

Generic Management

(NQF4)

NLRD57712, L/P 74630

General

Enjoy the SARS tax benefits of R60, 000 per Learner AND improve your BEE rating!



Get Qualified!

TYPE	ID	UNIT STANDARD TITLE	CREDITS
Core	242824	Apply leadership concepts in a work context	12
Core	242815	Apply the organisation's code of conduct in a work environment	5
Core	242816	Conduct a structured meeting	5
Core	242822	Employ a systematic approach to achieving objectives	10
Core	242821	Identify responsibilities of a team leader in ensuring that organisational standards are met	6
Core	242810	Manage Expenditure against a budget	6
Core	242829	Monitor the level of service to a range of customers	5
Core	242819	Motivate and Build a Team	10
Core	242811	Prioritise time and work for self and team	5
Core	242817	Solve problems, make decisions and implement solutions	8
Fundamental	119472	Accommodate audience and context needs in oral/signed communication	5
Fundamental	119457	Interpret and use information from texts	5
Fundamental	119467	Use language and communication in occupational learning programmes	5
Fundamental	119465	Write/present/sign texts for a range of communicative contexts	5
Fundamental	9015	Apply knowledge of statistics and probability to critically interrogate and effectively communicate findings on life related problems	6
Fundamental	119462	Engage in sustained oral/signed communication and evaluate spoken/signed texts	5
Fundamental	119469	Read/view, analyse and respond to a variety of texts	5
Fundamental	9016	Represent analyse and calculate shape and motion in 2-and 3-dimensional space in different contexts	4
Fundamental	7468	Use mathematics to investigate and monitor the financial aspects of personal, business, national and international issues	6
Fundamental	12153	Use the writing process to compose texts required in the business environment	5
Fundamental	119459	Write/present/sign for a wide range of contexts	5
Elective	13915	Demonstrate knowledge and understanding of HIV/AIDS in a workplace, and its effects on a business sub-sector, own organisation and a specific workplace	4
Elective	242814	Identify and explain the core and support functions of an organisation	6
Elective	242812	Induct a member into a team	4
Elective	242818	Describe the relationship of junior management to other roles	5
Elective	242813	Explain the contribution made by own area of responsibility to the overall organisational strategy	5

LEARNERSHIPS AND SARS TAX ALLOWANCE MODEL

Company wishes to undertake Learnerships:

- 18.1's (Currently Employed Learners)
- 18.2's (Unemployed Learners)

Accredited **Training Provider** Approached (**Award Training**):

- Rates per Learner agreed upon
- Service Level Agreement signed

SETA informed of Learnerships:

SARS informed of Learnerships at Companies tax year end, so that incentives can be deducted from profits. **SARS IT180** form refers (R40,000 per Learner or R11,200 net).

Process is **repeated** next tax year end for 2nd incentive for successful Learners (R40,000 per Learner or R11,200 net).

Company assisted to apply to SETA for **discretionary grants** for Learnerships undertaken.

- Company pockets the funds awarded for Learnerships to **cover the costs of training Learners**
- **Unfunded Learners are substantially subsidised** by the SARS tax allowances.

Benefits explained to Company:

- **Learner:**
 - Lifelong learning /Personal Development
 - Morale boosting
- **Company benefits:**
 - Improved Productivity
 - BEE Status uplifted
 - SARS Tax allowances:
 - R40,000 per Learner 1st year (net R11,200 @ 28% Co. tax rate)
 - R40,000 per Learner 2nd Year (net R11,200 @ 28% Co. tax rate)

Training Commences:

- Learnership Agreements signed
- One Year Training Programme Commences

Award Training Invoices Company monthly over 12 months for training

Once Training is Complete:

- Learners are certified; and
- Encouraged to study the next level up