

IN THIS MONTH'S EDITION...

- Message from SARA management team
- Baby boomer retirements a huge workforce trend in next 10 years
- Get involved in our snap survey and win
- SARA internships 2008
- Bursary news
- Work life management courses
- SARA events programme 2008
- Employment Opportunities
- Website Postings
- Editor's Note

MESSAGE FROM SARA MANAGEMENT TEAM

A SARA 2000 and 8 welcome

Welcome to the new year! What strikes me about the figure 2008 is the number 8. If I remember my Maths teacher's words, the number eight (lying down) is the symbol for infinity. So folks; SARA wishes you infinity successes in this Gr8 (great) year.

This time of the year and the few months to come will be characterised by movement of talent between organisations. It is time to draft compelling offers to attract and retain talent. Need occasionally arises to relocate recruited and promoted staff

from their current locations. The offer that is given to, particularly to relocating individuals need to be viewed in light of the "peripheral people". The term is not meant to be derogatory but just denotes to the spouse, live-in/ life partner, boyfriend/ girlfriend and children. These people are the hidden hand that will pull the rug from under your feet (as employer) when it comes to the finality of the offer's acceptance.

When an employee/ new recruit is relocating look at and address the needs of the peripheral people. Assist in finding alternative employment for the spouse, live-in/ Life partner and boyfriend or girlfriend should these people be coming along with your staff member. Network with the schools to get the children settled. Remember, the wisdom of the mountains is usually held by the oldest man in the village nearby; the employer knows the local geography better than the relocating employee.

Peripheral people's unaddressed concerns may outweigh the numerical attractiveness of your offer.
Happy attraction and retention in 2000 and infinity.

Sam Hlabati
SARA Executive Council

[Go to top](#)

BABY BOOMER RETIREMENTS A HUGE WORKFORCE TREND IN NEXT 10 YEARS

There are likely to be a number of issues shaping the future of the workforce, but for today's companies, one stands out above the rest. In a recent survey approximately 47% of senior executives said Baby Boomer retirements will have the greatest impact on the workforce over the next decade.

The survey was developed by Robert Half International, a staffing services firm specializing in accounting and finance. It was conducted by an independent research firm and includes responses from 150 senior executives with the nation's 1,000 largest companies.

Executives were asked, "Which of the following trends do you think will most significantly alter the workforce in the next

Baby Boomer retirements 47%
Global business interactions 31%
Outsourcing 11%
Remote work arrangements 5%
Other 5%
Don't know 1%

"The looming retirement of Baby Boomers has captured the attention of business leaders who are concerned about retaining the expertise of their most tenured employees", said Max Messmer, chairman and CEO of Robert Half International. "Fortunately, many Baby Boomers are considering working past the traditional retirement age to stay active and continue earning".

Messmer added, "Businesses that accommodate valued staff members who are not ready for retirement but seek new work arrangements, such as flexible or part-time schedules, are best able to keep top performers. Consulting arrangements allow experienced individuals to remain challenged professionally while maintaining the flexibility to pursue outside interests."

Workspan Weekly - Total Rewards edition
January 11 2008

[Go to top](#)

GET INVOLVED IN OUR SNAP SURVEY AND WIN

Participate in our "snap survey" and assist SARA EMG with an exciting project that we are embarking on, which when complete, will help extend your networks and improve our knowledge base!

If you participate in this survey you also stand the chance of winning one of three prizes! The winners of the three prizes will be announced at our SARA EMG function on March 7, 2008 after a lucky draw - so make sure you are there!

SARA and SARA EMG are often contacted by members and non-members alike about making contact with companies that

information, we would like to launch an easy-to-use map of the world containing this information on the SARA EMG website. We hope to launch this website in the first quarter of 2008.

The committee of SARA EMG therefore request you to participate in this brief on-line survey. It will take no longer than 5 minutes of your time. The survey must be completed on or before February 14.

[Please click here to go to the survey](#)

[Go to top](#)

SARA INTERNSHIPS 2008

The internship will start on April 1 and will run for a period of six months. During this period the interns will obtain exposure to the various aspects of remuneration by visiting various organisations to obtain practical exposure as well as by attending relevant courses and seminars, including the Global Remuneration Professional Course. On successful completion of the internship, the interns will each be placed in at a sponsoring organisation. We have already secured Absa, Standard Bank and Impala Platinum as sponsors.

The interviewing process for the three interns for 2008 has been completed. We have short listed six young and dynamic previously disadvantaged women out of a total of 250 applicants to go forward into the second round of selection which will entail extensive psychometric testing. The psychometric testing will be completed during early February 2008 and the 3 successful candidates will be announced at the end of February 2008.

[Please click here for more information](#)

[Go to top](#)

BURSARY NEWS

SARA has awarded it's first bursary to Sibangilizwe Ncube, a SARA Intern from 2007, for his Masters Degree studies for

The SARA Bursary will once again be made available to SARA members for 2009. Members are to submit their applications by June 2008.

The selection criteria for the SARA Bursary are as follows:

The applicant needs to have an honours/PDM for Masters or a Masters for a Doctorate

The student should preferably be specialising in HR and/or Reward

SARA promotes the Reward profession and is sponsoring research that will grow the knowledge base, create instruments and practices that are scientifically founded

The research topic should be relevant to the reward environment and add to the knowledge and methodologies

The candidate should be committed to continuing to invest in remuneration as a profession

For any more information e-mail Gillian, at the SARA Secretariat, at gillian@vdw.co.za

[Go to top](#)

WORK-LIFE MANAGEMENT COURSES

Work-life Management Course: Get the best out of life and work! Find out how by attending the Work-life Effectiveness courses, developed in partnership with Alliance for Work Life Progress (AWLP)

The first course, Introduction to work-life Effectiveness, runs from July 21 - 23, while course two, Flexible Workplace is from July 24 - 26 at House of Pharaohs at 1 Gaunt street, Bryanston, Johannesburg.

