

Sick, Accident and Maternity Pay Fund

The Sick, Accident and Maternity Pay Fund Benefits are available to RMI members and their staff only. This Fund is compulsory for RMI members who employ NUMSA members; however, at the discretion of the employer, such RMI member employer may register any of its employees on the Sick Accident and Maternity Pay Fund.

The Objects of the Fund are

[1] to assist members who suffer losses of wages or salary through absenteeism resulting from incapacity due to accident or sickness;

[2] to assist female members who suffer losses of wages through absenteeism resulting from their pregnancy;

Qualification for Benefits

13 consecutive weeks' contributions.

Benefits – Per annum

Sick Pay – 75% of the member's ordinary daily remuneration up to a maximum of 20 days;

Accident Pay – 75% of the member's ordinary daily remuneration up to a maximum of 40 days;

Maternity Pay – 30% of the member's ordinary daily remuneration up to a maximum of 26 weeks;

In the event of sickness, accident or maternity leave, the employer can choose to pay the employee at the above rates and claim back from the Fund, or alternatively, require the employee to claim directly from the Fund. In the event that an employer contributes to SAMPF on behalf of the employee, the employer is not required to pay any further Sick Leave Benefits other than those which are payable for Sick Benefits in terms of the said Fund.

Weekly Contribution by Employer per employee:

Male Members - effective 01.01.2011 : R9.44

Female Members - effective 01.01.2011 :R13.86

The Rules and Benefits of the Sick Accident and Maternity Pay Fund are currently under review and subject to further negotiations with NUMSA.

