



The Latest in Legislative Changes

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Monthly Motivation

September is here, and change isn't slowing down. From shifting regulations to new compliance challenges, this edition gives you the insights you need—clear, concise, and ahead of the curve.

BREAKING NEWS

Mental Health in the Workplace: Navigating Incapacity Dismissals When Depression and Anxiety Take Hold

<https://www.globalbusiness.co.za/post/mental-health-in-the-workplace-navigating-incapacity-dismissals-when-depression-and-anxiety-take-ho>

Here's why B-BBEE should not be scrapped – and what needs to change

<https://www.citizen.co.za/news/south-africa/politics/heres-why-b-bbee-should-not-be-scrapped-and-what-needs-to-change/>

Unlock the support you need with our custom retainer plans, designed to align with your goals. From ongoing assistance to specialized services, we offer flexible solutions tailored to your unique needs. Reach out today to discover the perfect fit for you!

2025/2026 Discretionary Grant Funding Opportunities

– SASSETA & FASSET

We are excited to inform you that both the **Safety and Security Sector Education and Training Authority (SASSETA)** and the **Finance and Accounting Services Sector Education and Training Authority (FASSET)** have officially opened their **2025/2026 Discretionary Grant (DG) funding windows**.

This is a valuable opportunity for employers to access SETA funding for skills development initiatives that empower learners, enhance workforce capability, and strengthen industry growth.

SASSETA Discretionary Grant – 2nd Funding Window

Open Period: 17 August – 22 September 2025

Who can apply:

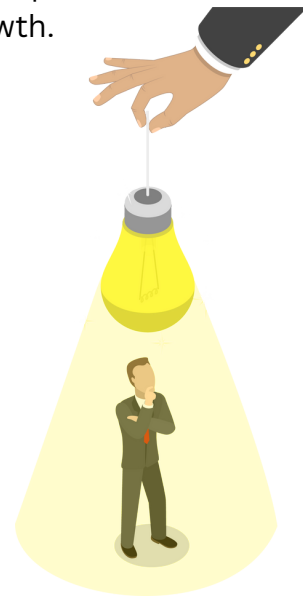
- Private Security & Legal sector employers (levy-paying or exempt)
- CBOs, NGOs, NPOs, Cooperatives, and NLPs

Funding available for:

- Bursaries (employed learners)
- Learnerships (employed & unemployed)
- Skills Programmes / Short Courses
- Candidacy (LLB graduates)
- Internships & TVET placements

Key focus: Youth (18–35), women, black learners, and persons with disabilities.

Note: Applications must be submitted online with all required supporting documents (CIPC, tax clearance, BBBEE, PSIRA/FFC, COIDA, etc.). Incomplete or late submissions will be disqualified.



FASSET Discretionary Grant – 2025/2026

Open Period: Applications now open – first come, first served basis

Who can apply:

- Employers with learners registered on **SAICA or SAIPA learnerships**

Required learner documentation:

- Certified ID (not older than 3 months)
- Highest qualification (not older than 3 months)
- Employment contract
- SAICA/SAIPA registration letter
- FASSET registration confirmation (SAIPA learners only)

Compulsory documents to complete:

- Annexure B – Unemployed Declaration Form (2025/2026)
- FASSET Learnership Agreement

Note: Applications are subject to FASSET's discretion and funding availability.

Our Commitment

To support employers with these funding opportunities, **VCA will not invoice upfront**. Instead, we will invoice only **10% of the approved amount per learner**. No charges apply for learners who are not approved for funding.

Don't miss out on these opportunities to strengthen your workforce, grow your business, and empower the next generation of professionals.

Confirm with us today so we can assist you with the full document requirements and submission process for SASSETA and FASSET applications.



Preparation for EE season

As the Employment Equity season approaches, designated organisations [>50 staff] are to ensure they have their Employment Equity affairs in order.

Organisations need to ensure that their 5-year Employment Equity plans are complete - starting 1st of September 2025 and ending 31st of August 2030, in line with their end of August employee snapshots.

These plans must include the sector targets, for the top FOUR occupational levels, as gazetted on the 15th of April 2025.

The new regulations have increased the targets for suitably qualified people living with disabilities from 2% to 3%.

The DoEL will be issuing reminder letters to ALL organisations as the non-designated companies [<50 staff] need to declare their status.

Submissions for designated organisations opens on the 1st of September 2025, with the deadline being the 15th of January 2026.

Labour inspectors will monitor compliance, issue orders against non-compliant employers and potentially refer matters to the Labour courts, where litigation will begin. Compliance is not optional, it is mandatory.

A reminder that failure to comply with the new legal requirements could result in fines of 10% of the organisation's annual turnover or R2.7 million.

COIDA

IOD claims and the CompEasy system

Over the past few months users wanting to register on the CompEasy portal for Injury on Duty Claims, have failed to get their registrations complete, hindering them from registering these claims and having to settle these bills themselves.

