



Attention: HR / Training Department.

July 2016

Are you needing to improve your B-BEEE Score or did you know that is now compulsory for you to spend 3% of your annual payroll on Skills Development? By not doing this you could lose up to 30 points!



Losing that amount of points has a huge impact on your B-BEEE overall ratings. Your company spend needs to be aimed at black employees, with black females being a priority. If these employees have a disability your company will earn a higher percentage (score, up to 30 pts) within the Skills Development Category. You may **only** send your staff on accredited learnerships and internships.

1. Ownership = 25pts
 2. Management Control = 15pts
 - 3. Skills Development = 25pts**
 4. Enterprise and Supplier Development = 30pts
 5. Socio-Economic Development = 5 pts
- TOTAL B-BEEE POINTS 100**

Level	Amended Codes	Current Codes	B-BEEE Recognition Levels
1	≥100	≥100	135%
2	≥95 but <100	≥85 but <100	125%
3	≥90 but <95	≥75 but <85	110%
4	≥80 but <90	≥65 but <75	100%
5	≥75 but <80	≥55 but <65	80%
6	≥70 but <75	≥45 but <55	60%
7	≥55 but <70	≥40 but <45	50%
8	≥40 but <55	≥30 but <40	10%
Non-Compliant	<40	<30	0%



What is a Learnership?

A learnership is a structured learning process for gaining theoretical knowledge and practical skills in the workplace leading to a qualification registered on the NQF. Learners participating in a learnership have to attend classes at a college or training centre to complete classroom-based learning, and they also have to complete on-the-job training in a workplace. The workplace experience must be relevant to the qualification.

Learnerships and Tax Incentive:

Tax rebates for learnerships are available. To qualify for this, an accredited training provider must be used, the learning must take place in both the workplace and classroom and a learnership contract must be signed and registered with the SETA to which the employer pays its levy.

The Income Tax Act allows additional deductions from taxable income of up to R60 000 per learner who completes the full learnership. The tax savings from these deductions are usually enough to cover the costs of training and mentoring a learner.

Learners with disabilities on learnerships have a **higher tax deduction**, as follows:

- Employee with disability on a learnership – R40 000 on signing and R50 000 on completion.
- Unemployed learner with disability on a learnership – R50 000 on signing and R50 000 on completion.



First Medical Response is proud to announce that in affiliation with **SFH Consulting** we are now able to offer a **National Certificate in Management** qualification which is also a **registered and accredited** learnership. Our learnership is conducted over 12 months, with candidates attending 2-4 days of training a month, we are also able to offer this to individuals who is wanting to do it. If you are unable to attend our in house training or would prefer to study at your own pace this can also be arranged with our distance learning/self-study package.

We are currently offering the NC: Management at 50% discount! (Terms & Conditions apply)

Please feel free to contact us to discuss your way forward with the much needed **legislative** and **learnership training** to be on track with your company Skills. B-BEEE has become an enormous factor in every business may it be big or small, let us try and make it easier for you. Visit us at www.fmrqa.co.za for more information.

The vision of First Medical Response is "Our Success depends on our attention to the needs of our clients and truly helping them achieve. We don't succeed unless our clients succeed."

First Medical Response SETA Registered & Accredited Training Provider

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