

# *Skills Development Taxation Conference 2018*



Investment Per Delegate: R 7 999,00

Date: 18–19 OCTOBER 2018

VENUE: INDABA HOTEL, FOURWAYS, JOHANNESBURG



Nduna Project Consulting

Phone - +2711 037 3122 Fax - +2786 571 5775

Email Address - [info@ndunapc.co.za](mailto:info@ndunapc.co.za)



## About the conference

### *"Simplifying skills development taxation and financial benefits"*

Taxes impact the financial incentives of individuals to develop skills and to activate them in the labour market. Taxes are thus a key lever for policymakers seeking to foster inclusive growth, raise productivity, and reduce income inequality. The tax system impacts incentives to invest in skills in a variety of ways.

Recent changes in South African taxation laws requires all businesses who are registered with SARS for employees' tax purposes to also be registered with SARS for skills development, irrespective of whether they are excluded from paying the levy. This is the focus of this conference, which is to enable HR and SDF and their organizations properly calculate, realize and reap the financial benefits due from skills development programmes

In the conduct of their duties SDFs, training and HR managers may find themselves having to grasp with issues which are not their primary expertise such as taxation and financials related to tax rebates and other financial incentives for skills development. This conference is meant to specifically bridge that gap to ensure improved skills and practices for HR and learnership managers. It will offer two days fully focused on the taxation aspect of skills development in South Africa. Not to be missed!!

## Conference Takeaways

- Participants will receive a comprehensive training manual with practical guidelines, templates and the slides, as well as additional electronic resources that they will be able use to implement processes for improving the Return on the Investment in skills development.
- Expert facilitators will empower you to implement staff development processes that will improve individual and organisational performance
- Demonstrate an understanding of the background to Taxation and Financial Management, regulatory frameworks and relations between legislation, plans and budget;

## Who Should Attend

- Skills Development Facilitators (SDFs)
  - \* HRD & Training Managers and practitioners
  - \* Learnership Managers / Coordinators
  - \* Payroll Managers
  - \* Employment Equity Committees
  - \* HR Managers responsible for staff development
  - \* Learning & Development Managers and practitioners
  - \* Training / Skills Development Committees
  - \* Transformation Committees

# ***Day One***

## **Skills Development Taxation: a practical legislative and policy guide**

08:30 – 08:45: Opening By Chairman

### **08:45 – 10:00: Skills Development Levies Act (1999): An update**

At the foundation of the skill taxation regime is the Skills Development Levies Act introduced in 1999 with the aim to provide for the imposition of a skills development levy; and for matters connected therewith.

More clarification will be provided on the following sections of the Act;

- Section 5, 6, 7
- Section 14, 15, 16

### **10:00 – 11:00: B-BEEE Act and Employment Equity Act**

- How to Earn Maximum B-BEEE Points through Skills Development
- B-BBEE Codes of Good Practice
- The Skills Development Element in the Scorecard
- Learning Programme Matrix
- Calculating the Skills Development score
- B-BBEE Certificate and Verification
- Optimizing the Skills Development score: practical application in a case study

11:00 - 11:20: Mid – Morning Tea/ Coffee

### **11:20 – 13:00: The Income Tax Act: Deduction in respect of learnerships**

This session provides a legal update on the provisions of the Income Tax Act which support learnerships. Relevant sections of the Act will be examined and simplified for the benefit of the delegates who are mainly non-tax practitioners such as;

- Things you should know about learnership tax rebate
- Section 12H of the Act
- the normal deduction claimed by employers in respect of remuneration costs

13:00 – 14:00: Lunch

### **14:00 – 16:30: Learnership Tax Incentive Review 2016**

The learnership tax incentive is a programme that supports skills intensity through the tax system. South Africa's grant funding and tax offerings lean heavily towards capital investment. An employer also qualifies for tax incentives if the learnership agreement is registered formally with their SETA. Employers are eligible for two tax incentives, one at the beginning of the learnership and one at the successful completion of the learnership. Also covered will be the following;

- Guide on the tax incentive for learnership agreements – SARS
- Learnership Benefit – SARS Tax Breaks

***End of Day***

## ***Day Two***

### **Skills Development Taxation: a practical finance-for-HR guide**

08:00 - 08:30: Early Morning Registration, Tea /Coffee

08:30 – 08:45: Opening By Chairman

08:45 – 15:00: **Taxation for non-finance practitioners (calculating tax, submitting return and claiming rebates)**

In the performance of their duties learnerships managers may find themselves having to submit reports to their finance departments containing tax calculations based on applicable legislation. These may be in the form of tax rebates due, percentages of tax incentives payable to or by relevant SETAs. This can often be a daunting task, but worry not further.

