na (d) na 40(1)(a), (b) ,(c) na (d) dza Mulayo wa Ndiliso ya Vhashumi , wa 1941 (Mulayo wa vhu 30 wa 1941) , na u ya nga khethekanyo dza 49(1)(a) na 54(1) (a) , (b) , (c) na (d) dza Mulayo wa Ndiliso ya Mafuvhalo na Malwadze o waniwaho Mushumoni , wa 1993 (Mulayo wa vhu 130 wa 1993) nga 3,4% malugana na khombo dzo bvelelaho phanda ha la 1 Lambamai 2006 khathihi na Malwadze o waniwaho phanda ha la 1 Lambamai 2006 u thoma u bva nga la 01 Lambamai 2007.



VHO - MMS MDLADLANA
MINIST A WA ZWA MISHUMO

DEPARTMENT OF LABOUR**No. 86****2 February 2007****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 to read as follows with effect from 1 April 2007.

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 R12 624,00 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 R141 420,00 and R32 535,00.
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 R12 624,00 and R1 626,75.

(i)	(ii)	(iii)	(iv)	(v)
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)(e)	Fatal	Lump sum	Percentage dependence as portion of R73 416,00.
10.	54(2)	Fatal	Funeral costs	A reasonable amount for funeral costs to a maximum of R9 550,00 or the actual amount, whichever is the lesser.



M.M.S MDLADLANA
MINISTER OF LABOUR

MUHASHO WA ZWA MISHUMO**No. 86****2 Luhuhi 2007****MULAYO WA NDILISO YA MAFUVHALO NA MALWADZE O WANIWAHO****MUSHUMONI, WA1993****(MULAYO WA VHU 130 WA 1993), SA ZWE WA KHWINISISWA ZWONE****U KHWINISWA HA SHEDULI 4 YA MULAYO WA VHU.130 WA 1993**

Nga fhasi ha khethekanyo 55 ya Mulayo wa Ndiliso ya Mafuvhalo na Malwadze o waniwaho Mushumoni , wa 1993 (Mulayo wa vhu 130 wa 1993) Nne Membathisi Mphumzi Shepherd Mdladlana , Minisita wa Mishumo , Ndi khwinisa Shedulu ya Vhuna (4) i tshi vhaleya nga urali u bva nga la 1 Lambamai 2007.

SHEDULU 4**ND ILA YA U VHALELA NDILISO**

(i)	(ii)	(iii)	(iv)	(v)
Tshiten wa	Khethekanyo	Lushaka na vhungafhani ha vhuhole	Lushaka lwa dzimbuelo	Nd ila ya u vhalela dzimbuelo
1.	47(1)(a)	Vhuhole ha tsho ^u he ha tshifhinganyana		75% ya muholo wa n ^u wedzi wa mushumi nga tshifhinga tsha khombo u ya nga ndiliso ya n ^u hesa ya R12 624.00 nga n ^u wedzi
2.	49(1)	Vhuhole ha tsho ^u he ha 30%	Tshelede ine ya badelwa yo ^u he nga khathihi	Muholo wa n ^u wedzi wa mushumi ka 15 nga tshifhinga tsha khombo u ya nga ndiliso ya n ^u hesa na ya fhasisa ya R141 420,00 na R32 535,00

(i)	(ii)	(iii)	(iv)	(v)
3.	49(1)	Vhuhole ha tshoŋ he ha fhasi ha 30%	Tshelede ine ya badelwa yoŋ he nga khathihi	Tshelede ine ya lingana na tshelede yo netshedzwaho nga khathihi nga fhasi ha tshiteŋ wa tsha 2 ine ya lingana na yo netshedzwaho kha vhuhole ha tshoŋ he ha 30%
4.	49(1)	Vhuhole ha tshoŋ he ha 100%	Phesheni ya ŋ wedzi	75% ya muholo wa ŋ wedzi wa mushumi nga tshifhinga tsha khombo u ya nga ndiliso ya fhasisa na ya nt hesa ya R12 624,00 na R1 626,75.
5.	49(1)	Vhuhole ha tshoŋ he ha fhasi ha 100% fhedzi vhune ha vha nt ha ha 30%	Phesheni ya ŋ wedzi	Phesheni ya ŋ wedzi ine ya lingana na yo netshedzwaho kha tshiteŋ wa tsha 4 ine ya lingana na ya vhuhole ha tshoŋ he ha 100%
6.	54(1)(a)	Ha u isa lufuni	Tshelede yoŋ he ine ya nekedzwa nga khathihi	Phesheni ya mushumi kavhili ye a vha a tshi d o i wana nga fhasi ha tshiteŋ wa tsha 4 arali o vha a tshi d o vha o holefhala lwa tshoŋ he-tshoŋ he
7.	54(1)(a)	Ha u isa lufuni	Phesheni ya ŋ wedzi	40% ya phesheni ya ŋ wedzi ye mushumi a vha a tshi d o badelwa yone nga fhasi ha tshiteŋ wa tsha 4 arali o vha o holefhala lwa tshoŋ he-tshoŋ he

