

TRUSTED EMPLOYER SCHEME

CRITERIA AND BENEFITS

FEBRUARY
2025

DISCUSSION **OUTLINE**

- 01** The Trusted Employer Scheme
- 02** Benefits of the Scheme
- 03** Points Based System
- 04** Qualification Criteria
- 05** Risk Management
- 06** In Summary
- 07** Questions



01

THE TRUSTED EMPLOYER SCHEME

TRUSTED EMPLOYER SCHEME

TES SOLUTION



Announced during Investor Conference by President Ramaposa and then again at the 2023 SONA.



Implement recommendation by Operation Vulindlela to attract and retain talent and investment into South Africa.



Applications closed in November 2023 and approved companies were confirmed in Jan/Feb 24.



108 Companies applied for Trusted Employer Status
73 Companies were approved



Commenced 1 March 2024.



Second round of applications is expected to open in March

TRUSTED EMPLOYER SCHEME



02

BENEFITS OF THE SCHEME

TRUSTED EMPLOYER SCHEME

REDUCED DOCUMENT REQUIREMENTS



Critical Skills Work Visa

- SAQA Verification
4 MONTH PROCESSING TIME ON AVERAGE
- Professional Body Membership
1 MONTH PROCESSING TIME ON AVERAGE
Can only be submitted after SAQA is finalised.



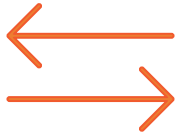
General Work Visa

- Department of Labour Certificate
6 – 8 MONTH PROCESSING TIME ON AVERAGE
- Waiver of Department of Labour Certificate
12 MONTH PROCESSING TIME ON AVERAGE
- SAQA Verification
4 MONTH PROCESSING TIME ON AVERAGE

TRUSTED EMPLOYER SCHEME

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KEY BENEFITS OF THE SCHEME



Intra Company Transfer Work Visa

- Skills Transfer Plan

**This is due to the Company's Graduate Training Programme.*



Accompanying family

- Families visa will be processed as a unit.

SIGNIFICANT DELAY AT DHA HEAD OFFICE IN THE PROCESSING OF ACCOMPANYING SPOUSE AND CHILD VISAS, WITH SOME VISAS NOW PENDING MORE THAN 24 MONTHS

TRUSTED EMPLOYER SCHEME

TRUSTED EMPLOYER SCHEME

PROCESSING TIMES

By far the **most notable benefit** will be the proposed processing times for applications submitted as a Trusted Employer, these include:

- Head office submission will be processed in **5 – 10 business days**.
Currently 8 – 12 weeks for work and study visas
Currently 18 months and more for accompanying family
- Foreign embassy submissions processed in **5 – 20 business days**.
Embassy dependent, on average taking 4 months and in some cases longer
- Section 11(2) submission processed **5 business days**.
Embassy dependent, on average taking 10 days and in some cases longer, at Head Office it takes longer than 90 days necessitating a travel pack to travel with an expired visa.

TRUSTED EMPLOYER SCHEME

TRUSTED EMPLOYER SCHEME

PROCESSING TIMES

- Waivers processed in **60 – 70 business days**.
Currently 18 months and longer
- Appeals processed in **60 – 70 business days**.
Currently 18 months and longer
- Permanent Residency Permits processed within **8 months**.
Currently 18 months and longer

TRUSTED EMPLOYER SCHEME

POINTS BASED SYSTEM



REDUCED DOCUMENT REQUIREMENTS



EXCELLERATED PROCESSING TIMES



REDUCED RED TAPE



SIMULTANIOUS PROCESSING FOR FAMILY

**POINTS
BASED
SYSTEM**

TRUSTED EMPLOYER SCHEME

73 companies admitted to TES in total.

The sampled data showed that between the companies, **167 applications** were submitted.

APPROVED	REJECTED	PENDING
104	4	59

Processing Times:

Max – 103 days

Min – 2 days

Ave – 17.57 days

08 August 2024

LUNCH WITH THE MINISTER

HOSTED BY XPATWEB

Dr. Leon Schreiber
Minister of Home Affairs

Phindiwe Mbhele
Director of Corporate Accounts at DHA

The banner features two men in suits, Dr. Leon Schreiber and Phindiwe Mbhele, against a blue and orange background with a world map motif.

TRUSTED EMPLOYER SCHEME | NOV 2024

An updated sample data showing
309 applications.

