



# Government Gazette

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**AIDS HELPLINE: 0800-0123-22 Prevention is the cure**

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**GOVERNMENT NOTICE**

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**DEPARTMENT OF LABOUR****CORRECTION NOTICE****RECTIFICATION OF GOVERNMENT GAZETTE No. 25093, PUBLISHED ON 20 JUNE 2003**

It is hereby notified for general information as follows:

General Notices No. 1699, published in *Government Gazette* No. 25093 is hereby withdrawn and substituted by the following Government Notice No. 936 in Government Gazette No. 25132.

**CIRCULAR INSTRUCTION REGARDING COMPENSATION FOR POST  
TRAUMATIC STRESS DISORDER (PTSD)**

**COMPENSATION FOR OCCUPATIONAL INJURIES AND DISEASES ACT, NO. 130  
OF 1993, AS AMENDED (COIDA)**

The following circular instruction is issued to clarify the position in regard to compensation of claims for Post Traumatic Stress Disorder (PTSD). This circular instruction comes into effect on 01 April 2003 and supersedes all previous circular instructions in respect of Post Traumatic Stress Disorder. Post Traumatic Stress Disorder is regarded as an occupational injury in terms of the Compensation for Occupational Injuries and Diseases Act, no. 130 of 1993, as amended (COIDA); therefore, an extreme traumatic event or stressor must be an accident as defined in section 1 of the Compensation for Occupational Injuries and Diseases Act, no. 130 of 1993, as amended (COIDA). An occupational injury is an injury caused by an accident arising out of and in the course of an employee's employment and resulting in a personal injury requiring medical aid or resulting in disability or death and does not include an occupational disease in any form except if that occupational disease results from an occupational injury.

**1. DEFINITION**

Post Traumatic Stress Disorder is a mental disorder following exposure to an extreme, traumatic event or stressor. A claim for Post Traumatic Stress Disorder shall not be eligible for benefits under the Act unless:

1. The employee was exposed to an extreme, traumatic event or stressor, and
2. The employee experienced an extreme, traumatic event or stressor that arose out of and in the course of his / her employment, and
3. The employee experienced symptoms of Post Traumatic Stress Disorder within six months of the accident that are confirmed by medical evidence at that stage, and
4. The employment-related trauma or stressor was a pertinent factor in the development of Post Traumatic Stress Disorder or played an active role in the course of Post Traumatic Stress Disorder, and
5. Notice of the claim for compensation was made to the employer or the Compensation Commissioner or the employer individually liable or the mutual association within one year after the date of accident.