This one day workshop aims to equip non-financial and/or tax practitioners with the requisite knowledge and skills to understand how taxation work and to enable them to take care of this important resource. In the most simplified form, skills taxation will be explained as it relates not only to learnerships but also to training Return on Investment.

At the end of this one day workshop, delegates should be able to:

- Demonstrate an understanding of the background to Taxation and Financial Management, regulatory frameworks and relations between legislation, plans and budget;
- Describe strategic planning regulatory frameworks and apply them in their own area of responsibility;
- Demonstrate an understanding of expenditure management i.e. expenditure process, relationship between expenditure and budget and strategic objectives.

This workshop will also cover in details and offer practical solutions on the following;

- Calculating tax rebates and making successful claims
- Skills Taxation Calculations and Reporting: Best Practice
- Payroll Tax Administration

\*\*\*End of Conference\*\*\*



**REGISTRATION FORM - MKT**

**Skills Development Taxation Conference 2018**

**Investment Per Delegate: R 7 999,00**

**Date: 18—19 OCTOBER 2018 Venue: INDABA HOTEL, FOURWAYS, JOHANNESBURG**

CONTACT: +27 11 037 3122 CELL: 073 721 1505

EMAIL: info@ndunapc.co.za Fax: +27 86 571 5775

1. Name: ..... Position: .....

E-mail: ..... Cell No.: .....

2. Name: ..... Position: .....

E-mail: ..... Cell No.: .....

3. Name: ..... Position: .....

E-mail: ..... Cell No.: .....

4. Name: ..... Position: .....

E-mail: ..... Cell No.: .....

5. Name: ..... Position: .....

E-mail: ..... Cell No.: .....

Company Name: ..... Registration Details: .....

Vat #: ..... Authorizing Person: .....

Signature..... Date: ..... Contact Tel: .....

Email..... Postal address: .....

Person Responsible for Finance..... Contact Details.....

Date of Payment.....

The following terms and conditions will apply:\* All payments to be made directly to Nduna Project Consulting, payment is required in full 5 days from date of invoice. No seats will be reserved, unless otherwise stated by Nduna Project Consulting. Nduna Project Consulting reserves the right to change speakers, program content date and venue, due to unforeseen circumstances. The signed registration form is a legally binding document. The conference / workshop fee includes conference / workshop material, Lunches and refreshments Nduna Project Consulting will not be held liable for travel and accommodation.

Cancellations: All cancellations must notify Nduna Project Consulting in writing and all cancellations will be subject to approval by Nduna Projects Consulting. All cancellations made 30 days which excludes weekends; holidays and public holidays prior to date of the above mentioned event will be subject to a 50% cancellation fee. Cancellations made within 15 days which excludes weekends, holidays and public holidays of date of the above mentioned event will be subject to a 100% cancellation fee. There will be no refunds or credit vouchers.

Substitutions: Delegates of any substitutions must notify Nduna Project Consulting in writing. There is no charge for substitutions. Nduna Project Consulting will not be held liable for incorrect delegate details on certificates, etc. in the event of substitutions been made on the day of the conference/ workshop. Delegates will be issued with a credit voucher, which may be used at another of our events should Nduna Project Consulting cancel or postpone an event due to the state of affairs beyond our control. Views expressed by speakers and facilitators are not necessarily those of Nduna Project Consulting.

Payment — Please make payment to:

ACCOUNT NAME: NDUNA PROJECT CONSULTING

Bank Name: First National Bank Account Number: 626 455 60039

Branch Code: 251905 Branch: BRAAMFONTEIN

Account Type: Cheque Swift Code: FIRNZAJJ