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## SARA ELECTIONS DUE IN NOVEMBER

During November 2008, a number of the SARA Exco positions will be contested via an election in which the members will have the opportunity to elect office bearers for a two year term. The procedure is simple. If you want to be nominated for the role of Exco member or President, you have to be nominated by a SARA member. The nominations close 14 days before the election date and nominations must be submitted in writing to the secretary of the association.

The elections will take place during the AGM in November.

Over the last few years the number of people participating in SARA activities increased substantially. We also saw a number of people taking leading roles in broad spectrum of activities. We want to encourage you to make yourself available for election.

Some of the current Exco members may also prefer to join some of the working committees which will create more vacancies. There is currently two vacancies on the Exco.

The strength and credibility of SARA depends on member activism. We need people to contest the leadership roles and if you are not successful, you will elevate your profile so that you will be invited to fill one of the many leadership roles that exist or will become available due to new initiatives.

**Lukas de Swart**  
**SARA President**

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## **GRP GRADUATES 2008**

Congratulations to the following SARA GRP Graduates 2008:

Chantal van Dyk	Rachel Viljoen	Willie van Zyl
Sibangilizwe Ncube	Neil Ulrich	Chene Engelbrecht
Nicolene Barkhuizen	Zakir Yunus	Tania Coelho
Nicolaas Wagner	Lester Satram	Leslie Starkey
Louis Marx	Gail Foster	Ilze Krige

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## **NEW SARA MEMBERSHIP**

A hearty warm welcome to our newest SARA Members:

<b>Corporate Member</b>	<b>Associate Member</b>
James Robertson	Thobela Kolweni
Roger Spencer	Jacques Malan
Malala Ndlazi	
Vincent Alexander	
Tinus Danhauser	
Neil Ulrich	
Riaan Botha	

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## **SARA CONFERENCE 2008**

The SARA Conference will take place on 6-7 November 2008. The theme of this years Conference is THE GREAT REWARD EXPEDITION. SARA have called on members to propose presentations on any case studies that have been implemented in their companies recently that they feel will benefit SARA members and are willing to share it with them.

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## **ADVANCED EXCEL SKILLS FOR HR AND REMUNERATION PRACTITIONERS**

SARA KZN Committee presents 'Advanced Excel Skills for HR and Remuneration Practitioners' on 11 – 12 August 2008 in Durban, facilitated by Dianne Auld

The Excel Skills workshop is a practical workshop covering the essential Excel skills required to analyse market and organisation remuneration information.

The workshop is aimed at:

- Remuneration, HR or Payroll Specialists, Assistants or Managers, who would like to improve their Excel skills and learn specific techniques to aid them with the analysis of market and organisation remuneration data.

Aspects covered in detail during the course of the workshop are the following:

• Importing and Formatting Remuneration Data	• Valuing Remuneration Packages
• Validation of Remuneration Data	• Sub-totalling Remuneration Data
• Importing and Comparing Market Data	• Graphing Remuneration Data
• Scattergrams and Trend Lines	• Distribution Tables and Graphs
• Pivot Tables and Goal Seek	

The cost is R2250.00 for members and R2800.00 for non-members.

Please note that a cancellation fee of R2800.00 will be charged to members and non-members if registration is not cancelled by the 4th of August 2008 or if the delegate is a 'No Show' at the course.

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## **NEW GOVERNMENT CONTROLLED NATIONAL RETIREMENT FUND**

The South African Reward Association – Western Cape presents the New Government Controlled National Retirement Fund on 29 August 2008, with an exciting panel facilitated by Desmond Smith (Santam Chairman).

The panel includes Andrew Donaldson (National Treasury); Jacques Malan (Jacques Malan Consultants and Actuaries) and Joanna Legutko (Jacques Malan Consultants and Actuaries)

Did you know that a “New Government Controlled National Retirement Fund” is planned for implementation as soon as 2010.

Do you know what the implications of this are for .....

- you personally?
- the employees of your organisation?
- the business you are working for?

Some of the issues that will be on the agenda will be:

- How will this influence the existing company retirement fund benefits on offer to employees?
- What impact will this have on the overall total rewards offering by organisations?

- How will this influence the overall income and package structures of employees?
- What should Executives and Reward Practitioners do to manage this change pro-actively?

The event will take place at Santam Head Office, The Auditorium, 1 Sportica Crescent, Tyger Valley.

There is no cost for members, however, non-Members will need to pay R300.00

Please note that a cancellation fee of R300.00 will be charged to members and non-members if registration is not cancelled 48 hours before the function or if delegate is a 'No Show' at the function.

