

Index:

- IPM Statement on HR Bill
- Empowerment Through Personal Coaching
- Special Mention – Mark Bussin and John Rubino
- New Website Postings
- Branch Announcements
- Consultant Members
- Reward Awards Announcements
- SARA Conference 2005
- SARA Events Programme 2005
- EMG Events Calendar 2005
- 2005 GRP Programme
- Certification Institute
- WorldatWork Feedback Session
- IPM Events
- Employment Opportunities
- New Members and Resignations
- Apology from the Editor to Malcolm Pannell
- A Message to Readers from the Editor

IPM Statement on HR Bill

- **IPM Statement on HR Bill**

Issued by: IPM Board

Contact Person: Dudu Msomi

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On behalf of: Institute of People Management

Approximately 3 years ago, the SA Board for Personnel Practice (SABPP) issued a document then titled the HR Profession Act, currently known as the HR Profession “Bill”.

The IPM did then, and still does, endorse the right of the SABPP to draft and promote any policy it wishes. Regrettably, the lobby for and against the “Bill” did become increasingly acrimonious over the past few months. IPM commits not to participate in any behaviour that is unethical and that brings the HR profession into disrepute. We do regret the accusations that have been levelled against the IPM and harm that was caused to the profession at large.

The institute has no desire to defend itself, or its officials, against these accusations through this communication.

To read more of this article, go to: <http://www.sara.co.za/news/news02>

Empowerment Through Personal Coaching

- **Success Solutions – Empowerment through Personal Coaching**

Article provided by HRHighway.co.za

Written by Faryll Nafte (Success Solutions)

We live in a world of constant change where everything is altering at a rapid pace, causing people to sometimes feel lost and desperate. Whether the change is in business or in their personal life, it creates enormous challenges.

This brings about stress, anxiety, pressure and fear. It is at this stage that coaching assists people to shift from where they find themselves to where they want to go.

Companies have little control over change, competition and their customers; the areas they can improve on are customer service and employees' performance levels. The bottom line to a successful business is having motivated people with the right attitude.

What makes companies successful?

In the highly competitive world of business, it is not only about having great products or services that make companies successful; it is also the dedication and passion of a great team of individuals striving towards the same goal. Great teams are formed through building great people.

Success is a state of mind; it is a feeling of being peaceful, secure and happy. Individuals are inspired by motivation, enthusiasm, passion, self-belief, a love for what they do and by making a difference. Successful people know what they want and live by a set of values that are aligned with those of the organisation – being as proud of the company as they are about themselves.

Helping people to manage themselves

Through empowering people, Success Solutions acts as a catalyst for change. As motivational life skills coaches and speakers, they inspire and empower people to unlock their true potential. This is accomplished either through personal coaching interventions (an interactive relationship between the coach and client), or in small groups (maximum 20 individuals) that participate in The Success Formula workshops.

Personal coaching is about change and transformation. It opens an awareness and understanding of how an individual perceives their life and the world around them. It brings about clarity, focus and gives them a sense of direction and purpose. It encourages people to change their beliefs, attitudes and behaviour and holds them accountable to their commitment and promises. This internal shift of perception impacts

directly on the external behaviour. Individuals are taught to take full responsibility for their thoughts, words and actions – both from a personal and business perspective. The success of coaching is measured by the outcomes achieved.

To read more, go to:

http://www.hrhighway.co.za/pages/News_Category_Details.asp?Section=Company_news&NewsID=1114

Special Mention

- **Mark Bussin:** SARA would like to extend their gratitude to Mark Bussin for presenting ***A Remuneration Update*** in Cape Town on the 8th of July 2005. His efforts and his generosity to SARA are much appreciated.
 - **John Rubino:** A special thank you goes to John Rubino for his presentation, ***A Case Study: Designing and Implementing a Successful Total Rewards Programme***, held at the House of Pharoahs on 27 July 2005. John Rubino is the President of Rubino Consulting Services based in New York. His areas of expertise are in the design and implementation of corporate values/objectives and their linkage to human resource strategies. His presentation was useful to both specialist and generalists in the human resources field and SARA members appreciate the opportunity to learn from a person of his experience.
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New Website Postings

