



## LEGAL SERVICES CHAMBER CIRCULAR

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### Contact Details

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For more information on any aspect of this information note, please contact SASSETA at:

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# LEGAL SERVICES CHAMBER CIRCULAR



Employers, training providers, trade unions, civil society, and other stakeholders in the legal services sub-sector may access grants from SASSETA to implement training for employees and create training and work experience opportunities for unemployed people.



The legal services sub-sector consists broadly of bodies who provide legal services to clients. This sub-sector includes law firms, law clinics, legal aid services, paralegal services, sheriff services, the regulatory bodies, and a number of professional associations. The legal services sub-sector is largely not unionised.



The grants available from SASSETA are collected from the Skills Development Levy (SDL), accruing for the safety and security sector, of which legal services is a sub-sector.



Employers with a salary bill of R500, 000 and above have a legal obligation to pay 1% thereof as the SDL. Where an employer is liable to pay the SDL, the employer must register with SARS, to whom the SDL is payable. A penalty of 10% and interest is levied by SARS to employers that do not comply with the registration or payment obligations.



The SDL is imposed to encourage learning and development and to improve the skills of employees, and to develop new skills required by the economy.



There are two types of grants available, the Mandatory Grant (MG) and the Discretionary Grant (DG).

➤ The MG, currently calculated at 20% of the SDL paid by an employer, is payable by a SETA to employers that submit Workplace Skills Plans (WSP) and Annual Training Reports (ATR) to SASSETA by 30 April of each year, to enable the employers to fund training for their employees.

➤ The DG is money allocated to be spent on skills need identified by the sector and implement training for employees and create training and work experience opportunities for unemployed people.



As at 2022/23, 2, 489 employers in the legal services sub-sector contributed to the SDL. Only 457 employers submitted their WSPs and ATRs, meaning that only that number was eligible for the MG. Similarly, a very few number of applications for DGs are received from the legal services sub-sector.



In order to access the SASSETA grants the employers must be registered contributors of the SDL and must apply for grants during SASSETA funding windows. SASSETA advertises invitations to employers that pay the SDL and those exempted, civil society and other organisations, to apply for grants from time to time.



SASSETA currently funds the placement of Candidate Attorneys and Pupil Advocates bursaries for LL.B learners and other qualifications in scarce and critical skill areas in the legal services sub-sector; is funding the placement of TVET College students, Learnerships and other skills programmes.



SASSETA is currently engaging the Legal Practice Council on SDL contributions by the Advocates profession. The SETA is supporting the Advocates profession through funding the placement of pupil Advocates. A financial contribution from the Advocates profession will assist to increase the reach of this programme.



SASSETA encourages all employers in the legal services sub-sector to comply with their legal obligation to contribute the SDL so the SETA can extend its reach to submit their WSP and ATR by 30 April each year; and to apply for grants when funding windows are open (during February / March each year).

## For more information

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