

THE PLUMBING GATHERING

SETA INCENTIVES

SETAs or Sector Education and Training Authorities exist to form the bridge between the private sector and government – particularly when it comes to training. Simply put, a SETA's job is to support private companies in their training and to help government understand the training needs of industry. It is very important that any apprentice is registered with a SETA, as this is the only way to get an official Apprentice Number, which is required in order to write the trade test and become a Red Seal Artisan. SETAs can be helpful for businesses as well, and you can even get money back as a business on your training activities.

PLUMBING INDUSTRY SETAs

There are two SETAs that support the plumbing industry



CETA: Construction SETA



EWSETA: Energy and Water SETA

WHAT DOES THIS MEAN FOR MY BUSINESS?

Legally, when you have a payroll of more than R500k a year, and are registered for PAYE, you have to pay what's called an SDL or Skills Development Levy to SARS which gets allocated to your SETA. This is a levy of 1% of your total payroll – it forms part of your EMP201 – which are all of the employee taxes you pay each month (including SDL, PAYE etc.). This means most of us are already paying, or are already liable to pay, this 1% of payroll to SARS.

The good news is, there is a way to get some of that money back, by accessing training grants through your relevant SETA – which could be either of the above, if you work in the plumbing industry!

WHAT CAN I GET BACK? AND HOW DOES IT WORK?



You can get up to 20% of your SDL that you have paid to SARS back from your SETA as part of a Mandatory Grant if you train apprentices



You can get a further 49.5% of your SDL that you have paid to SARS back from your SETA as part of a Discretionary Grant which you have to apply to your SETA for



1 In order to do this you need to start by registering with your SETA – EWSETA or CETA



2 Next you need to submit a Workplace Skills Plan or WSP to your SETA each year showing what training activities you are planning for the year



3 Lastly you will submit supporting documents proving your training activities to get paid!



CHECK OUT THE INSERT FROM EWSETA FOR MORE
INFORMATION ON WORKPLACE SKILLS PLANS

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