

## Index:

- New E-Reward Postings
  - International Remuneration News
  - New Website Postings
  - Reward Awards Announcements
  - Management Committee Minutes
  - EMG News
  - SARA Events Programme 2005
  - SARA Conference 2005
  - 2005 GRP Programme
  - Certification Institute
  - WorldatWork Conference
  - IPM Events
  - New Members and Resignations
  - A Message to Readers from the Editor
- 

## New E-Reward Postings

The following E-Reward Issues are now available on the website. Only paid up members will be able to access these publications by logging in. To view the new issues, go to: <http://www.sara.co.za/library/eresearch/>

- **ISSUE 28 - TOTAL REWARD STATEMENTS: PART 2 - "HOW TO" GUIDE AND SUPPLIER DIRECTORY**  
This two-part study, researched and written by ereward, provides an accessible and concise guide to total reward statements. Aimed primarily at reward specialists, HR practitioners and all those concerned with reward management, the emphasis throughout is on the practical reality of developing and implementing a total reward statement for your organisation.
- **ISSUE 29 - AIRBUS OVERHAULS WHITE-COLLAR PAY**  
In this case study, written and researched by ereward, we see how a unionised manufacturing organisation has worked with its unions to introduce performance-related bonuses (variable pay) and consolidated salary increases for individuals who increase their level of contribution to the business. This manufacturer has also adopted market pay – using Hay PayNet data – for its white-collar group for the first time, and will update salary scales on a regular basis.
- **ISSUE 30 - CENTRICA BUSINESS SERVICES HARMONISES USING TOTAL REWARD**

In this case study, written and researched by ereward, we see how a company which has inherited legacy terms and conditions has used total reward as a means of harmonising pay and research flexing benefits, with the full co-operation and participation of the recognised trade union in a “non-negotiated voluntary process”.

- **ISSUE 31 - E-REWARD FACTSHEETS**

Reward management is concerned with the formulation and implementation of strategies and policies the purposes of which are to reward people fairly, equitably and consistently in accordance with their value to the organisation and to help the organisation to achieve its strategic goals. It deals with the design, implementation and maintenance of reward systems (reward processes, practices and procedures) which aim to meet the needs of both the organisation and its stakeholders.

---

## International Remuneration News

### United Kingdom Report:

- **Young Workers will be a Rare Breed in Tomorrow’s Workplaces**

*Article supplied by Management-Issues*

With almost a million fewer 16-25 year-olds in the workplace by 2020, tomorrow's young people are going to find themselves in a prime bargaining position with companies looking for fresh blood as the demographic crunch puts the squeeze on talent.

Declining birth rates and longer periods in learning will mean that young people aged 16-25 will comprise just 11 per cent of the workforce in 2020, compared to 16 per cent today - a plunge of nearly one million.

This shortage will lead to younger employees demanding better pay and remuneration packages as well as direct access to more senior posts, according to a new report by vocational training organisation the City and Guilds of London Institute.

But at the same time, adults will be working for longer as pension pressures mount, restricting the number of senior posts available.

As a result, bosses within young or specialist industries will have to radically rethink how they recruit and retain fresh talent, with the social

and cultural practices of companies playing a crucial role in influencing the career choices of young people.

To read more of this article, go to: [http://www.management-issues.com/display\\_page.asp?section=research&id=2163](http://www.management-issues.com/display_page.asp?section=research&id=2163)

---

## New Website Postings

- **High Performance Cultures and the Role of Reward Presentation:** The presentation, made by Malcolm Pannell at the Johannesburg Country Club on the 19<sup>th</sup> of May 2005, is now available on the website. To access it, please go to: <http://www.sara.co.za/events/currentevents/>
  - **Expatriate Management from All Angles Presentation:** The presentation made on the 12<sup>th</sup> of May 2005 on Expatriate Management is now available on the website. To access it, go to: <http://www.sara.co.za/branches/expatriatebranch/emgeventscalendar/>
- 

## Reward Awards Announcements

- **Reward Awards Entry Form 2005:** The Rewards Awards Entry form for 2005 is now available on the website. To fill it in, go to: <http://www.sara.co.za/professionaldevelopment/awards/>
- 

## EMG News

### **EMG 2005 Events Calendar**

Listed here is an updated version of the Expatriate Management Group's Events Calendar for 2005. To view the calendar, please go to: [http://www.sara.co.za/branches/expatriatebranch/emgeventscalendar/emgeventscalendar/document\\_view](http://www.sara.co.za/branches/expatriatebranch/emgeventscalendar/emgeventscalendar/document_view) .