(i)	(ii)	(iii)	(iv)	(v)
8.	54(1)(c)	Ha u isa lufuni	Phesheni ya n̄ wedzi	20% ya phesheni ya n̄ wedzi ye ya vha i tshi d̄ o badelwa mushumi nga fhasi ha tshite n̄ wa tsha 4 arali o vha o holefhala lwa tsho t̄ he-tsho t̄ he, u ya nga vhana vhane a vha navho.
9.	54(1)(e)	Ha u isa lufuni	Tshelede yo t̄ he ine ya badelwa nga khathihi	Phesenthe u ya nga tshipi d̄ a tsha R73 416,00
10.	54(2)	Ha u isa lufuni	Mbadelo dza mbulungo	Tshelede i vhone laho ya mbulungo ine ya vha R9 550,00 kana tshelede ya vhukuma, i n̄ we na i n̄ we ine ya vha fhasi.


VHO – MMS MDLADLANA
MINIST A WA ZWA MISHUMO

DEPARTMENT OF LABOUR**No. 87****2 February 2007****COMPENSATION FOR OCCUPATIONAL INJURIES AND DISEASES ACT,
1993****(ACT No. 130 OF 1993), AS AMENDED****INCREASE IN CONSTANT ATTENDANCE ALLOWANCE**

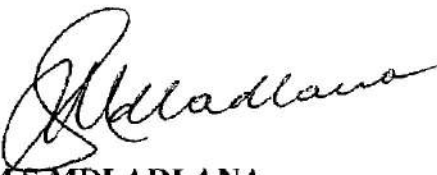
Under section 55 of the Compensation for Occupational Injuries and Diseases Act, 1993 (Act No. 130 of 1993), I, Membathisi Mphumzi Shepherd Mdladlana, Minister of Labour, hereby prescribe an increase in the monthly Constant Attendance Allowances payable in terms of section 44 of the Workmen's Compensation Act, 1941 (Act No. 30 of 1941), and in terms of section 28 of the Compensation for Occupational Injuries and Diseases Act, 1993 (Act No. 130 of 1993), and awarded during the financial years as indicated below with effect from 1 April 2007 as follows:

• For the financial year ended 31 March 1959 or earlier	3419 %
• For the financial year ended 31 March 1960	3419 %
• For the financial year ended 31 March 1961	3419 %
• For the financial year ended 31 March 1962	3306 %
• For the financial year ended 31 March 1963	3306 %
• For the financial year ended 31 March 1964	3101 %
• For the financial year ended 31 March 1965	3007 %
• For the financial year ended 31 March 1966	2919 %
• For the financial year ended 31 March 1967	2919 %
• For the financial year ended 31 March 1968	2757 %
• For the financial year ended 31 March 1969	2682 %

