

# THE UNEMPLOYMENT FUND - NATIONAL DISASTER BENEFIT

## CRIB NOTES FOR BUSY BUSINESS OWNERS



The Unemployment Insurance Fund will compensate affected workers through a new “**National Disaster Benefit**” and its existing Illness, Reduced Work Time and Unemployment benefits. (Only applicable for employers registered with UIF)

National Disaster Benefit	REDUCED WORK TIME	ILLNESS BENEFITS	Death Benefit
<p>The new National Disaster Benefit will come into play in instances where an employer decides to close an office for a temporary period, and is unable to pay their staff, as a direct results of the Corona Virus.</p> <ul style="list-style-type: none"> <li>• This is a <b>stand alone benefit</b> and not linked to normal UIF rules.</li> <li>• It is a flat rate of <b>R3500 per employee</b> for duration of shutdown or a maximum of 3 months (whichever comes first)</li> <li>• If an employee is ill, temporary lay-off or unemployed for <b>longer than three</b> months, the normal UIF benefits as explained below will apply.</li> </ul>	<p><b>Where a company implements reduced or short time.</b></p> <ul style="list-style-type: none"> <li>• Benefit payable is the <b>difference between what employer pays and normal UIF</b> benefits payable should an employee lose employment.</li> </ul>	<p>Where an employee has been <b>quarantined for 14 days</b></p> <ul style="list-style-type: none"> <li>• UIF Illness Benefit process will apply.</li> <li>• <b>Changes</b> <ul style="list-style-type: none"> <li>• A <b>Confirmation Letter</b> from both the employer and employee must be submitted together with the application as proof that both have agreed to the 14 days ‘special leave’.</li> <li>• In this instance the letters <b>will stand in place of the medical certificate</b></li> <li>• Quarantined for more than 14 days, a medical certificate from a medical practitioner is required</li> </ul> </li> </ul>	<p>When a <b>contributor passes away</b></p> <ul style="list-style-type: none"> <li>• Benefits are paid to the beneficiaries of the deceased.</li> <li>• People eligible to apply are a <b>Spouse, Life Partner, Children and nominated persons</b>, in that order.</li> </ul>

For full details of how UIF should be interpreted and implemented during this time please go to

<http://www.labour.gov.za/DocumentCenter/Publications/Unemployment%20Insurance%20Fund/easy-aid-guide-for-employers.pdfMarch.pdf>

All relevant application forms can be downloaded from the Department of Employment and Labour website: [www.labour.gov.za](http://www.labour.gov.za).