

# Basic Guide to UIF Maternity Benefits

Workers on maternity leave have the right to claim from the UIF. Workers must apply and will be paid at the labour centre of their choice.

## Application

The Unemployment Insurance Act and Unemployment Insurance Contributions Act apply to **all employers and workers**, but not to -

- workers working **less than 24 hours** a month for an employer;
- **learners**;
- **public servants**;
- **foreigners** working on contract;
- workers who get a monthly **State (old age) pension**; or
- workers who only earn commission.

Domestic employers and their workers are included under the Act since 1 April 2003.

## Claiming

### Who can claim?

You cannot claim if you –

- get benefits from –
  - the Compensation Fund for an occupational injury or disease; or
  - any other unemployment fund; or
  - have been suspended from claiming because of fraud.

You can claim if you are on maternity leave.

*Based on legislation in [Section 14](#), [Section 24](#), [Section 36](#), of the Unemployment Insurance Act*

### When must I claim?

Workers must apply at least 8 weeks before their child is born.

*Based on Legislation in [Section 25](#) of the Unemployment Insurance Act*

### How long can I claim for?

Workers can claim for 17 weeks.

Workers who miscarry in the third trimester or have a stillborn child can claim for six weeks.

*Based on Legislation in [Section 24](#), of the Unemployment Insurance Act*

### How do I claim?

Workers must fill in the application forms and, together with other required documents, hand it in at a labour centre.

## **Benefit Payments**

### **How will I be paid?**

Benefit payments can be collected from a labour centre of your choice.

*Based on legislation in [Section 23](#), of the Unemployment Insurance Act*

### **Tax**

No tax is payable on the benefits.

*Based on Legislation in [Section 34](#) of the Unemployment Insurance Act*

### **Overpayments**

If you get more money than you should, you must pay back the extra money.

*Based on Legislation in [Section 35](#), of the Unemployment Insurance Act*

## **How To Claim UIF Maternity Benefits**

Workers on maternity leave must apply for benefits at their nearest labour centre in person or organise for someone to go in their place. They must take the necessary documents with them.

### **Claiming Maternity Benefits**

If workers want to claim maternity benefits they must use the following steps:

#### **Step 1: Get the documents ready**

Before workers can claim, they must get the following documents ready:

- 13-digit bar-coded ID or passport;
- form UI-2.8 for banking details;
- form UI-2.7;
- form UI-2.3 (application form)
- medical certificate from a doctor or birth certificate of the baby; and
- form UI-4 (follow-up form).

#### **Step 2: Go to the nearest labour centre**

Pregnant workers must go to the nearest labour centre themselves and hand in the documents. If they are too ill, they can organise for someone else to go in their place. Staff at the labour centre will assist them with all the processes and give them more information.

#### **Step 3: Follow all the instructions of the staff at the labour centre**

Staff at the labour centre may ask pregnant workers to go to the doctor again or to visit the labour centre at certain times. Workers should do what they ask, or they may not be able to claim.