



Dear students and parents/guardians

Exemption: Own Employer and SETA & NAMB Workplace Approval

Ajani is a registered private company that offers placement opportunities to artisan students in particular. Ajani places students at SETA and NAMB approved companies and arranges trade tests. *This service is free of charge, contracted towards a particular training provider.* Only students who have completed their N2-qualification, formal institutional training and fully paid account for the training, will be placed.

As prescribed by the NAMB and SETA, a learner agreement is required for an artisan student who has undergone formal institutional training and needs to do his/her practical workplace component. The employer must have the required SETA and NAMB workplace approval intact to register the SETA learner agreement and apply for a trade test. Ajani students may legitimately work at merSETA approved employers or employers with workplace approval/accreditation at the Foodbevseta, Agriset, TETA and W&R.

It is important to know that a learner's/student's practical time worked at an employer, will only be taken in account from the first working day (as written on the contract), if the employer has the required SETA and NAMB workplace approval. If this is not intact from the date the learner/student began working at the employer, that practical time worked will, strictly speaking, not be taken into account. According to the merSETA a learner agreement may be backdated for a period of 6 months. (This may differ from SETA to SETA.) That means the learner agreement should preferably be registered within this period.

If a learner/student began working at an employer who has applied for the required SETA and NAMB workplace approval, it is required by the SETA that the start date of the agreement only be determined once the workplace approval has been issued. The agreement should also only be backdated once the employer has been workplace approved.





We realise that parents and/ students wish to source their own employer for placement. That is no problem, as long as Ajani is notified immediately of a prospective employer. Ajani would like to provide the necessary input and facilitate where needed, to ensure the employer adheres to the required SETA and NAMB workplace approval in order to register a SETA learner agreement.

Ajani will facilitate your employer's workplace approval for a minimal fee, if the employer gives his/her permission and cooperates. Should the employer not be interested nor cooperate, Ajani will withdraw from such project and will further more not be held liable for any contractual/practical time worked issues that may have arisen from such situation.

It is important to know that Ajani is in no position to motivate or influence a workplace approval application in order for the employer to be SETA and NAMB approved for the required trade. For that reason Ajani cannot be held responsible should the workplace approval application be unsuccessful after the student has already begun working at the particular employer. The practical time worked already will unfortunately not be able to be transferred to the next SETA and NAMB workplace approved employer.

Exemption Agreement

I take note of the above and exempt Ajani from the following:

- i. When I have started to work at an employer without informing Ajani, I am working there at own risk. That means Ajani will not be held responsible for any problems that may arise from such action/decision, also not to check whether the employer is legislatively accredited.
- ii. If I have sourced my own employer and duly notified Ajani to facilitate the SETA and NAMB workplace approval as far as possible, but the application is denied, or the application process takes longer than anticipated, or the employer doesn't cooperate, Ajani will not be held responsible for any practical time worked /contractual issues that may have arisen from such situation.





- iii. No hours worked and experience gained prior to the SETA learner agreement being officially registered and the SETA and NAMB workplace approval being in place, will strictly speaking not be able to be taken into account. The SETA learner agreement may be backdated for a maximum period of 6 months, according to the merSETA. (This may differ from SETA to SETA.)

I hereby confirm that I have read the above and concurrently exempt Ajani.

Date:

Parent Name and Surname:

Signature of Parent/Legal Guardian:

Signature of Student:

