

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"> • This is a stand alone benefit and not linked to normal UIF rules. • It is a flat rate of R3500 per employee for duration of shutdown or a maximum of 3 months (whichever comes first) • If an employee is ill, temporary lay-off or unemployed for longer than three months, the normal UIF benefits as explained below will apply. 	<p>Where a company implements reduced or short time.</p> <ul style="list-style-type: none"> • Benefit payable is the difference between what employer pays and normal UIF benefits payable should an employee lose employment. 	<p>Where an employee has been quarantined for 14 days</p> <ul style="list-style-type: none"> • UIF Illness Benefit process will apply. • Changes <ul style="list-style-type: none"> • A Confirmation Letter 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’. • In this instance the letters will stand in place of the medical certificate • Quarantined for more than 14 days, a medical certificate from a medical practitioner is required 	<p>When a contributor passes away</p> <ul style="list-style-type: none"> • Benefits are paid to the beneficiaries of the deceased. • People eligible to apply are a Spouse, Life Partner, Children and nominated persons, in that order.

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.