The course will be presented by Celina Pagani-Tousignant, who is the president and founder of Normisur International, an international management consulting firm that specialises in corporate social responsibility, workforce development and executive coaching.

[Please Click here for more information](#)

[Go to top](#)

SARA EVENTS PROGRAMME 2008

MONTH	DATE	FUNCTION	VENUE	TIME
FEBRUARY	13	SARA EMG Meeting	VDW&Co	15:30 - 17:30
FEBRUARY	14	SARA EXCO Meeting	VDW&Co	15:00 - 17:00
MARCH	3 - 5	GR 1 - Johannesburg	House of Pharaohs	All Day
MARCH	6 - 8	GR 9 - Johannesburg	House of Pharaohs	All Day
MARCH	6	SARA EVENT (Tax?)	TBA	TBA
MARCH	7	SARA EMG EVENT - Cultural Event	CCJ Woodmead	07:00 - 10:00
MARCH	10 - 12	GR 1 - Cape Town	Palm House	All Day
MARCH	13 - 15	GR 9 - Cape Town	Palm House	All Day
APRIL	17 -19	GR 1 - Durban	Durban	All Day
APRIL	17	SARA EXCO Meeting	VDW&Co	15:00 - 17:00
APRIL	23	SARA EMG Meeting	VDW&Co	15:30 - 17:30
MAY	8	SARA EVENT	TBA	TBA
MAY	19 - 21	GR 3 - Johannesburg	House of Pharaohs	All Day
MAY	22 - 24	GR 4 - Johannesburg	House of Pharaohs	All Day
MAY	26 - 28	GR 3 - Cape Town	Palm House	All Day
MAY	28	SARA EMG EVENT (Tax Event)	TBA	TBA

MAY	29 - 31	GR 4 - Cape Town	Palm House	All Day
JUNE	18	SARA EMG Meeting	VDW&Co	15:30 - 17:30
JULY	10	SARA EXCO Meeting	VDW&Co	15:00 - 17:00
JULY	21 - 23	W1 - Introduction to Work-Life Effectiveness	House of Pharaohs	All Day
JULY	23	SARA EMG Event	TBA	TBA
JULY	24 - 26	W2 - The Flexible Workplace	House of Pharaohs	All Day
JULY	29	SARA EVENT (WorldatWork Feedback Session)	TBA	TBA
AUGUST	11 - 13	GR 5 - Johannesburg	House of Pharaohs	All Day
AUGUST	14 - 16	GR 6 - Johannesburg	House of Pharaohs	All Day
AUGUST	18 - 20	GR 5 - Cape Town	Palm House	All Day
AUGUST	21 - 23	GR 6 - Cape Town	Palm House	All Day
SEPTEMBER	11	SARA EVENT	TBA	TBA
OCTOBER	2	SARA EMG Meeting	VDW&Co	15:30 - 17:30
OCTOBER	9	SARA EMG EVENT (Tips and setting up offices in Africa, 3rd World Countries and the Middle East)		
OCTOBER	16	SARA EXCO Meeting	VDW&Co	15:00 - 17:00
NOVEMBER	6 - 7	SARA CONFERENCE	TBA	TBA
NOVEMBER	8	SARA YEAR END BANQUET	TBA	TBA
NOVEMBER	10 - 12	GR 7 - Johannesburg	House of Pharaohs	All Day
NOVEMBER	13 - 15	GR 2 - Johannesburg	House of Pharaohs	All Day

NOVEMBER	17 - 19	GR 7 - Cape Town	Palm House	All Day
NOVEMBER	19	SARA EMG Meeting	VDW&Co	15:30 - 17:30
NOVEMBER	20 - 22	GR 2 - Cape Town	Palm House	All Day

[Go to top](#)

EMPLOYMENT OPPORTUNITIES

We trust that you have been receiving your regular SARA Jobs bulletin, and that you are benefiting from this service. Please remember to send us your opportunities, which are also posted on the SARA website at [Professional Development](#).

[Go to top](#)

WEBSITE POSTINGS

New Jobs added to Employment Section:

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

Library, November 2007 newsletter added

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

Corporate Member List updated

<http://www.sara.co.za/saraandmembership/membership/membershipbase>

[Go to top](#)

EDITOR'S NOTE

Dear Readers,

Welcome to the first edition of the *SARA Bulletin* for 2008!

I would like to take this opportunity to wish all our readers a wonderful and prosperous New Year. By way of introduction, my name is Dion Abrahams and I have recently been appointed as News Editor of your monthly newsletter.

As this bulletin carries the objective of keeping its readers up-to-date with the latest industry developments, I welcome and encourage you to send me your thoughts, editorial contributions and comments. I would also like to thank you for the information and support already kindly received.

I look forward to working with you in putting together another successful edition in February!

Please note that the views expressed in this newsletter are not necessarily those of the South African Reward Association.

Dion Abrahams

[Go to top](#)

SARA Secretariat
Van der Walt & Company
Association Management Services
Tel: (011) 789-1384
Fax: (011) 789-1385
Email: sara@vdw.co.za
Website: www.sara.co.za

Manage your membership online at
<http://www.sara.co.za>