

9. What is the learner’s allowance for Section 18(2) learners?

Learners who were not in the employment of the employer party to the Learnership Agreement at the time of signing this agreement are paid a learner allowance from SETA funds set aside for the learnerships. These allowances are paid by the concerned organisations that employ the learners for the duration of the LS. The amounts payable to learners range from a minimum of R 120 to R 700 per week, as indicated in the table below. These amounts are stipulated in **Sectoral Determination No. 5: Learnerships, under the Basic Conditions of Employment Act 75 of 1997**, issued in June 2001. The amounts are calculated as a percentage of the qualified wage in accordance with column 3 in the table below. ('Qualified wage' is the wage that the employer would pay the learner on obtaining the qualification that the LS leads to.)

This Determination also describes other aspects that should be included in the contract of employment with 18(2) learners, such as deductions, hours of work and overtime, leave and termination of the contract.

You can find the full document Sectoral Determination No 5 under Acts and Regulations on this Page of the portal.

COLUMN 1 Exit level of Learnership	COLUMN 2 Credits already earned by learner	COLUMN 3 Percentage of qualified wage to be paid as allowance	COLUMN 4 Minimum allowance per week
NQF 1 or 2	0 – 120	35%	R 120.00
	121 – 240	69%	R 240.00
NQF 3	0 – 120	17%	R 120.00
	121 – 240	40%	R 226.00
	241 – 360	53%	R 370.00
NQF 4	0 – 120	13%	R 120.00
	121 – 240	25%	R 240.00
	241 – 360	53%	R 370.00
	361 – 480	56%	R 540.00
NQF 5 to 8	0 - 120	8%	R 120.00
	120 – 240	18%	R 260.00
	240 – 360	27%	R 389.00
	361 – 480	38%	R 548.00
	481 – 600	49%	R 700.00

[Answer to FAQ 9, The NQF and Learnerships, the NQF Gateway]