Please note that dates and venues are subject to change. To get more information, please contact Gillian: [gillian@vdw.co.za](mailto:gillian@vdw.co.za)

\*TBA: To be announced

Month	Date	Function	Venue	Time
June	07	EMG Committee Meeting	Secretariat - Randburg	16h00 - 18h00
June	29	Medical Management of Assignees & their Families - Dr. Albie de Frey	MTN	14h00 - 17h00
July	26	EMG Committee Meeting	Secretariat - Randburg	16h00 - 18h00
July	25-30	GRP1 & GRP2	House of Pharoas	All Day
July	31	Master Class - John Rubino	Tbc	All Day
August	01-03	Master Class - John Rubino	Tbc	All Day
August	09	EXCO Meeting	Secretariat - Randburg	16h00 - 18h00
August	24	Expat Remuneration Survey Feedback from Benoit Raffray	Tbc	07h00 - 19h30
August	31	Function	Tbc	
Septem	08	EMG Committee Meeting	Secretariat - Randburg	16h00 - 18h00
Septem	12-17	GRP5 & GRP6	House of Pharoahs	All Day
Septem	Tbc	ECA Expat COL Survey (RSA base country)	Tbc	
Septem	Tbc	ECA Training Course	Tbc	
October	06	AGM & Workshop (Mind the Gap - Tomorrow Today Biz)	Tbc	
October	20	Psychometrics: Critical Screening & Support Services to Assignees & Families - Marius van Aswegen	Tbc	07h00 - 09h00
Novemb	01	EXCO Meeting	Secretariat - Randburg	16h00 - 18h00
Novemb	10-11	SARA Conference & Year End Banquet (Prize Giving)	Tbc	All Day
Novemb	14-19	GRP7 & GRP8	House of Pharoas	All Day
Novemb	Tbc	Global Remuneration Trends & Practices	Tbc	

---

## SARA Events Programme 2005

- The SARA Events Programme for 2005 is now available on the new website. To see it, please go to:  
<http://www.sara.co.za/events/currentevents/>
- **Pay Structuring Workshop:**  
This is an invaluable workshop for Remuneration Analysts or HR Practitioners, who are currently involved in or are likely to be involved in the pay structuring process.

**DATE:** 13<sup>th</sup> and 14<sup>th</sup> June 2005

**VENUE:** Khaya Lembali  
5 Lumsden Crescent  
Morningside  
Durban

**COST:** Members: R2 500  
Non-Members: R3 200

To read more about this event, go to:

<http://www.sara.co.za/events/currentevents/paystructuringworkshop/>

- **A Remuneration Update:**

The South African Reward Association resents in Johannesburg on 22 June 2005(and in Cape Town in July!)A Remuneration Update presented by Mark Bussin.

**DATE:** 22 June 2005

**VENUE:** House of Pharaohs  
1 Gaunt Street  
Bryanston

**COST:** Members: R350.00  
Non-Members: R450.00

For more information, go to:

<http://www.sara.co.za/events/events/currentevents/remunerationupdate/>

- If there is any information you would like to know about SARA Events, please contact Gillian at the Secretariat: [gillian@vdw.co.za](mailto:gillian@vdw.co.za)

---

## **SARA Conference 2005**

The Organising Committee for the SARA Conference 2005 is as follows:

1. **Ronel Nienaber** (Chairperson)
2. **Ms. Michelle Adams**
3. **Mrs. Nicolene de Beer**
4. **Ms. Anusuya Govender**
5. **Mr. Ruben Oliphant**

More information on the Conference will be announced at a later date.