Please RSVP to Thenjiwe Rhoda by 22 August 2008 on [thenjiwe@vdw.co.za](mailto:thenjiwe@vdw.co.za)

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## **IS YOUR COMPANY WINNING THE WAR FOR TALENT?**

We are all facing the same challenges in terms of the war for talent and one of the ways in which we can make a difference is by bringing scarce skills into South Africa – but do you know how to go about this?

### ***Is your company compliant?***

*Do you fully understand the process of immigration? Do you know if your company is compliant?*

Join us on the 14th of August 2008 for an exciting panel discussion to hear expert views on the immigration process and legislation changes that affect your business. You will also hear from the experts about the recent changes to South African Immigration legislation and about the new office that Home Affairs have set up.

The Panel, comprising Alan Seccombe (Director: Tax Services International Assignments and Immigration - Price Water House Coopers) and Beverley Buys-Wheeler (International Assignment Services Manager: ABSA), will be facilitated by Rene Stegman (Relocation Africa).

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## **SPONSOR COMPANY NEEDED FOR INTERN**

To all SARA Members & SARA Supporters

SARA has been working closely with their three interns since March. Presently, SARA has two sponsor companies who will offer employment to two of the interns at the end of their internship period. However, SARA is currently looking for a third sponsor company who would be able to sponsor an intern and open their door to them at the end of their programme which ends on 31 August 2008.

The interns have spent time under the supervision of Dr Mark Bussin, 21st Century Pay Solutions and have visited many Corporates and consulting houses who have offered their time and assistance in grooming the interns. The interns have participated in the SARA Global Remuneration Professional Seminars and networked at several remuneration events. The intention of the programme has been to provide an opportunity for three graduates from

previous disadvantaged communities to be exposed to theoretical and practical exposure in remuneration management. One of the biggest challenges in the remuneration profession is the scarcity of reward skills and specifically, black people who are trained in reward management.

The companies who have become involved with the interns have each sponsored R80,000. The intern then goes on to be employed by the sponsor company, after extensive training in member companies, the GRP Courses and with no recruitment costs. The sponsorship can then be deemed as a worthy investment.

If your company would be interested in sponsoring and then appointing a SARA intern at the beginning of September, or for any more information, please contact Gillian at the SARA Secretariat on (011) 789-1384 or email [gillian@vdw.co.za](mailto:gillian@vdw.co.za)

**Lukas de Swart**  
**SARA President**

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## **WORLD-AT-WORK TOTAL REWARDS EUROPE 2008**

Join us on October 28-30 in Brussels to hear from other top employers and thought-leaders on the best strategies and programs to attract, motivate and retain talented employees. Early bird registration ends soon. Register today.

[To read more about the conference click here.](#)

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## **CHALLENGES FACING TRUSTEES**

Apart from having to compile a suitable investment strategy for their fund in this challenging investment market, trustees also face the challenge of having to comply with the numerous changes to legislation applicable to retirement funds.

Over the past few years the retirement industry has experienced several legislative changes forcing trustees to adapt. One of the more complex changes that trustees are currently facing is the deduction and payment of divorce proceeds from a retirement fund.

[Read more about some of the challenges facing trustees by clicking here.](#)

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## **EVENTS PROGRAMME 2008**

Global Remuneration Professional Certification Seminar:  
*Important dates to remember.*

Johannesburg

Venue: House of Pharoahs, 1 Gaunt Road, Bryanston Ext 5, 2021

Date	GRP	Module
11 - 13 August	GR5	Performance Management
14 - 16 August	GR6	Variable Pay
8 - 10 September	GR2	Quantitative Methods

Cape Town

Venue: Palm House, 10 Oxford Road, Wynburg

Date	GRP	Module
18 - 20 August	GR5	Performance Management
21 - 23 August	GR6	Variable Pay

The cost per GRP seminar is R5 500 (SARA members) or R6 200 for non members. All seminars are scheduled between 08:30 - 17:00. Visit the SARA website to find out more about Global Remuneration Professional.

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## 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.](#)

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## WEBSITE POSTINGS

**New Jobs added to Employment Section:**

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

**Library, latest newsletters added**

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

**Corporate Member List updated**

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

**Latest Presentations from recent events added to site**

<http://www.sara.co.za/library/eventdocuments/folder.2008-03-06.2870023396/>

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## EDITOR'S NOTE

Dear Readers,

Welcome to the July edition of the *SARA Bulletin*!

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 August!

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

*Dion Abrahams*

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