VCA can assist you with your IOD claims as a 3rd party and will monitor the progress of these claims on a regular basis to ensure claims are settled by the Compensation Fund, as long as your organisation is in good standing with the Compensation fund and has a valid and up to date Letter of Good Standing.





Strengthening Compliance:

What Organisations Must Know About the Information Regulator's Inspections:

The Information Regulator has officially commenced its inspection cycle, actively assessing whether South African organisations have taken the necessary steps to align with the Protection of Personal Information Act (POPIA) and the Promotion of Access to Information Act (PAIA). These inspections are not merely procedural—they signal a shift toward greater accountability and transparency in how personal data is managed and protected.

To prepare for and pass these inspections, organisations should ensure the following key compliance measures are in place:

Core Compliance Requirements:

- **Registered Information Officers:** Both the Information Officer and Deputy Information Officers must be formally registered with the Information Regulator.
- **Published PAIA Manual:** Your organisation's PAIA manual must be publicly accessible—ideally published on your website.
- **POPIA-Aligned Policies:** Comprehensive POPIA policies should be documented, implemented, and regularly reviewed.
- **Updated Legal Instruments:** All contracts, internal policies, and non-disclosure agreements (NDAs) must reflect POPIA requirements.
- **Staff Training:** POPIA training must be rolled out to all employees, ensuring awareness and operational understanding across departments.
- **Portfolio of Evidence:** Maintain a detailed portfolio of evidence demonstrating your organisation's compliance efforts, including training records, signed policies, and procedural documentation.

Why It Matters:

These inspections are not just about ticking boxes—they're about demonstrating a culture of data protection and responsible governance. Organisations that fall short risk reputational damage, regulatory penalties, and operational disruption.

Now is the time to audit your internal processes, close any compliance gaps, and ensure your governance framework is inspection-ready.



HR - Why are SA women being paid less than their male counterparts

The gender pay gap in SA remains significantly stagnant, with women earning less than men for comparable work. This gap is attributed to gender discrimination in hiring & workplace policies, potential earnings loss when leaving the job market to care for children, and insufficient worker protection laws.

The main argument against the legitimacy of the gender pay gap is because women are in different types of jobs, often ones that require less experience, sophisticated skillsets, or fewer time commitments.

“South Africa has various pieces of legislation aimed at preventing gender discrimination in the workplace. Yet, the country has a stagnant median gender pay gap of between 23% and 35%”

Overall, women are less represented in the workforce. Although they tend to be more educated, the proportion of young women in high skilled jobs is on par with men. Women are much **less represented** in medium skilled jobs, and **overrepresented** in low skilled jobs.

In South Africa, +- 38% of households are headed by women, meaning that these homes are approximately 40% poorer than those headed by men. Also, 48% of female-headed households support extended family members compared to 23% of male-headed households doing the same. Women juggle supporting children, earning less than men and struggle with access to resources to improve their lives. This means power relations are skewed in favour of men.

“Employees should be educated in remuneration principles and practices in order to limit misinformed queries and ungrounded discontent and disputes”

How can this be reduced?

- Include multiple women in shortlists
- Use a skills-based assessment tasks in recruitment
- Use structured interviews for recruitment and promotions
- Encourage salary negotiation
- Introduce transparency to promotion
- Improve workplace flexibility



B-BBEE : Breaking Down the Five Elements: Part 4: Enterprise & Supplier Development

Enterprise and Supplier Development (ESD) helps small businesses grow by offering financial support/ mentorship. It's a key part of B-BBEE, designed to empower black-owned businesses by including them in their supply chains.

For a company [ME] to maintain its current B-BBEE level, it must achieve a minimum of 40% in each of the categories: Preferential Procurement; Enterprise development and Supplier development.

What is Preferential Procurement?

PP measures an MEs spend on qualifying Black-owned suppliers, including Black women-owned, QSEs, and EMEs. A sub-minimum target must be met to avoid a downgrade of the overall B-BBEE level. Higher B-BBEE levels from suppliers result in greater procurement recognition, contributing to a better score on the scorecard.

What is Enterprise Development?

ED is geared towards promoting economic growth through developing SMEs. It doesn't require the ME to procure from the SME they are developing, but it is beneficial for MEs to consider them as possible future suppliers.

Meeting ED standards:

Enterprise Development contributions include grants, services, loans, credit facilities, and time to black-owned companies [an entity with at least 51% black ownership].

MEs earn bonus points when ED beneficiaries graduate to Supplier Development and when 1 or more jobs are created as a direct result of ED. To be eligible for points, MEs must spend 1% of their Net Profit After Tax on ED.

What is Supplier Development?

SD requires an ME to foster growth of a small business that is already in their supply chain. The ME is required to support the supplier by procuring goods or services from it.

