



Some more Innovative and Impact Solutions

On 12 May we saw the Minister of Employment and Labour publish the proposed sectoral Employment Equity targets for comment (Download [HERE](#)). These proposed targets pave the way for numerical sector targets to be set by the Minister, once promulgated. This again emphasizes the need for companies to pro-actively implement impactful BEE solutions within the Employment Equity and Skills Development areas. At SolveSA, we have continued to expand our solution offerings in these fields where our focus remains on being both innovative and impactful. Below are three of our latest solutions.

Zero Cash Flow Learnerships

SolveSA can now offer a learnership option which effectively has a net-zero cash flow implication for the measured entity. This is done by optimally applying the available tax incentives and deductions (learnership tax incentive, employee tax incentive and normal companies tax) and matching it with the learnership cash flow cycle. The measured entity will therefore only pay for learnership costs at the time that these costs can be claimed through the various incentives while the pricing is structured in such a manner that there is a zero cost at the end of the period.

Bursaries for Students at Higher Education

We also recently on-boarded a private business school as a service provider which is a fully accredited higher education institution offering undergraduate and postgraduate business qualifications. Their key focus is to provide students with a world-class and rewarding business education while being supported by generous tuition scholarships. This enables students to contribute towards their tuition at relative levels of affordability.



Skills Development and Employment Equity Compliance

One of our latest solution additions encompasses all support required in terms of Skills Development and EE compliance. Solutions are provided at a fixed monthly subscription irrespective of the level of support required. These typically include:

- WSP/ATR Submissions
- Submission of employment Equity reports
- Seta grant applications
- Employee agreements and labour advice
- Employment Equity related policies and Procedures
- Drafting of employment contracts, service level agreements and executive agreements Internal disciplinary hearings
- Representation at CCMA, Bargaining Council & Labour Court

How can we help you make an impact?

If you need more details on these new solutions, or any of SolveSA's existing solutions, please give us a call!

Please Contact Me

Johan Giliomee at johan@solveSA.net or call (021 851 0091)

