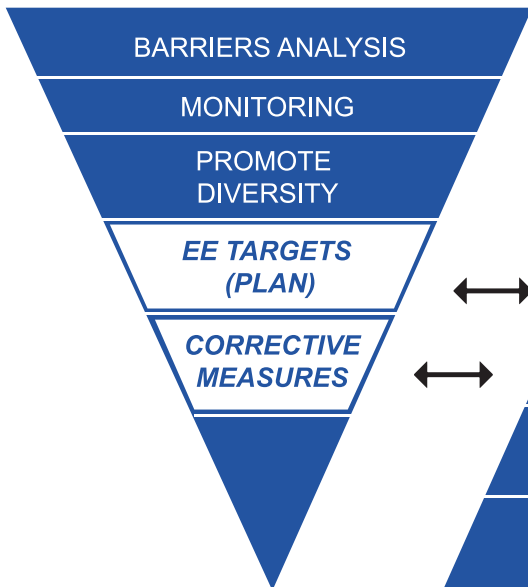
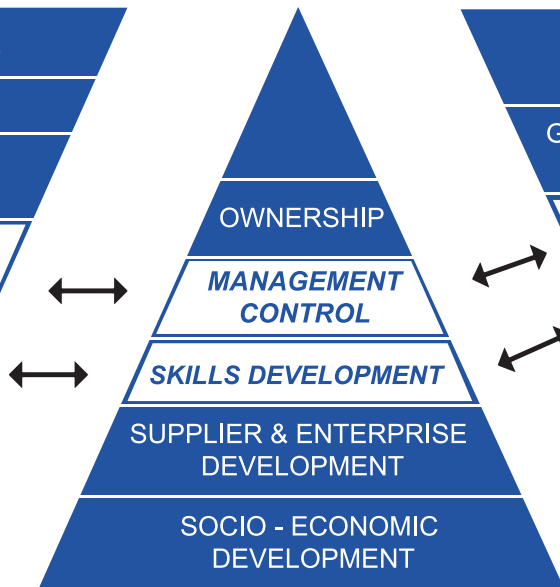
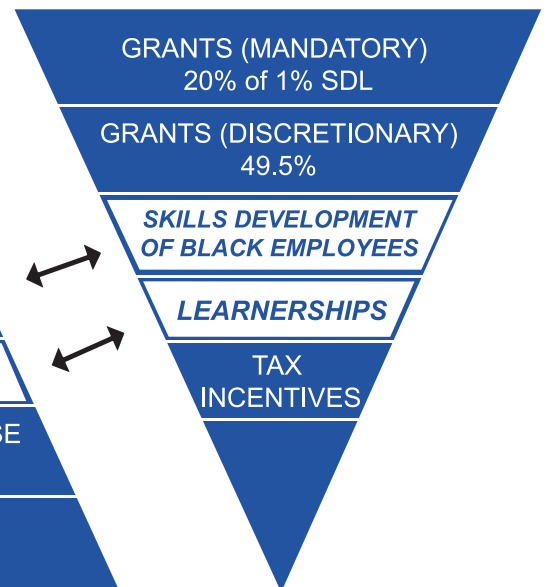


- EMPLOYMENT EQUITY -



- SKILLS DEVELOPMENT -



- B - BBEE -



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TRANSFORMATION **2018** SEMINAR

TRANSFORMATION 2018 SEMINAR

A practical compliance workshop on B-BBEE, Employment Equity and Skills Development to help business to re-think and re-imagine the possibilities created by transformation.

Transformation is most sustainable if it creates shared value. Shared value comes in different forms, it could be access to education and training, it's most often access to jobs, and once employed the opportunity to be further developed and promoted.

“The secret of change is to focus all of your energy, not on fighting the old, but on building the new.”

-Socrates

It is in this spirit that Global Business Solutions is proud to announce the launch of our Transformation Seminar and host these discussions early in 2018 to allow organisations to consider their transformation roadmap for the year to come and beyond.

▶▶ WHY SHOULD I ATTEND?

Global Business Solutions Transformation Seminar will equip those who are at the frontline of transformation for your organisation, with the tools that they will need to make sure you substantively and procedurally comply with transformation imperatives and that you focus on strategies which will yield the best results.

The Employment Equity Act, Skills Development Act, and the Broad Based Black Economic Empowerment Act are the primary drivers intended to transform South Africa. This one-day seminar will focus on the practical application of these pieces of legislature and explain the interrelationship between the Acts to equip you to not only get behind transformation, but understand how transformation can drive your organisation forward.

▶▶ WHAT WILL BE PRESENTED?

