

# SISTAD rationale - for **line managers** supporting **individuals**

applying for degrees, postgraduate or professional qualifications

This document provides the basic rationale for someone applying for approvals to complete a degree, postgraduate or professional qualifications.

It should be attached with the SISTAD application form with a rationale from your the applicant.

**Templates are available on OurHub.**

Applicant  
First Name

Applicant  
Last Name

Manager  
Name

Manager  
Job Title

Why do you think this course relates directly to the applicant's role?

- If you line manage an employee, you should reference their role description and person specification
- If you line manage an officer, you should reference the *Core Competency Framework*, and where appropriate, the *Brief of Appointment*

Thinking about the applicant, why do you think this course is helpful to them and their work?

How can it be evidenced that this course relates to The Salvation Army's strategic framework?

You should reference how this course enables the applicant to meet the TIDE framework

Why are you supportive of the subject and choice of provider?

Are there any financial considerations to the workplace, or individual?

If yes, what are these and how are they going to be met?

For example, if application is over the funding limit – is the applicant aware there may be personal contributions?

From a time-management perspective, what makes you confident that the applicant is capable of the demands of the course?

What makes you sure that this applicant has the ability to complete a course at this level?

What evidence is there that the applicant has the opportunity to use the knowledge or skills gained in the workplace?

Is there anything else that is relevant to your support of the applicant?



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