---

# 2005 GRP Programmes

## Cape Town GRP Seminars

Date:	GRP:	Module:
18-20 July	GR1	Total Remuneration Management
21-23 July	GR2	Quantitative Methods
15-17 August 2005	GR3	Methods Job Analysis, Documentation and Evaluation
18-20 August 2005	GR4	Base Pay Management

\* GR5 - GR8 in Cape Town will still be based on the waiting list that has been set up. **When the desired numbers are reached, you will be contacted with all the details of the GRP Seminar.**

## Durban GRP Seminars

Date:	GRP:	Module:
4-6 July 2005	GR1	Total Remuneration Management
22-24 August 2005	GR2	Quantitative Methods
25-27 August 2005	GR3	Methods Job Analysis, Documentation and Evaluation

\* GR4 - GR8 in Durban will still be based on the waiting list that has been set up. **When the desired numbers are reached, you will be contacted with all the details of the GRP Seminar.**

## Johannesburg GRP Seminars:

Date:	GRP:	Module:
25 – 27 July	GR1	Total Remuneration Management (John Rubino)
28 – 30 July	GR2	Qualitative Methods (John Rubino)
12 – 14 September	GR5	Performance Management, Strategy, Design and Implementation
15 – 17 September	GR6	Variable Pay – Incentives, Recognition and Bonuses
14 – 16 November	GR7	International Total Remuneration
17 – 19 November	GR8	International Benefits

- For more information on the GRP Seminars, please go to:  
<http://www.sara.co.za/professionaldevelopment/grpprogramme/>

Redesigned for today's compensation, benefits and total rewards professionals, participants will generate creative and competitive solutions to challenging strategic business issues. Participants will use a case study of a fictional company to explore business challenges faced by today's HR professionals.

The course details are as follows:

**Date:** 31 July—3 August 2005

**Cost:** R6 000—Members  
R6 600—Non-Members

**Venue:** To be announced

More information on the contact Gillian at the Secretariat: [gillian@vdw.co.za](mailto:gillian@vdw.co.za) , or look at the website:

<http://www.sara.co.za/professionaldevelopment/grpprogramme/certificationinstitute/>

---

## IPM Events

- **Khumba Resources Experience:** A workshop on “Integrating Human Capital Management Into Every Level Of The Business” will be held on **22 June 2005** from 09h00 - 13h00 at Kumba Resources Head Office, Pretoria West. To get more information on this function, call Queen Mokonoto on 082 564 8018 or go to: [http://www.ipm.co.za/downloads/nb/ipm\\_pta\\_kumba.pdf](http://www.ipm.co.za/downloads/nb/ipm_pta_kumba.pdf)
  - **The Annual IPM Convention:** The 49<sup>th</sup> Annual IPM Convention will be held at Sun City on the 28<sup>th</sup> – 30<sup>th</sup> of August 2005. The theme for the Convention is **Competencies & Knowledge in 21st Century Companies**. For more information, please call: +27 11 785-6800 or go to: <http://www.ipm.co.za>
- 

## New Members and Resignation

### New Associate Members:

- Mr. Andile Luke  
Tracker Network

- Ms. Nadia van der Merwe  
Tracker Network
- Ms Lizel Janse van Rensburg  
Gold Fields Limited

**New Corporate Representative Members:**

- Ms. Riette Muller  
Mittal Steel South Africa
- Mr. Kamaseelan Naidu  
eThekweni Municipality
- Ms. Tracy Reynders  
Alexander Forbes Financial Services
- Mr. Ian Kingon  
Gold Fields Limited

---

## A Message to Readers from the Editor

Dear Readers,

All future announcements and messages to be posted in the bulletin must be forwarded to me via e-mail by the 23<sup>rd</sup> of every month.

Kind Regards,  
Chrysoula  
(011) 789-1384  
[chrysoula@vdw.co.za](mailto:chrysoula@vdw.co.za)

---

**Chrysoula Georgiannis**  
**SARA Secretariat**  
**Van Der Walt & Co.**  
**Association Management Services**  
**Tel: +27 11 789-1384**  
**Fax: +27 11 789-1385**  
**Email: [chrysoula@vdw.co.za](mailto:chrysoula@vdw.co.za)**  
**Website: [www.sara.co.za](http://www.sara.co.za)**