

SARA - SOUTH AFRICAN REWARD ASSOCIATION

Interim Report

By the Executive Committee of SARA

Dr Mark Bussin

29/10/2009

29th October

Interim
Report

2009

By the
Executive
Committee of
SARA

It has been an extremely busy year for SARA again. With so many members involved, all volunteers on committees, who make up SARA and what it is today. As the first year of having the position of SARA President, it has been amazing to see how it all comes together and the amount of effort that people put in.

Firstly, the SARA EXCO have been a wonderful support. We meet on a quarterly basis where we go through very lengthy meetings to work through all of our agenda items. These can be fun as the passion for the industry from these people is exceptional. I would personally like to thank the SARA EXCO for all their hard work this year, their wonderful initiatives and of course, their passion. If I could please ask them to stand so that we can acknowledge them:

Role	Name
President	Dr Mark Bussin
Vice President	Yvonne Webb
Cape Town Chair	Sandie Thomas
KZN Chair	Megan Shepstone
EMG Chair	Mark Dunn
EXCO Member	Peet Kruger
EXCO Member	Jerry Botha
EXCO Member	Ronel Nienaber
EXCO Member	Tina Geogoulakis
EXCO Member	Neil Ulrich
EXCO Member	Ronnie Moholane

The SARA year is made up of many projects that keep the wheels of SARA turning. We have different committees and different projects where our members give up their own time, in their very busy schedules, to help SARA. For some people this means many meetings and a lot of time spend after hours. I would like to thank, on behalf of SARA, the following members:

Project	Members
GARP	Lukas de Swardt
Internship:	Mundusha Jialal-Dasrath
Reward Awards	Peet Kruger (Chairman)
	Tanya Clucas
	Chrisilla Grigoriadis
	Lester Jacobs
	Marisa Jacobs
	Kobie Joubert
	Kirk Kruger

	Gillian le Cordeur
	Margie Manners
	Linda McMullin
	Lindiwe Sebesho
	Samantha Van Rensburg
	Rachel Viljoen
	Emily Wilks
SARA Conference	Neil Ulrich (Chairman)
	Marisa Jacobs
	Tina Georgoulakis
	Ilze Krige
	Peet Kruger
	Gillian le Cordeur
	Kathy Pillay
	Averile Ryder
EMG	Mark Dunn (Chair)
	Cameron Clark
	Marisa Jacobs
	Alan Jamieson
	Gillian le Cordeur
	Barbara Parry
	Ivor Solomon
	Rene Stegmann
	Verona Toman
	Yvonne Webb
	Emily Wilks

The Global Remuneration Professional Courses, are probably the cornerstone of SARA's income. They have been extremely busy this year. We have held course both in Johannesburg and in Cape Town. We are thrilled to announce that this year, SARA in conjunction with WorldatWork, have managed to train more South African tutors. This will help us in being able to offer more GRP Seminars in South Africa next year and help those who get disappointed when they have to be placed on a waiting list or wait for the next year. A very worthy qualification and it is with great pleasure that I announce that we have had 34 members graduate and become Global Remuneration Professionals this year! They will be honoured on Saturday night at the SARA Banquet, and so they should be, as it is quite an achievement.

SARA GRP's

Attendance of the GRP programme 2009

Venue	Date	Program	Delegates
Johannesburg	16 – 18 February	GR1	27
Johannesburg	16 - 18 March	GR2	28
Johannesburg	8 – 10 June	GR3	28
Johannesburg	11 - 13 June	GR4	27
Johannesburg	7 – 9 September	GR5	25
Johannesburg	10 – 12 September	GR6	26
Johannesburg	19 – 21 March	GR7	28
Johannesburg	2 – 4 November	GR9	28
Johannesburg	5 – 7 November	GR17	28
Cape Town	23 – 25 February	GR1	27
Cape Town	23 – 25 March	GR2	12
Cape Town	22 – 24 June	GR3	23
Cape Town	25 – 27 June	GR4	23
Cape Town	14 – 16 September	GR5	19
Cape Town	17-19 September	GR6	19
Cape Town	26 - 28 March	GR7	12
Cape Town	9 – 11 November	GR9	20
Cape Town	12 – 14 November	GR17	25

The SARA calendar has once again been extremely busy with events in Jhb, Cape Town and Durban, and of course the EMG events. We had a record of attendees at a Jhb event this year with 257 people attending a breakfast event. It is amazing to see how SARA has grown so much. I would like to thank all the SARA Members who assisted in organizing the events or who spoke at the events. It is also interesting to see how events that are planned as being small workshops end up being large rooms crammed with people – this is what happened with the workshop offered by Jerry Botha. He was going to do a small workshop for our three SARA interns, when he graciously advised us that we could open up the event to members and we could just use the SARA Boardroom for a few people. This blew the roof off when 85 people responded and desperately wanted to attend. Thank you to all our members for attending our events and please email the secretariat should you wish we need an event on any specific topics that may be a burning issue!

SARA EVENTS 2009

Program	Venue	Date	Attendees
SARA EVENT – Tax Update Breakfast	Cape Town	4 March	87
SARA EVENT – Tax Update Breakfast	Durban	10 March	80
SARA EVENT – Tax Update Breakfast	Jhb	12 May	263
SARA EVENT King 111 Report	Jhb	21 April	257
SARA EVENT: EMG (Coming Home)	Jhb	11 June	75
SARA EMG Event - Panel Discussion	Jhb	8 July	191
SARA EVENT King 111 (Around the World)	Cape Town	31 July	81
SARA EVENT: Incentive Scheme	Durban	30 July	55
SARA EVENT: Employee, Benefits and Payroll	Jhb	12 August	84
SARA EVENT: World@Work Feedback Event	Cape Town	09 September	62
SARA EVENT: Tax, Employee and Payroll	Jhb	17 September	84
SARA CONFERENCE	Gallagher Estate	28 - 30 October	TBA
SARA YEAR END Masquerade Ball	Gallagher Estate	31 October	TBA

The SARA EXCO have just recently awarded the SARA Bursary for 2010 to two very worthy applicants. Tanuja Poorun and Monica Pregolato. We wish you well with your studies and your contribution to the Reward profession.

This is our fourth year with our SARA Intern Project. This has been a very successful year, the three interns were wonderful to work with. We wish them luck in their new positions at their sponsor companies.

I would like to thank the SARA Secretariat for what they do. Van der Walt has a big team that do different things for SARA and I would like to mention the team:

- Jean Venter
- Gillian le Cordeur
- Adrie Da Silva

- Marisa Jacobs
- Thenjiwe Rhoda
- Cindy Maree
- Germinah Bochedi
- Bruce Turner
- Dion Abrahams

It is great to see you all here today and we are looking forward to this conference as the programme is very exciting. I hope to see you all at the SARA Banquet on Saturday night – for a night of Mystery!

Yours in reward
Dr Mark Bussin
SARA President