



TRUSTED EMPLOYER SCHEME FINAL CRITERIA OCTOBER 2023



home affairs

Department:
Home Affairs
REPUBLIC OF SOUTH AFRICA



We Care!
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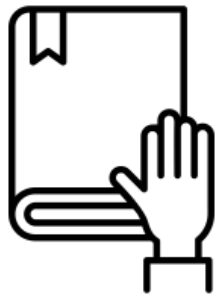
SUMMARY

- ❑ According to the Operation Vulindlela Work Visa Review Report (2022), South Africa's work visa policies provide a strong foundation for enabling skills to enter the country. However, the work visa review has shown that the unpredictable nature of visa adjudications reduces how well existing policies can serve their intended function.
- ❑ The Operation Vulindlela Review proposes a number of interventions to address the above mentioned challenge, one of them being the Trusted Employer Scheme.
- ❑ **A Trusted Employer Scheme** system allows a country to more easily attract skills and manage immigration, particularly when they process high volumes of applications. Operation Vulindlela recommended that South Africa should introduce a trusted-employer scheme to allow employers to be vetted and approved in advance and reduce the administrative burden for visa applications.
- ❑ Under a trusted-employer scheme, an entity looking to employ skilled foreign labour would undergo a review assessing its fitness to import skills against established criteria (e.g. compliance with tax rules and labour regulations).
- ❑ The trusted employer would then have access to a simplified route for employing a determined number of skilled foreign nationals from outside the country and would be subject to reduced requirements for each visa application.
- ❑ The selection criteria is herewith attached as a guide to corporate employers who wish to submit an expression of interest.

TRUSTED EMPLOYER SCHEME

SELECTION CRITERIA

In order to ensure that the selection process of companies is fair, ethical and transparent, the Department of Home Affairs will make use of the following score card system:



**PLEDGES /
PROVEN
INVESTMENT**

EMPLOYMENT

SECTOR

**SKILLS
TRANSFER**

**EQUITY
EQUIVALANCE**



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TES – SELECTION CRITERIA

PLEDGES

- Pledges to SAIC or Proven Investment since 2018.
- Investment within the boundaries of RSA.
- Fixed capital investment above R100 million (no operational expenditure included).
- 20 points for historical investments or SAIC Pledges between R100 million and R200 million.
- 30 points for historical investments or SAIC Pledges above R200 million.

EMPLOYMENT

- At least 60% of the staff complement are South African Citizens or Permanent Residents; and in terms of points allocation the following to be applicable:
- 20 points for 100 employees minimum, of which 60% are SAC or PRP holders.
- 25 points for more than 150 employees of which 60% are SAC or PRP holders.



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TES – SELECTION CRITERIA

SECTOR

Operations / Investment in Sectors (as identified by the DTIC):

Sector 1: Manufacturing

Sector 2: Advanced manufacturing

Sector 3: Services

Sector 4: Resourced based Industries

Sector 5: Energy (Power Generation and Renewable Energy)

Sector 6: Infrastructure

10 points for the Sectors 1 to 4

15 points for sector 5 and 6

SKILLS TRANSFER

Proof of a Skills Transfer Programme, Bursary Scheme or Graduate Development Programme for South African Citizens or Permanent Residents.

20 points for proof of an active Skills Transfer Programme, Bursary Scheme or Graduate Development Programme

EQUITY EQUIVALENCE

5 points for BEE level 5-8

10 points for BEE level 1-4

10 points for Equity Equivalence agreement with the DTIC



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TES – SCORE CARD

PLEDGES / PROVEN INVESTMENT

**30
points**

EMPLOYMENT

**25
points**

SECTOR

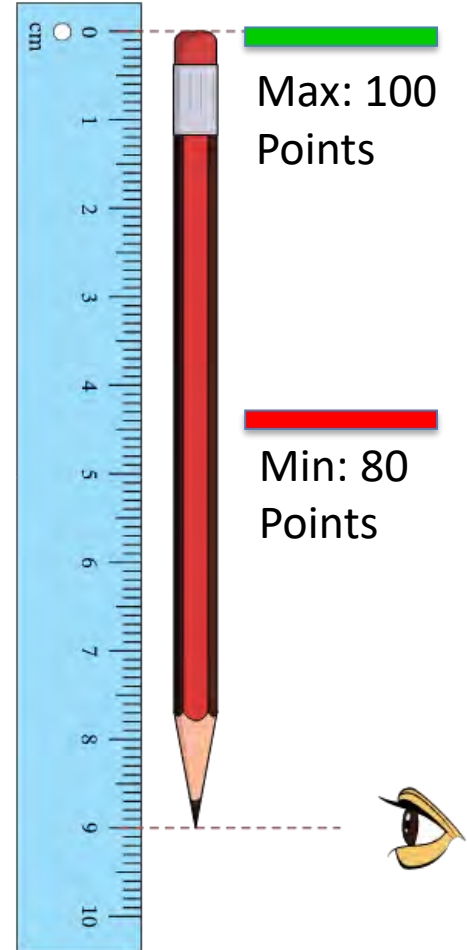
**15
points**

SKILLS TRANSFER

**20
points**

EQUITY EQUIVALENCE

**10
points**



Ndo livhuwa

Ndiyabulela

Ke a leboga

Thank you

Dankie

Inkomu

Ngiyabonga

Ke a leboha



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