



SWAZILAND GOVERNMENT GAZETTE EXTRAORDINARY

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PUBLISHED BY AUTHORITY

THE WORKMEN'S COMPENSATION ACT, 1983
(Act NO. 7 of 1983)

**THE NOTICE OF INTENTION OF REVIEW THE WORKMEN'S COMPENSATION
(MINIMUM AND MAXIMUM EARNINGS) NOTICE, 2004**
[Under Sections 10 (1) and 45 (1)]

In exercise of the powers conferred by Section 45 (1) of the Workmen's Compensation Act, 1983, the Minister for Enterprise and Employment hereby issues the following Notice:-

Citation and commencement.

1. This Notice may be cited as the Notice of Intention to Review the Workmen's Compensation (Minimum and Maximum Earnings) Notice, 2004 and shall be deemed to have come into force on the 1st April, 2004.

Review of minimum and maximum earning.

2. (a) In consideration of the general level of prices and earnings, the Minister of Enterprise and Employment intends to make regulations reviewing the minimum and maximum earnings as stipulated in section 45 (1) of the Workmen's Compensation Act, 1983.

(b) The minimum and maximum earnings for the purpose of calculation of compensation in terms of section 10 (1) of the Workmen's Compensation Act, 1983 (which are calculated at 15% per annum) are reviewed as shown in the Schedule to this Notice.

(c) The amounts listed in the Schedule for the years 1999 to 2004 are for the purposes of illustrating the method of arriving at the new rates for the minimum and maximum earnings.

(d) No Workmen's Compensation claims shall be paid in arrears as a result of the review of the minimum earnings.

Revocation of Legal Notice No. 109 of 1999

3. The Maximum and Minimum Earnings (Rate of Compensation) Regulations, 1999 is hereby revoked.

Written representation.

4. A person wishing to make representations of the review of the minimum and maximum earnings as set out in the Schedule below shall, within thirty (30) days of publication of this Notice, direct the representations in writing to -

THE COMMISSIONER OF LABOUR

Department of Labour
P.O. Box 198
Mbabane

SCHEDULE

YEAR	MINIMUM EARNINGS	MAXIMUM EARNINGS
1999	E701.89	E4 678.83
2000	E807.17	E5 380.65
2001	E928.25	E6 187.75
2002	E1 067.49	E7 115.91
2003	E1 227.61	E8 183.30
2004	E1 411.75	E9 410.80

M.E. VILAKAZI
Principal Secretary
Ministry of Enterprise and Employment

LEGAL NOTICE NO. 41 OF 2004

THE WORKMEN'S COMPENSATION ACT, 1983
(Act NO. 7 of 1983)

THE NOTICE OF INTENTION TO REVIEW THE WORKMEN'S COMPENSATION
(MEDICAL EXPENSES) NOTICE, 2004
[Under Sections 30 (2) and 45 (2)]

In exercise of the powers conferred by Section 45 (2) of the Workmen's Compensation Act, 1983, the Minister for Enterprise and Employment, after consultation with the Minister for Health and Social Welfare, hereby issues the following Notice -

Citation and commencement.

1. This Notice may be cited as the Notice of Intention to Review the Workmen's Compensation (Medical Expenses) Notice, 2004 and shall be deemed to have come into force on the 1st April, 2004.

Medical expenses payable by employer.

2. (a) In consideration of the general level of prices (the inflation rate) the Minister for Enterprise and Employment intends to make regulations reviewing the medical expenses as stipulated in section 45 (2) of the Workmen's Compensation Act, 1983.
- (b) The limit of medical expenses to be paid by an employer on behalf of a workman is increased by 15% as shown in the Schedule to this Notice.
- (c) The amounts listed in the Schedule for the years 1999 to 2004 are for the purposes of illustrating the method of arriving at the new rates of medical expenses.

(d) No medical expenses claim shall be paid in arrears as a result of this review of maximum medical expenses.

Revocation of Legal Notice No. 49 of 1999

3. The Workmen's Compensation (Medical Expenses) Regulations, 1999 is hereby revoked.

Written representation

4. A person wishing to make representations on the review of the medical expenses as set out in the amounts below shall, within thirty (30) days of publication of this Notice, direct the representations in writing to -

THE COMMISSIONER OF LABOUR
Department of Labour
P.O. Box 198
Mbabane

SCHEDULE

<u>YEAR</u>	<u>AMOUNT</u>
1999	E25 588.17
2000	E29 426.40
2001	E33 840.36
2002	E38 916.41
2003	E44 753.87
2004	E51 466.95

M.E. VILAKAZI
Principal Secretary
Ministry of Enterprise and Employment