

Mandatory Grants

Skills Planning and Research Department

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Practitioner: Mandatory Grant

Your partner in skills development



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The MG is intended to fund the education and training programmes captured in the Workplace Skills Plans (WSP) and Annual Training Reports (ATR) to address skills gaps in the safety and security sector.

Therefore, the MG

- Serves as an incentive to employers to plan and implement training for their employees.
- Promotes NQF registered qualifications to address skills gaps in the sector.
- Is intended to improve the quality of labour market information (LMI) collected by the SETA from employers in the sector to inform the Sector Skills Plan (SSP).

Mandatory Grants will be disbursed when employers satisfy the following criteria:

- Are registered with the South African Revenue Services (SARS);
- Have contributed Skills Development Levies (SDL) to SARS;
- Have submitted WSP/ATR which was subsequently approved by SASSETA;
- Are up to date with the SDL at the time of the approval of their WSP's/ATR's;
- Must have submitted their WSP's/ATR's by the deadline of 30 April 2021;
- Must ensure that they are SDL to the correct SETA (i.e., SETA 19).
- **Has provided evidence that the WSP and ATR have been subject to consultation with recognized trade union**

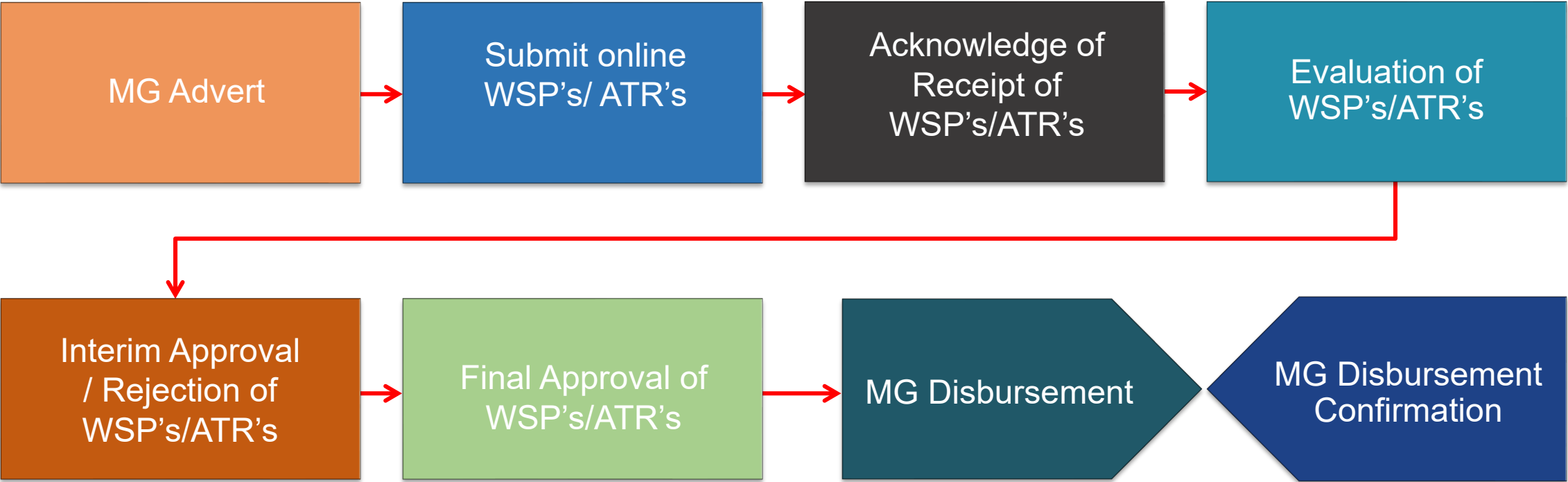
NB: WSP submissions of newly registered employers is due within **six (6) months** after registering with SARS and the Companies and Intellectual Property Commission (CIPC);

- Qualifying employers will be paid **20%** of the Skills Development Levies (SDL) paid to SARS as **Mandatory Grants** over four (4) quarters .
- Unclaimed Mandatory Grants within the period specified in **sub-regulation (2) of the SETA Grand Regulations** will be transferred toward Discretionary Grant funding by **15 August** annually.

This outlines the Mandatory Grant payments per Quarter as per the legislative requirement from DHET

Quarter	Disbursement date
Quarter 1	30 June 2021
Quarter 2	30 September 2021
Quarter 3	31 December 2021
Quarter 4	31 March 2022

THE MANDATORY GRANT PROCESS



- The SETA occasionally receives applications from employers requesting to be transferred from other SETA's to SASSETA, or the other way around.
- This process is referred as Inter-Seta Transfer (IST).
- IST applications are largely motivated by the change in the core business of employers.
- The IST process is as follows:

- The applicant (employer) completes the **IST 01 form** to initiate the process.
- SASSETA captures the information in the **IST 01 form** on the DHET Levy Portal.
- The initial SETA will approve or decline the application (with reasons).
- The applicant will complete the **IST 04 form** to appeal decision of the initial SETA.
- The DHET will make a ruling about applicants who completed **IST 04** forms.
- SARS will effect changes on completion of the IST process.
- The SETA approve information monthly to update employers (applicants) about Inter-seta transfer.

Conduct training needs analysis to collect following information:

- What are the key organisational goals / objectives?
- What skills does the organisation need to have in the future?
- What skills and competencies are required to meet the business objectives?
- What are the current capabilities of employees?
- What training interventions are available to close training gaps?
- Formulate company and individual training plans.

NB: Start this process as early as possible

Thank you !

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