APPROVED	REJECTED	PENDING
205	8	96

Processing Times:

Max – 249 days

Min – 1 day

Ave – 21,7 days

Round 2 – Due to open March 2025



03

POINTS BASED SYSTEM

POINTS-BASED SYSTEM

	Criteria	Points (%)		Points (%)
Occupation:	Occupation on critical skills list	100		
Qualifications:	NQF levels 9 and 10	50	NQF levels 7 and 8	30
Offer of employment (Mandatory):	Above R976,194 gross per annum	50	Between R650,976 and R976,194 gross per annum	20
Work experience:	5 – 10 years	20	10+ years	30
Employment status:	Offer from Trusted Employer	30		
Language skills:	Proficient in at least one official language	10		

NB: An applicant must meet all other prescribed requirements (for example, police clearance, medical report, etc.) for a critical skills work visa or general work visa, and must earn 100 points to obtain a visa.

POINTS-BASED SYSTEM

POINTS-BASED SYSTEM

SCENARIO 1

- NQF level 9 / 10 50 points
- Earn above R976,194 per annum 50 points

SCENARIO 2

- NQF level 9 / 10 50 points
- Earn above R650,796 per annum 20 points
- 10+ years' experience 30 points

SCENARIO 3

- NQF level 9 / 10 50 points
- Earn above R650,796 per annum 20 points
- 5 - 10 years' experience 20 points
- Proficient in English 10 Points

POINTS-BASED SYSTEM

SCENARIO 4

- NQF level 7 / 8 30 points
- Earn above R976,194 per annum 50 points
- 5 – 10 years' experience 20 points

SCENARIO 5

- NQF level 7 / 8 30 points
- Earn above R650,796 per annum 20 points
- 5 – 10 years' experience 20 points
- **Trusted Employer Scheme 30 points**

POINTS-BASED SYSTEM

POINTS-BASED SYSTEM

SCENARIO 6

- NQF level 7 / 8 30 points
- 10+ years' experience 30 points
- Proficient in English 10 Points
- Trusted Employer Scheme 30 points

SCENARIO 7

- Earn above R976,194 per annum 50 points
- 5 – 10 years' experience 20 points
- Trusted Employer Scheme 30 points

POINTS-BASED SYSTEM



04

QUALIFICATION CRITERIA

TRUSTED EMPLOYER SCHEME

QUALIFICATION CRITERIA

PLEDGES/ PROVEN INVESTMENT

30 POINTS

R200mil +

SECTOR

15 POINTS

5 Sectors

EMPLOYMENT

25 POINTS

150 Employees +

SKILLS DEVELOPMENT

20 POINTS

Bursary Scheme etc

EQUITY EQUIVALENCE

10 POINTS

BEE Level

MINIMUM
80



MAXIMUM
100

TRUSTED EMPLOYER SCHEME

QUALIFICATION CRITERIA

REQUIREMENTS

There are five qualifying criteria, each with its own scoring factors, a business was only eligible to apply if they met a minimum of 80/100 points.

1. PLEDGE/PROVEN INVESTMENT

- Pledges to SAIC or Proven Investment since 2018
- Investment within the boundaries of South Africa
- Fixed capital investment above R100million (no operational expenditure included)

Points Applicable:

- ✓ **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

TRUSTED EMPLOYER SCHEME

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QUALIFICATION CRITERIA

2. SECTOR

- 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

Points Applicable:

- ✓ **10 points** for Sectors 1 to 4
- ✓ **15 points** for sectors 5 and 6

3. EMPLOYMENT

- At least 60% of the staff complement are South African Citizens or Permanent Residents.

Points 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

TRUSTED EMPLOYER SCHEME

TRUSTED EMPLOYER SCHEME

QUALIFICATION CRITERIA

4. SKILLS DEVELOPMENT/ TRANSFER

Points Applicable:

- Proof of 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

5. EQUITY EQUIVALENCE

Points Applicable:

- BEE Level

- ✓ **5 points** for BEE level 5-8
- ✓ **10 points** for BEE level 1-4 or Equity Equivalence agreement with DTIC

TRUSTED EMPLOYER SCHEME

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QUALIFICATION CRITERIA

PLEDGES/ PROVEN INVESTMENT

30 POINTS

SECTOR

15 POINTS

EMPLOYMENT

25 POINTS

SKILLS DEVELOPMENT

20 POINTS

EQUITY EQUIVALENCE

10 POINTS

MINIMUM
80



MAXIMUM
100

TRUSTED EMPLOYER SCHEME

The background of the slide features a blue-tinted image of a modern office interior. In the foreground, the silhouettes of several business professionals are visible, engaged in conversation. They are standing in front of a large glass window that offers a panoramic view of a city skyline with various skyscrapers. The overall atmosphere is professional and contemporary.