• For the financial year ended 31 March 1970	2480 %
• For the financial year ended 31 March 1971	2361 %
• For the financial year ended 31 March 1972	2153 %
• For the financial year ended 31 March 1973	1938 %
• For the financial year ended 31 March 1974	1699 %
• For the financial year ended 31 March 1975	1510 %
• For the financial year ended 31 March 1976	1358 %
• For the financial year ended 31 March 1977	1232 %
• For the financial year ended 31 March 1978	1073 %
• For the financial year ended 31 March 1979	939 %
• For the financial year ended 31 March 1980	802 %
• For the financial year ended 31 March 1981	681 %
• For the financial year ended 31 March 1982	593 %
• For the financial year ended 31 March 1983	530 %
• For the financial year ended 31 March 1984	450 %
• For the financial year ended 31 March 1985	365 %
• For the financial year ended 31 March 1986	300 %
• For the financial year ended 31 March 1987	255 %
• For the financial year ended 31 March 1988	215 %
• For the financial year ended 31 March 1989	177 %
• For the financial year ended 31 March 1990	145 %
• For the financial year ended 31 March 1991	114 %
• For the financial year ended 31 March 1992	97 %
• For the financial year ended 31 March 1993	82 %
• For the financial year ended 31 March 1994	67 %
• For the financial year ended 31 March 1995	59 %
• For the financial year ended 31 March 1996	46 %
• For the financial year ended 31 March 1997	40 %
• For the financial year ended 31 March 1998	31 %
• For the financial year ended 31 March 1999	28 %
• For the financial year ended 31 March 2000	20 %

• For the financial year ended 31 March 2001	14 %
• For the financial year ended 31 March 2002	6 %
• For the financial year ended 31 March 2003	5 %
• For the financial year ended 31 March 2004	3 %
• For the financial year ended 31 March 2005	0 %
• For the financial year ended 31 March 2006	0 %

For all the constant attendance allowances awarded a further 3,4% with effect from 1 April 2007.



M M S MDLADLANA
MINISTER OF LABOUR

MUHASHO WA MISHUMO**No. 87****2 Luhuhi 2007****MULAYO WA NDILISO YA MAFUVHALO NA MALWADZE O WANIWAHO
MUSHUMONI, WA 1993****(MULAYO WA VHU 130 WA 1993), SA ZWE WA KHWINISISWA ZWONE****NYENGEDZEDZO YA MAGAVHELO A U VHA HONE MUSHUMONI TSHIFHINGA
TSHOT HE**

Nga fhasi ha khethekanyo 55 ya Mulayo wa Ndiliso ya Mafuvhalo na Malwadze o waniwaho Mushumoni , wa 1993 (Mulayo wa vhu 130 wa 1993) , Nne Membathisi Mphumzi Shepherd Mdladlana , Minisita wa Mishumo , Ndi khou ita nyengedzedzo ya magavhelo a nwedzi nga nwedzi ane a badelwa u ya nga khethekanyo 44 ya Mulayo wa Ndiliso ya Vhashumi , wa 1941 (Mulayo wa vhu 30 wa 1941) , na u ya nga khethekanyo ya 28 ya Mulayo wa Ndiliso ya Mafuvhalo na Malwadze o waniwaho Mushumoni , wa 1993 (Mulayo wa vhu 130 wa 1993) , a netshedzwaho nga tshifhinga tsha minwaha ya muvhalelano sa zwo sumbedzizwaho nga hafho fhasi u bva nga la 1 Lambamai 2007 nga heyi ndila.

Kha ri waha wa muvhalelano une wa fhela nga 31 T hafamuhwe 1959 kana phand a	3419 %
Kha ri waha wa muvhalelano une wa fhela nga 31 T hafamuhwe 1960	3419 %
Kha ri waha wa muvhalelano une wa fhela nga 31 T hafamuhwe 1961	3419 %
Kha ri waha wa muvhalelano une wa fhela nga 31 T hafamuhwe 1962	3306 %
Kha ri waha wa muvhalelano une wa fhela nga 31 T hafamuhwe 1963	3306 %

• Kha ñ waha wa muvhalelano une wa fhela nga 31 T hafamuhwe 1964	3101 %
• Kha ñ waha wa muvhalelano une wa fhela nga 31 T hafamuhwe 1965	3007 %
• Kha ñ waha wa muvhalelano une wa fhela nga 31 T hafamuhwe 1966	2919 %
• Kha ñ waha wa muvhalelano une wa fhela nga 31 T hafamuhwe 1967	2919 %
• Kha ñ waha wa muvhalelano une wa fhela nga 31 T hafamuhwe 1968	2757 %
• Kha ñ waha wa muvhalelano une wa fhela nga 31 T hafamuhwe 1969	2682 %
• Kha ñ waha wa muvhalelano une wa fhela nga 31 T hafamuhwe 1970	2480 %
• Kha ñ waha wa muvhalelano une wa fhela nga 31 T hafamuhwe 1971	2361 %
• Kha ñ waha wa muvhalelano une wa fhela nga 31 T hafamuhwe 1972	2153 %
• Kha ñ waha wa muvhalelano une wa fhela nga 31 T hafamuhwe 1973	1938 %
• Kha ñ waha wa muvhalelano une wa fhela nga 31 T hafamuhwe 1974	1699 %
• Kha ñ waha wa muvhalelano une wa fhela nga 31 T hafamuhwe 1975	1510 %
• Kha ñ waha wa muvhalelano une wa fhela nga 31 T hafamuhwe 1976	1358 %
• Kha ñ waha wa muvhalelano une wa fhela nga 31 T hafamuhwe 1977	1232 %
• Kha ñ waha wa muvhalelano une wa fhela nga 31 T hafamuhwe 1978	1073 %

