

**GUIDELINES ON INVEST NI'S LEADERSHIP AND
MANAGEMENT FRAMEWORK (LMSF)**

MAY 2012

- 1) **Title of aid scheme**
Leadership & Management Support Framework
- 2) **Member State**
United Kingdom
- 3) **Region**
Northern Ireland
- 4) **Legal basis**
The Industrial Development (Northern Ireland) Order 1982
- 5) **Annual expenditure planned under the scheme or overall amount of individual aid granted to the company**
 - a) £210k 2012-2013
 - b) £175k 2013-2014
 - c) £175k 2014-2015
 - d) £175k 2015-2016
- 6) **Maximum aid intensity**

Aid for Leadership & Management Trainees. This is deemed to be General training in accordance with GBER Article 38 (2) and as such the aid intensity will be 60% of eligible costs in accordance with GBER Article 39. However the aid intensity may be increased, up to a maximum of 80% of the eligible costs, as follows:

 - a) By 10% if the training is given to disabled or disadvantaged workers;
 - b) By 10% if the aid is awarded to medium-sized enterprises and by 20% if the aid is awarded to small enterprises.

Leadership and Management programme provides coaching, mentoring and training involving tuition which is not applicable only or principally to the employee's present or future position in the undertaking, but which provides qualifications that are largely transferrable to other undertakings or fields of work and are supported under General Block Exemption Regulations Training Aid (Section 8, Articles 38 and 39).
- 7) **Date of implementation**
From 08/05/2012
- 8) **Duration of scheme or individual aid award**
Until 31/03/2016
- 9) **Objective of aid**
Discretionary funding awarded to businesses to assist them to become more competitive through the provision of external training and coaching for senior and middle management to develop leadership and management functions.

10)Economic sectors concerned

The scheme applies to all sectors.

11)Eligible costs

The eligible costs of a supported project shall be:

- (a) Trainers' personnel costs
- (b) Trainers' and trainees' travel expenses, including accommodation
- (c) Other current expenses such as materials and supplies directly related to the project
- (d) Depreciation of tools and equipment, to the extent that they are used exclusively for the training project
- (e) Cost of guidance and counselling services with regard to the training project

Trainees' personnel costs and general indirect costs (administrative costs, rent, overheads) up to the amount of the total of the other eligible costs referred to in points (a) to (e).

12)Transparency of aid

The scheme comprises transparent aid in the form of grant assistance.

13)Individual notification thresholds

The scale and nature of Leadership and Management Programme does not require individual project notification to the Commission.

14)Cumulation

The total amount of public support measures for Leadership and Management assistance shall be taken into account, regardless of whether that support is financed from local, regional, national or Community sources. Leadership and Management support may be cumulated with other Invest NI aid schemes as long as those schemes concern different identifiable eligible costs.

Aid exempted by this Regulation shall not be cumulated with any other aid exempted under this Regulation or *de Minimis* aid fulfilling the conditions laid down in Commission Regulation (EC) No 1998/2006 ⁽¹⁾ or with other Community funding in relation to the same – partly or fully overlapping – eligible costs if such cumulation would result in exceeding the highest aid intensity or aid amount applicable under this Regulation.

15)Incentive effect

Leadership and Management support must have an incentive effect. Leadership and Management support to small & medium sized enterprises shall be considered to have an incentive effect if, before work on the project or activity has started, the Client has submitted an application for support aid to Invest NI.

Aid granted to large enterprises, covered by this Regulation, shall be considered to have an incentive effect, if in addition to fulfilling the condition laid down in GBER Article 8 (2), the Member State has verified,

before granting the individual aid concerned, that documentation prepared by the beneficiary establishes one or more of the following criteria:

- a) A material increase in the size of the project/activity due to the aid;
- b) A material increase in the scope of the project/activity due to the aid;
- c) A material increase in the total amount spent by the beneficiary on the project/activity due to the aid;
- d) A material increase in the speed of completion of the project/activity concerned;
- e) As regards regional investment aid referred to in GBER Article 13, that the project would not have been carried out as such in the assigned region concerned in the absence of the aid.

16) Monitoring

Invest NI shall maintain detailed records regarding Leadership and Management. Such records shall contain all information necessary to establish that the conditions laid down in the General Block Exemption Regulation are fulfilled, including information on the status of any Client whose entitlement to aid or a bonus depends on its status as an SME, information on the incentive effect of the aid and information making it possible to establish the precise amount of eligible costs for the purpose of applying the Regulation. Records regarding Leadership and Management scheme shall be maintained for 10 years from the date on which the last aid was granted under such scheme.

On written request, Invest NI shall provide the Commission within a period of 20 working days or such longer period as may be fixed in the request, with all the information which the Commission considers necessary to monitor the application of the General Block Exemption Regulation. Where Invest NI does not provide the information requested within the period prescribed by the Commission or within a commonly agreed period, or where the Invest NI provides incomplete information, the Commission shall send a reminder setting a new deadline for the submission of the information. If, despite such reminder, Invest NI does not provide the information requested, the Commission may, after having provided the Member State concerned with the possibility to make its views known, adopt a decision stating that all or part of the future aid measures to which the Regulation applies are to be notified to the Commission in accordance with Article 88(3) of the Treaty. Article 11

17) Name and address of granting authority

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