05

RISK MANAGEMENT

TRUSTED EMPLOYER SCHEME

RISK MANAGEMENT AND COMPLIANCE



Document burden on the company



Tracking, record keeping and reporting



Audit ready



TES Dashboard

TRUSTED EMPLOYER SCHEME

TRUSTED EMPLOYER SCHEME

RISK MANAGEMENT AND COMPLIANCE

TES RISK MANAGEMENT AND COMPLIANCE

In terms of the Trusted Employer Scheme we are recommending three risk management steps for Employers –


- 1) Risk Assessment** – To determine upfront any risk associated with the employee and the documentation that will be obtained post securing the visa. The risk will be rated at **low**, **medium** or **high** with a recommendation on how to proceed and how to manage the risk.
- 2) Document Tracking** – This is build into our live dashboard with a section dedicated to tracking any application under TES ensuring the documentation is secured and on file audit ready for Department of Home Affairs TES Compliance inspections.
- 3) Reporting** – Monthly reporting on all TES applications, entails any feedback or risks identified to report back to the business.

TRUSTED EMPLOYER SCHEME


TRUSTED EMPLOYER SCHEME

RISK MANAGEMENT AND COMPLIANCE

TES Applications Completed & Submitted


15 Main Applicant 8
 Spouse/ Partner 2
 Dependant 5

TES Applications In Progress



10 Main Applicant 6
 Spouse/ Partner 3
 Dependant 1


Outcomes Received


9 Approved 8
 Rejected 1

TES Documentation and Progress Status


3 of **5**
SAQA


1 of **2**
Prof Body


4 of **6**
Skills Transfer Plan


2 of **3**
GWV Waiver

Awaiting Documents

Completed

Created

On Hold

Ready to Collect

Submitted - Abroad

Submitted - SA

First Name	Last Name	Family Type	Status	Home Country	Host Country	Via Application Category	TES application	SAQA	Risk Assessment	Skills Transfer Plan	GWV Waiver
Applicant Name 118	Applicant Sumame 118	Main	Completed	Mozambique	South Africa	Intra Company Transfer	No	N/A	N/A	N/A	N/A
Applicant Name 115	Applicant Sumame 115	Main	Completed	South Africa	South Africa	Intra Company Transfer	No	N/A	N/A	N/A	N/A
Applicant Name 118	Applicant Sumame 118	Main	Completed	Uganda	South Africa	Intra Company Transfer	No	N/A	N/A	N/A	N/A
Applicant Name 119	Applicant Sumame 119	Main	Completed	South Africa	South Africa	Intra Company Transfer	No	N/A	N/A	N/A	N/A
Applicant Name 125	Applicant Sumame 125	Main	Completed	South Africa	South Africa	Intra Company Transfer	No	N/A	N/A	N/A	N/A
Applicant Name 154	Applicant Sumame 154	Main	Completed	South Africa	South Africa	Intra Company Transfer	No	N/A	N/A	N/A	N/A
Applicant Name 155	Applicant Sumame 155	Main	Completed	South Africa	South Africa	Intra Company Transfer	No	N/A	N/A	N/A	N/A
Applicant Name 157	Applicant Sumame 157	Main	Completed	South Africa	South Africa	Intra Company Transfer	No	N/A	N/A	N/A	N/A
Applicant Name 162	Applicant Sumame 162	Main	Submitted - Abroad	South Africa	South Africa	Intra Company Transfer	No	N/A	N/A	N/A	N/A
Applicant Name 165	Applicant Sumame 165	Main	Awaiting Documents	South Africa	South Africa	Critical Skills Visa	Yes	Submitted	Low Risk	N/A	N/A
Applicant Name 166	Applicant Sumame 166	Main	Awaiting Documents	Malawi	South Africa	Critical Skills Visa	Yes	Submitted	Low Risk	N/A	N/A
Applicant Name 167	Applicant Sumame 167	Main	Submitted - Abroad	Zimbabwe	South Africa	Intra Company Transfer	No	N/A	N/A	N/A	N/A
Applicant Name 175	Applicant Sumame 175	Main	Awaiting Documents	Nigeria	South Africa	Intra Company Transfer	Yes	N/A	Low Risk	Preparing	N/A
Applicant Name 177	Applicant Sumame 177	Main	Awaiting Documents	Mozambique	South Africa	Intra Company Transfer	Yes	N/A	Low Risk	Preparing	N/A
Applicant Name 205	Applicant Sumame 205	Main	Awaiting Documents	South Africa	South Africa	General Work Visa	Yes	N/A	Low Risk	N/A	Preparing
Applicant Name 207	Applicant Sumame 207	Main	Awaiting Documents	Karya	South Africa	Intra Company Transfer	Yes	N/A	Low Risk	Preparing	N/A
Applicant Name 308	Applicant Sumame 308	Main	Completed	Nigeria	South Africa	Intra Company Transfer	No	N/A	N/A	N/A	N/A