- **Remuneration Update:** The presentation made by **Mark Bussin** on the 10th of May in Durban, on the 22nd of July in Johannesburg and on the 8th of July in Cape Town is now available on the website. To access it, go to: <http://www.sara.co.za/events/currentevents/>
 - **High Performance Cultures and the Role of Reward Presentation:** The presentation, made by **Malcolm Pannell** at the Johannesburg Country Club on the 19th of May 2005, is now available on the website. To access it, please go to: <http://www.sara.co.za/events/currentevents/>
 - **A Case Study: Designing and Implementing a Successful Total Rewards Programme:** The presentations from the **John Rubino** function, held on the 27 July 2005, are now available on the website. If you are interested, go to: <http://www.sara.co.za/events/eventdocuments/>
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Branch Announcements

A Cape Town Branch of SARA has been formed. Congratulations to the following office bearers and committee members:

- **Sue Tosh** (Branch Chairperson)
- **Judith Schulman** (Branch Vice-Chairperson)
- **Elsabe Van der Nest** (Secretary)
- **Diane Auld** (Committee Member)
- **Christo Bester** (Committee Member)
- **Koos Delpport** (Committee Member)

We look forward to the interesting initiatives that this branch is planning.

Consultant Members

SARA is looking forward to a closer working relationship with our Consultant members. We encourage all our members to access our Consultant Members' websites for more information on the services and products they have on offer.

- **21st Century Pay Solutions**
Dr Mark Bussin – TEL (011) 447 0306
www.21century.co.za
- **Alexander Forbes Financial Services**
Tracy Reynders – TEL (011) 269 0318
www.aforbes.co.za
- **Averile Ryder Remuneration Consulting**
Averile Ryder – TEL (031) 262 3615
www.averileryder.co.za
- **Business Connexion (Pty) Ltd**
Gerhardt Swart – TEL (011) 266 5774
www.bcx.co.za
- **Deloitte**
Louise Marx – (011) 517 4147
www.deloitte.co.za
- **Global Expatriate Management**
Rene Stegmann – TEL (021) 683 0750
Andrew Stegmann – TEL (021) 683 0750
www.gem-worldwide.com

- **Hay Group South Africa**
Malcolm Pannell – TEL (011) 269 8707
Ginger Brown – TEL (011) 263 8023
www.haygroup.com
- **IBM South Africa**
Gerhard De Klerk – TEL (011) 302 6198
www.za.ibm.com
- **LMO Executive Services**
Melanie Trollip – TEL (011) 678 1158
www.lmo.co.za
- **Milestone Ventures**
Yusuf Mahomed
www.milestoneventures.co.za
- **Remchannel (Pty) Ltd**
Rene Richter
www.remchannel.co.za
- **Vasdex Associates**
Brendan Olivier – TEL (011) 884 0943
www.vasdex.co.za

Please note these details are also available on the website:
<http://www.sara.co.za/saraandmembership/consultantmembers/>

Reward Awards Announcements

SARA will be announcing the winners of the annual Reward Awards at the **Year End Banquet** to be held at La Toscana, Montecasino on the **12th of November 2005**. Organisations are encouraged to recognise the role and contribution that their reward specialists have made by nominating candidates for the awards. The winners' organisations will receive acclaim for employing effective reward practitioners. **Remchannel** is this year's co-sponsor of the Reward Awards programme.

The awards are presented in two categories:

Reward Strategist of the Year – Nominees should be Head of a Reward Department that has recently initiated and implemented innovative reward practices and programmes, typically over a period of 1 to 3 years. These practices and programmes must contribute to and support the organisation's strategic objectives. Strong leadership skills and credibility within the organisation and HR field are important.