1) B-BBEE

- What it means to be black owned and how to analyse unique ownership strategies.
- To discuss what the best format for Employee Ownership Trusts are. (You will receive a template of a Trust Deed.)
- A discussion on the danger of unintentional fronting
- Key strategies to maximise scoring on the Skills Development Scorecard

2) EMPLOYMENT EQUITY

- To determine when individuals, who are responsible for recruitment in your company, must apply the principles contained in your company's Employment Equity Plan as well as inherent requirements of the job.
- Determining who is liable for not implementing available opportunities when recruiting.
- Identifying tools that are needed to ensure that everyone takes accountability for ensuring equal opportunities are implemented and measures are in place to eliminate unfair discrimination.
- How to set meaningful Employment Equity targets that are also acceptable in the eyes of the Department of Labour.

3) SKILLS DEVELOPMENT

- Understanding the roadmap for maximising skills expenditure and, in particular, disabled skills development expenditure.
- Accessing mandatory and discretionary grant funding including tax benefits such as qualifying Learnership incentives (section 12H Income Tax Act) and The Employment Tax Incentive (ETI)



SABPP Accreditation:

We are proud to announce that the SA Board for People Practices (SABPP) has accredited this seminar with 7 CPD HR Points.

This additional certification is now available at a cost of R50 per delegate.

The SABPP was set up as an autonomous body to be the standards and professional registration body for the HR profession. Over 30 years, the SABPP has registered over 8 000 HR professionals at the various registration levels.

For more information visit: www.sabpp.co.za



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CAPE TOWN
19 APRIL 2018

DURBAN
05 JULY 2018

EAST LONDON
22 MARCH 2018

PORT ELIZABETH
21 AUGUST 2018

JOHANNESBURG
21 MAY 2018

R 3070 EXCL. VAT
PER DELEGATE



REGISTRATION FORM

To secure your place at this course – please complete the following and fax the booking form to:
(PE) 086 414 4925; (DBN) 086 414 4926; (CT) 021 418 1619; (EL) 043 721 1027 (JHB) 011 483 1650

Our standard procedure is to acknowledge receipt of registration in writing.

If you have not received same, please contact us to confirm we have received your registration before incurring any additional expenses.

Course Name:				Date:			
East London		Johannesburg		Port Elizabeth		Cape Town	Durban
Company Name :						Tel No:	
						Fax No:	
Postal Address:				Disability assistance needed:			
Physical Address:				Dietary requirements/ allergies:			
				*Additional costs may be incurred			
Vat no:				Purchase Order No:			
DELEGATE DETAILS							
	Delegate Name	ID Number	Email	Cell No.			
1							
2							
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Terms and Conditions: The accepted applications to attend the Global Business Solutions courses are in every case subject to these terms and conditions.

Payment: Payment must be made in full in advance.

Cancellations: Cancellation must be made in writing and received by Global Business Solutions 5 working days prior to the course start date. Transfer fees may be charged in the case of transfers to another programme. **Any cancellation or transfer instruction received less than 5 days prior to the course/workshop start date, do not entitle the cancelling or transferring delegate to any refund or credit note and the full fee must be paid. Non-attendance on all or any one of the workshop days without written cancellation will result in no entitlement to any refund or credit and the company/delegate will be liable for the full fee.**

Indemnity: Global Business Solutions is absolved and indemnified against any loss or damage as a result of alteration or cancellation/postponement of any seminar arising from any cause whatsoever, including without limitation, any fortuitous event, Act of God, unforeseen occurrence or any other event that renders performance of the event impracticable or impossible. A "fortuitous event" includes, but is not limited to, war, fire, riot, industrial action, extreme weather or other emergency.

Warranty of Authority: The signatory warrants that he/she has the authority to sign this Application and agrees to be personally liable to Global Business Solutions for payments falling due pursuant thereto should such warranty is breached. In the event that Global Business Solutions is obliged to take action against the participant and his/her employer shall be liable for and shall pay all costs, including attorney and client costs and collection commission.

We, at Global Business Solutions, respect our clients' privacy. All personal information is processed and stored according to the POPI Act's regulations.

<i>I acknowledge that I have read, understood and accept the Terms and Conditions (including Payment Terms) and hereby apply for registration on behalf of myself (if a single delegate) or on behalf of the undermentioned organisation which I am duly authorised to represent.</i>			
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Name of person responsible for Payment:		Email:	
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FEE INCLUDING VAT PER DELEGATE (Please select an option)			COST/ DELEGATE
Transformation Seminar			R3070 excl. VAT
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