Basic Guide to Compensation for Occupational Injuries and Diseases

by admin — last modified 2008-09-12 11:19

Compensation claims for occupational injuries and diseases are calculated according to the seriousness of the injury or disease. Injuries or diseases caused by the negligence of a worker’s employer or another worker may result in increased compensation.

Application

The Compensation for Occupational Injuries and Diseases Act applies to:

- all employers; and
- casual and full-time workers who, as a result of a workplace accident or work-related disease:
  - are injured, disabled, or killed; or
  - become ill.

This excludes -

- workers who are totally or partially disabled for less than 3 days;
- domestic workers;
- anyone receiving military training;
- members of –
  - the South African National Defence Force, or
  - the South African Police Service;
- any worker guilty of wilful misconduct, unless they are seriously disabled or killed;
- anyone employed outside the RSA for 12 or more continuous months; and
- workers working mainly outside the RSA and only temporarily employed in the RSA.