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Schedule 4
MANNER OF CALCULATING COMPENSATION

[Schedule 4 amended by GN 222 in *GG* 16263 of 17 February 1995, by GN 127 in *GG* 16957 of 2 February 1996, by GN 292 in *GG* 17803 of 21 February 1997, by GN 294 in *GG* 17803 of 21 February 1997, by s. 36 of Act 61 of 1997 (wef 1 March 1998), substituted by GN 554 in *GG* 20012 of 30 April 1999, amended by GN 73 in *GG* 20843 of 4 February 2000, by GN 77 in *GG* 22005 of 1 February 2001, by GN 68 in *GG* 23046 of 1 February 2002, by GN 141 in *GG* 24294 of 3 February 2003, by GN 89 in *GG* 25954 of 2 February 2004, by GN 201 in *GG* 27375 of 11 March 2005, by GN 423 in *GG* 28808 of 5 May 2006, by GN 86 in *GG* 29582 of 2 February 2007, by GN 497 in *GG* 31015 of 29 April 2008, by GN 694 in *GG* 32339 of 22 June 2009, by GN 304 in *GG* 33118 of 21 April 2010, by GN 382 in *GG* 34251 of 4 May 2011, by GN 448 in *GG* 35432 of 8 June 2012, by GN 212 in *GG* 36273 of 20 March 2013, by GN 138 in *GG* 37379 of 26 February 2014, by GN 473 in *GG* 37735 of 12 June 2014, by GN 274 in *GG* 38643 of 30 March 2015, by GN 448 in *GG* 39331 of 15 April 2016, by GN 816 in *GG* 41026 of 4 August 2017, by GenN 334 in *GG* 41701 of 13 June 2018 (wef 1 April 2018) and by GN 627 in *GG* 42431 of 3 May 2019 (wef 1 April 2019).]

(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% of an employee's monthly earnings at the time of the accident.	R28 658	R4 012
2.	49 (1)	Permanent disablement of 30%	Lump sum	15 times the monthly earnings of the employee at the time of the accident using the formula: 15 x earnings.	R320 985	R80 250
3.	49 (1)	Permanent disablement of less than 30% (1 - 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%. Using the formula: 15 x earnings x PD%.	R320 985	R80 250
4.	49 (1)	Permanent disablement of 100%	Monthly pension	75% of an employee's monthly earnings at the time of the accident. Formula for 100%PD: 75% x earnings at time of accident.	R28 658	R4 012
5.	49 (1)	Permanent disablement of less than 100% but more than 30%	Monthly pension	An amount which bears to a pension calculated under item 4 the same proportion as the degree of permanent disablement to 100%.	R28 658	R4 012
6.	54 (1) *(a)*	Fatal	Lump sum	Twice employee's monthly pension that would have been payable under item 4 had he been totally permanently disabled.	R57 316	R8 024
7.	54 (1) *(b)*	Fatal	Monthly pension	A maximum of 40% of the monthly pension that would have been payable to the employee under item 4 had he been totally permanently disabled, is payable to a spouse. In case of more than one spouse the spouses will share 40% in equal proportions.	R11 464	R1 605
8.	54 (1) *(c)*	Fatal	Monthly pension	A maximum of 20% of the monthly pension that would have been payable	R5 732	R802

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				to the employee under item 4 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.		
9.	54 (1) *(d)* (ii)	Fatal	Lump sum	Percentage dependence as portion of R165 115	R165 115	
10.	54 (2)	Fatal	Funeral benefit	R18 251 per claim	R18 251	
11.	63 (1) *(a)*	Minimum for free food and quarters		Minimum for free food R285 per month and minimum for free quarters R128 per month.		R285 per month for free food. R128 per month for free quarters.
12.	28	Constant Attendance allowance	Monthly allowance	Minimum amount of R2 117 per month		R2 117

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