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The background of the slide features a blue-tinted image of a modern office interior. In the foreground, the silhouettes of several business professionals are visible, engaged in conversation. One person is holding a tablet or a set of papers. The office has large windows that offer a panoramic view of a city skyline with various skyscrapers. The overall atmosphere is professional and collaborative.

06

IN SUMMARY

TRUSTED EMPLOYER SCHEME

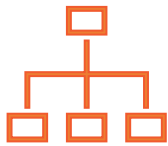
CONCLUSION



Leverage the Benefits
Responsibly



Track Documents
Auditable System



Proactive
Management



Manage timelines in business
especially in implementation
phase

TRUSTED EMPLOYER SCHEME

ADDITIONAL INFORMATION – WORK PERMITS SOUTH AFRICA PODCAST CHANNEL

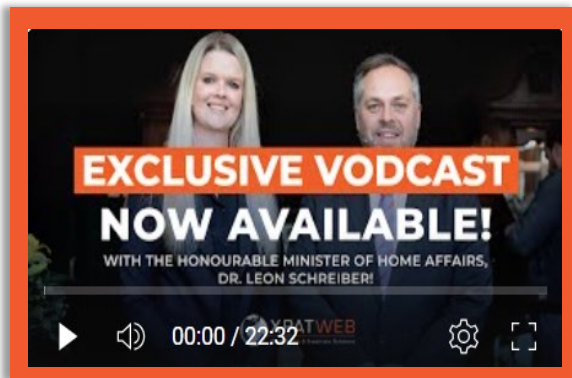


WORK PERMIT SOUTH AFRICA PODCAST

STAY UP TO DATE WITH OUR PODCAST CHANNELS!

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Vertical text on the left: NOW LIVE!



EXCLUSIVE VODCAST NOW AVAILABLE!
WITH THE HONOURABLE MINISTER OF HOME AFFAIRS, DR. LEON SCHREIBER!

00:00 / 22:32

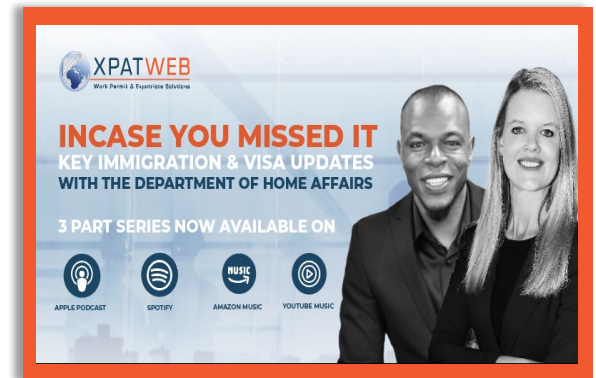
[Exclusive Vodcast with the Honourable Minister of Home Affairs, Dr. Leon Schreiber!](#)



QUALIFYING CRITERIA FOR THE TRUSTED EMPLOYER SCHEME

0:12 / 1:18

[Qualifying Criteria for the Trusted Employer Scheme | Work Visas in South Africa Podcast](#)



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07

QUESTIONS

JOHANNESBURG
(HEAD OFFICE)

17 Eaton Avenue
Bryanston
Gauteng
2191



GEORGE
(ADMINISTRATION)

55 York Street
Dormehls Drift
Western Cape
6529

If you have any questions regarding the above or need additional information hereon, please do not hesitate to contact us.

Marisa Jacobs
Managing Director
+27 11 467 0810
marisa@xpatweb.com



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