

Module 2.5 SKILLS DEVELOPMENT		STATEMENT OF INTENT Farmers contribute towards skills development
Measures		Notes
Legal requirement	<p><i>Compliance with the Skills Development Levies Act, 9 of 1999</i></p> <ul style="list-style-type: none"> Farmers/employers must pay a skills development levy at a rate of 1% of the total remuneration unless they are exempt from having to pay the levy 	<p>Compliance with the Skills Development Levies Act, 9 of 1999 (SDL Act)</p> <p>The SDL Act establishes a compulsory levy scheme for the purpose of funding education and training. According to Section 3(c), farmers/employers must pay a skills development levy at a rate of 1% of the total monthly remuneration of an employee (including overtime payments, leave pay, bonuses, commissions and lump sum payments). The levy must be paid monthly to SARS.</p> <p><u>IMPORTANT:</u> An employer is exempt from having to pay the levy to SARS if the total remuneration payable to all its employees' for the next twelve months, will not exceed the amount of R 500 000 (note: this amount increases from time to time).</p>
Better Management Practice	<ul style="list-style-type: none"> Farmers provide opportunities for staff development - these may include sending staff on relevant formal training courses, such as SASRI's Junior or Senior Certificate Course or STC training courses Farmers conduct "in-house" training events 	<p>Several accredited training courses exist for farm and office personnel. Employers should familiarise themselves with these courses and make use of the industry training courses offered so that employees may benefit from the training. These include:</p> <ul style="list-style-type: none"> Junior Certificate Course in Sugarcane Agriculture offered by SASRI Senior Certificate Course in Sugarcane Agriculture offered by SASRI Various courses related to sugarcane production offered by the Shukela Training Centre <p>In addition, farmers could conduct "in-house" training events using SASRI resources such as Ingede articles, poster sets, booklets, guides or videos and keep records of these events.</p>