

Generic Management

(NQF5)

NLRD59201

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



Get Qualified!

TYPE	ID	UNIT STANDARD TITLE	CREDITS
Core	<u>252044</u>	Apply the principles of knowledge management	6
Core	<u>252037</u>	Build teams to achieve goals and objectives	6
Core	<u>252020</u>	Create and manage an environment that promotes innovation	6
Core	<u>252032</u>	Develop, implement and evaluate an operational plan	8
Core	<u>252027</u>	Devise and apply strategies to establish and maintain workplace relationships	6
Core	<u>252021</u>	Formulate recommendations for a change process	8
Core	<u>252029</u>	Lead people development and talent management	8
Core	<u>252043</u>	Manage a diverse work force to add value	6
Core	<u>252034</u>	Monitor and evaluate team members against performance standards	8
Core	<u>252025</u>	Monitor, assess and manage risk	8
Core	<u>252035</u>	Select and coach first line managers	8
Fundamental	<u>120300</u>	Analyse leadership and related theories in a work context	8
Fundamental	<u>252026</u>	Apply a systems approach to decision making	6
Fundamental	<u>252036</u>	Apply mathematical analysis to economic and financial information.	6
Fundamental	<u>252042</u>	Apply the principles of ethics to improve organisational culture	5
Fundamental	<u>252022</u>	Develop, implement and evaluate a project plan	8
Fundamental	<u>252040</u>	Manage the finances of a unit	8
Fundamental	<u>12433</u>	Use communication techniques effectively	8
Elective	<u>15236</u>	Apply financial analysis	4
Elective	<u>15219</u>	Develop and implement a strategy and action plans for a team, department or division	4
Elective	<u>15224</u>	Empower team members through recognising strengths, encouraging participation in decision making and delegating tasks	4
Elective	<u>10048</u>	Identify brand mix elements	8
Elective	<u>114226</u>	Interpret and manage conflicts within the workplace	8
Elective	<u>12140</u>	Recruit and select candidates to fill defined positions	9

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:

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)

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.

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

