

# UFS FORM 5: SHORT LEARNING PROGRAMME

## SECTION A: CATALOGUE

**CODE:** HEQC/H06/EMS/SPSSTP (Credit-bearing SLP)

**TITLE:** Salary Structuring in Tax Perspective

**QUALIFICATION:** Postgraduate Diploma in Tax Strategy and Management

**NQF LEVEL:** 7

**CREDITS:** 14 **NOTIONAL LEARNING HOURS:** 140

**FORMAL CONTACT TIME:** 7 hours (spread over one day)

### LEARNING ASSUMED TO BE IN PLACE:

Any B Com / B Acc degree or equivalent qualification that included taxation as a major subject

**OR**

Relevant work experience in the taxation field (supported by a portfolio) that can be recognized in terms of prior learning as equivalent to the first criterium..

All submissions are subject to a selection process.

### LEARNING OUTCOMES:

Participants will leave the course with the ability to

- Calculate the employees' tax liability
- Calculate the tax value and employee's tax implications of fringe benefits
- Make proper use of exemptions available to employees
- Structure reimbursive allowances in a tax efficient way
- Avoid the adverse effect of s 23(m) on the employee
- Avoid the adverse effect of legislation on labour brokers and personal service companies or trusts
- Structure salary packages without creating pitfalls (by understanding court cases on salary structuring schemes)
- Calculate the employees' tax on the salary and benefits of foreign resident

### BRIEF DESCRIPTION OF CONTENT:

- Fourth Schedule on employees' tax
- Seventh Schedule on fringe benefits
- Exemptions under s10
- Reimbursive allowances under s 8(1)
- S 23(m) that covers the disallowance of certain expenses with regard to remuneration
- Legislation and interpretation notes on labour brokers and personal service companies or trusts
- Court cases on salary structuring schemes

### CRITICAL OUTCOMES SUPPORTED BY SHORT LEARNING PROGRAMME:

- The ability to solve complex problems using critical and creative thinking
- The ability to critically evaluate information

## **METHODS OF ASSESSMENT:**

A formal three hour exam and a assignment.

## **ASSESSMENT CRITERIA:**

These criteria will be based on participant's ability to integrate and comprehend the various aspects within the field of salary structuring.

## **ORGANISING FIELD:     3**

(1 = Agriculture and Nature Conservation)  
(2 = Culture and Arts)  
(3 = Business, Commerce and Management Studies)  
(4 = Communication Studies and Language)  
(5 = Education, Training and Development)  
(6 = Manufacturing, Engineering and Technology)

(7 = Human and Social Studies)  
(8 = Law, Military Science and Security)  
(9 = Health Sciences and Social Services)  
(10 = Physical, Mathematical, Computer and Life Sciences)  
(11 = Services)  
(12 = Physical Planning and Construction)

**APPROVAL DATE:**           22 April 2004

**REVIEW DATE:**             2008

## **DEPARTMENTAL OR PROGRAMME "HOME":**

Joint venture between the Centre for Business Dynamics and the School of Accounting, Faculty Economic and Management Sciences (Centre is self-sustained)

## **DEVELOPER/COORDINATOR:**

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