• Kha ñ waha wa muvhalelano une wa fhela nga 31 T hafamuhwe 1979	939 %
• Kha ñ waha wa muvhalelano une wa fhela nga 31 T hafamuhwe 1980	802 %
• Kha ñ waha wa muvhalelano une wa fhela nga 31 T hafamuhwe 1981	681 %
• Kha ñ waha wa muvhalelano une wa fhela nga 31 T hafamuhwe 1982	593 %
• Kha ñ waha wa muvhalelano une wa fhela nga 31 T hafamuhwe 1983	530 %
• Kha ñ waha wa muvhalelano une wa fhela nga 31 T hafamuhwe 1984	450 %
• Kha ñ waha wa muvhalelano une wa fhela nga 31 T hafamuhwe 1985	365 %
• Kha ñ waha wa muvhalelano une wa fhela nga 31 T hafamuhwe 1986	300 %
• Kha ñ waha wa muvhalelano une wa fhela nga 31 T hafamuhwe 1987	255 %
• Kha ñ waha wa muvhalelano une wa fhela nga 31 T hafamuhwe 1988	215 %
• Kha ñ waha wa muvhalelano une wa fhela nga 31 T hafamuhwe 1989	177 %
• Kha ñ waha wa muvhalelano une wa fhela nga 31 T hafamuhwe 1990	145 %
• Kha ñ waha wa muvhalelano une wa fhela nga 31 T hafamuhwe 1991	114 %
• Kha ñ waha wa muvhalelano une wa fhela nga 31 T hafamuhwe 1992	97 %

• Kha n̄ waha wa muvhalelano une wa fhela nga 31 T̄ hafamuhwe 1993	82 %
• Kha n̄ waha wa muvhalelano une wa fhela nga 31 T̄ hafamuhwe 1994	67 %
• Kha n̄ waha wa muvhalelano une wa fhela nga 31 T̄ hafamuhwe 1995	59 %
• Kha n̄ waha wa muvhalelano une wa fhela nga 31 T̄ hafamuhwe 1996	46 %
• Kha n̄ waha wa muvhalelano une wa fhela nga 31 T̄ hafamuhwe 1997	40 %
• Kha n̄ waha wa muvhalelano une wa fhela nga 31 T̄ hafamuhwe 1998	31 %
• Kha n̄ waha wa muvhalelano une wa fhela nga 31 T̄ hafamuhwe 1999	28 %
• Kha n̄ waha wa muvhalelano une wa fhela nga 31 T̄ hafamuhwe 2000	20 %
• Kha n̄ waha wa muvhalelano une wa fhela nga 31 T̄ hafamuhwe 2001	14 %
• Kha n̄ waha wa muvhalelano une wa fhela nga 31 T̄ hafamuhwe 2002	6 %
• Kha n̄ waha wa muvhalelano une wa fhela nga 31 T̄ hafamuhwe 2003	5 %
• Kha n̄ waha wa muvhalelano une wa fhela nga 31 T̄ hafamuhwe 2004	3 %

Kha n' waha wa muvhalelano une wa fhela nga 31 T hafamuhwe 2005	0 %
Kha n' waha wa muvhalelano une wa fhela nga 31 T hafamuhwe 2006	0 %

Magavhelo a n' wedzi nga n' wedzi a U vha hone Mushumoni Tshifhinga Tshot'he e
a engedzwa hafhu nga 3,4% u bva nga 1 a 1 Lambamai 2007.



VHO - MMS MDLADLANA
MINIST' A WA ZWA MISHUMO