Meeting SD Standards:

Supplier Development contributions may be with financial OR non-financial assistance, or both. MEs must spend 2% of their Net Profit After Tax to SD to qualify for all points on their scorecard.

Proof required for ESD Element:

- Verify the B-BBEE status of the beneficiary
- Confirm that the beneficiary meets the B-BBEE definition of 'black people'
- ED & SD agreement between the ME and the beneficiaries
- Proof of contributions to the ED & SD beneficiaries
- Letters from beneficiaries confirming the nature and value of the assistance given by ME

Occupational Health and Safety: Reminder of services VCA provides

VCA Service Offerings:

Do you have the following trained staff on site?

- First Aiders
- Firefighters
- Incident Investigators
- PPE Co-Ordinators
- SHE Reps



Do you require any of the below?

- Certificate of Compliance
- GAP Analysis
- EoP development
- Evacuation Plans
- Risk Assessment
- Site Specific OHS Files [including Mining Industry]
- SoP development

Has your 16.1 and 16.2 Appointees been on Legal Liability training?

Get in touch for ALL your OHS needs:



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Payroll

REMINDER

- Taxes that are due: need to be settled before the end of September to avoid any interest being charged on the amount outstanding.
- If tax returns are not yet submitted for companies, and clients are aware that there are taxes due, a top up payment needs to be made by the end of September to avoid any interest being charged.



“A big thank you to everyone who joined our **Social Media Basics for SMEs** webinar! 🙌 It was fantastic connecting with so many business owners who are ready to take their online presence to the next level.”

For those who couldn't make it (or if you'd like a refresher), the **recording is now available**

👉 [Recap: Webinar - Social Media Basics for SMEs: Build Your Brand, Not Just a Feed](#)
[Tuesday, 05 August | Meeting | Microsoft Teams](#)

Topics that were covered:

- Why social media is essential for small businesses
- Choosing the right platforms
- Content tips, calendars, and time-saving hacks
- Organic vs. Paid strategies

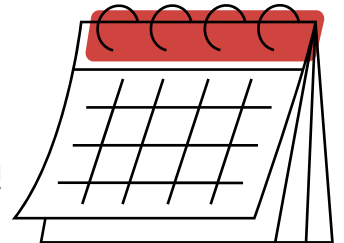
But this is only the start of the journey. 🐣

We're excited to announce our **next complimentary webinar**, where we'll zoom in on **Facebook Marketing for SMEs**.

- ◆ How to set up your business page the right way
- ◆ Smart posting strategies to increase reach & engagement
- ◆ Boosting vs. Ads Manager — where to put your money
- ◆ Practical tips to get results without overspending

 **Save the date:** 16th September at 11:00

 Registration details will be shared soon — keep an eye on your inbox!



At R2 Media, we believe digital growth should be simple, practical, and accessible.

Thank you for being a part of this learning community. We look forward to helping you take the next step in mastering your online presence.

Rob Riebler
R2 Media

How many times this week have you said yes when every part of you wanted to say no? Maybe it was agreeing to take on another task at work, or saying yes to a meeting that didn't need you, or even committing to something at home when your energy was already running low. We've all been there.

Contrary to popular belief, saying no is not selfish. It's one of the most powerful acts of self-care. (Read that again!) Because when you say no to what drains you, you create space for the yeses that truly matter, whether that's your wellbeing, your team, or the projects that actually move the needle.

Saying no can be challenging, especially if you've been a people-pleaser most of your life. Here are a few ways to practice the art of saying no without the guilt:

- Pause before responding. You don't have to give an answer immediately. A simple "let me get back to you" creates breathing room. 
- Replace guilt with clarity. Remember, every no is also a yes. A yes to rest, to focus, to protecting your energy.
- Offer an alternative (if it feels right). You can decline and still be helpful, for example: "I'm not able to take that on, but here's another solution."

Remember, each time you choose a thoughtful no, you're also saying yes to yourself. And modeling a healthier way of working for those around you. This month, give yourself permission to protect your energy. A guilt-free no just might be the most productive thing you say all week. Let me know how it goes.

Sonja McKaiser is a certified life coach and self-care facilitator who's passionate about helping women and men reclaim power, pleasure, and purpose in midlife. In addition to private coaching, she offers dynamic workshops for teams on topics like vision & goals, leadership, and wellbeing which are designed to spark clarity, creativity, and connection.

Curious about how to bring more self-care into your life or your workplace? You're more than welcome to send an email to hello@sonjamckaiser.com.

**IT'S OKAY
TO SAY
NO**

A photograph of a person's arm and hand holding several pink cosmos flowers. The person is wearing a white and grey striped shirt. The background is a soft, out-of-focus landscape with more flowers and a bright sky. The text is centered over the image.

**“SPRING:
A LOVELY REMINDER
OF HOW BEAUTIFUL
CHANGE CAN TRULY BE.”**