Reward Practitioner of the Year – Nominees should be employed in a Reward Department and would provide specialist support in the implementation of innovative reward practices and programmes, typically over a 6 to 12 month period. The operational level support must contribute to the organisation's strategic objectives. Initiatives may be an enhancement to an existing product, process or policy.

By nominating candidates for the awards, SARA members stand a chance to win a weekend getaway for two as well as R1 000 in spending money. Winners of the awards will receive a cash prize of R15 000 and the recognition of their peers.

Please note that the deadline for nominations for the Reward Awards 2005 is the **9th of September 2005**.

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

Special thanks go to this year's **Reward Awards Project Team** for all their hard work in planning this event:

Peet Kruger (**Chairman**)
Margie Manners (Remchannel)
Rene Richter (Remchannel)
Debora Roper
Nazlie Samodien (Edcon Group)
Hannelie Schoeman (Medscheme Holdings (Pty) Ltd)
Willemien van der Merwe (Business Connexion (Pty) Ltd)
Emily Wilks (Business Connexion (Pty) Ltd)
Gillian le Cordeur (Secretariat)

SARA Conference 2005

- **Organising Committee:** The Organising Committee for the SARA Conference 2005 is as follows:
 1. Ronel Nienaber (Chairperson)
 2. Ms. Michelle Adams
 3. Ms. Yolande Green
 4. Mr. Ruben Oliphant
 5. Mr. Kobus Moolman
 - The committee welcomes any suggestions to improve on last year's conference.
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SARA Events Programme 2005

| Month | Date | Function |
|-------------|---------|--------------------------------------|
| July | 28 - 30 | GRP2 Seminar |
| July/August | 31 - 03 | Certification Institute: John Rubino |
| August | 15 - 20 | GR3 – GR4: Peet Kruger |
| August | 22 - 27 | GR2 – GR3: Averile Ryder |
| August | 31 | To be announced |
| September | 12 - 14 | GRP5 Seminar |
| September | 15 - 17 | GRP6 Seminar |
| October | 06 | AGM & Workshop |
| November | 10 - 11 | SARA Conference |
| November | 12 | SARA Year End Banquet |
| November | 14 - 16 | GRP7 Seminar |
| November | 17 - 19 | GRP8 Seminar |

The presentations from the *John Rubino* function, held on the 27 July 2005, are now available on the website. If you are interested, go to:

<http://www.sara.co.za/events/eventdocuments/>

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

EMG Events Calendar 2005

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 .

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

***TBC: To be confirmed**

| Month | Date | Function | Venue | Time |
|-----------|------|---|------------------------|---------------|
| August | 24 | Expat Remuneration Survey Feedback from Benoit Raffray | Tbc | 07h00 - 09h00 |
| August | 25 | EMG Committee Meeting | Secretariat - Randburg | 15h30 - 17h00 |
| September | 08 | EMG Committee Meeting | Secretariat - Randburg | 16h00 - 18h00 |
| September | Tbc | ECA Expat COL Survey (RSA base country) | Tbc | |
| September | 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 |
| November | Tbc | Global Remuneration Trends & Practices | Tbc | |

2005 GRP Programmes

Cape Town GRP Seminars

| Date | GRP | Module |
|--------------------|-----|--|
| 15 -17 August 2005 | GR3 | Methods Job Analysis, Documentation and Evaluation |
| 18 -20 August 2005 | GR4 | Base Pay Management |

Feedback from SARA members on the GR 1 and 2 held in Cape Town at the Greenways Hotel, from 18 to 23 July 2005, has been very positive. We look forward to many more successful GRP courses down in Cape Town.

GR3 and GR4 are scheduled to be held at the Greenways Hotel in Cape Town on 15-17 August and 18-20 August 2005 respectively.

