

Wholesale & Retail Operations

NQF4

NLRD 49397

(Supervision)

Enjoy the SARS tax benefits of R80,000 per Learner AND improve your BEE rating!



Get
Qualified

| TYPE | ID | UNIT STANDARD TITLE | CREDITS |
|-------------|--------|---|---------|
| Core | 13917 | Indicate The role of the team leader ensuring that a team meets an operation's standards | 6 |
| Core | 13947 | Motivate a team | 6 |
| Core | 118028 | Supervise Customer service standards | 8 |
| Core | 118029 | Supervise housekeeping and hygiene in a store | 6 |
| Core | 118045 | Supervise implementation of loss control measures | 8 |
| Core | 118037 | Supervise sales performance | 8 |
| Core | 118043 | Supervise stock counts | 8 |
| Fundamental | 9302 | Access information in order to respond to a client enquiries in a financial services environment | 2 |
| Fundamental | 8968 | Accommodate audience and context needs in oral communication | 5 |
| Fundamental | 9303 | Communicate verbally with clients in a financial environment | 3 |
| Fundamental | 8969 | Interpret and use information from texts | 5 |
| Fundamental | 8970 | Write texts for a range of communicative contexts | 5 |
| Fundamental | 12155 | Apply comprehension skills to engage written texts in a business environment | 5 |
| Fundamental | 9015 | Apply knowledge of statistics and probability to critically interrogate and effectively communicate findings on life related problems | 6 |
| Fundamental | 8974 | Engage in sustained oral communication and evaluate spoken texts | 5 |
| Fundamental | 8975 | Read 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 | 8 |
| Fundamental | 8976 | Write for a wide range of contexts | 5 |
| Elective | 13914 | Conduct a formal meeting | 3 |
| Elective | 13911 | Induct a new member into a team | 3 |
| Elective | 258156 | Build customer relations in an operational unit | 10 |

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
- Encouraged to study the next level up