Johannesburg GRP Seminars:

The GR 1 on Total Remuneration Management held, from 25 to 27 July 2005, at the House of Pharaohs, Johannesburg went off successfully. The GR 2 on Quantitative Methods is currently being presented.

| Date | GRP | Module |
|------------------|-----|---|
| 28 – 30 July | GR4 | 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 (Andreas Buergi) |
| 17 -19 November | GR8 | International Benefits (Andreas Buergi) |

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

Certification Institute

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: House of Pharaohs

A note to all delegates: All the documents needed to attend the Certification Institute are now available on the website. Please note that only registered members will have access to the password needed to obtain these documents.

To access these documents, go to:

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

For more information contact Gillian at the Secretariat: gillian@vdw.co.za or go to: <http://www.sara.co.za/professionaldevelopment/certificationinstitute/>

WorldatWork Feedback Session

The WorldatWork Feedback Session was held on the 14th of July 2005 at Nedbank in Sandton. Presentations were made by:

1. **Rene Richter (Remchannel)** - International Trends: Surveys and Data Management
2. **Rene Thumbran (Telkom)** - Filling in the Blanks
3. **Wisdom Mashika (Telkom)** - Filling in the Blanks
4. **Sue Tosh (Old Mutual)** - Unleashing the Power of Your Employees: Having a Better Return on Your Incentive Plan Investment
5. **Gayle Witcher (Global Remuneration Solutions)** – The Changing Face of the Workforce

SARA would like to thank all the speakers for giving up their afternoons in order to share their experiences from the WorldatWork Conference.

To access these presentations, go to:

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

IPM Events

- **The Annual IPM Convention:** The 49th Annual IPM Convention will be held at Sun City on the 28th – 30th 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>
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Employment Opportunities

- **Manager of Compensation and Benefits:**
Kraft Foods International is looking for a Manager of Compensation & Benefits. The tasks that this position holds are as follows: Manage all country C&B business activities to ensure a competitive market position of Kraft Foods within South Africa and assist in general HR activities within Kraft Foods SA in order to ensure a qualified HR support for all employees.

Interested applicants need the following to be considered fit for this position:

1. Degree / 3-year Diploma in Human Resources.

2. Solid know-how of tax & payroll regulations and implications.
3. Thorough understanding of modern HR practices and processes.
4. At least 3- 5 years of HR experience within a multi-national, knowledge of the FMCG business is an advantage.
5. Preferably 2-3 years managerial experience.

- **Head of Rewards:**

Wisdom Management Search is a leading supplier of human capital solutions, to world-class corporations in the African continent. Wisdom has been exclusively mandated to our client – one of the largest banking/financial groups, who are seeking to appoint a Head of Rewards.

Purpose of the role:

1. To review, develop and manage compensation & benefits policies and programmes across Africa (approx 7,500 employees in 12 operations incl. UK) in line with business requirements, Group guidelines and general best practice and market context.

The role will be based in Johannesburg, South Africa.

To read more about these vacant positions or to apply, go to:

<http://www.sara.co.za/library/employment/>

New Members and Resignations

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
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Apology from the Editor to Malcolm Pannell

A sincere apology is due to **Malcolm Pannell** for the error in the June 2005 Bulletin. In the "Special Mention" for Malcolm Pannell, it stated that he presented the Excel for Remuneration Course. This is incorrect as he presented the **High Performance Cultures and the Role of Reward** workshop, held at the Johannesburg Country Club on the 19th of May 2005.

A Message to Readers from the Editor

Dear Readers

I am Clare van Zwieten and I am the new Communications Officer of SARA. I have a Bachelor of Arts degree in African Politics, African History and English from the University of the Witwatersrand. My experience includes working as a journalist for the Times of Swaziland and as a news compiler for the Africa Trade and Business Bulletin.

Now that you know a bit about me, I look forward to meeting all of you and working with you in the future.

All future announcements and messages to be posted in the bulletin must be forwarded to me by the 23rd of every month.

Kind Regards
Clare
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