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### **GREAT RESPONSE FOR NOMINATIONS FOR THE SARA REWARD AWARDS 2008**

There was a great response for nominations for Reward Specialists for this year's Reward Awards and now all that remains is the big night. Winners of the different categories will be announced at a lavish ceremony at Montecasino on 8 November 2008 at the SARA Banquet.

The winner of each category will not only receive the acclaim and recognition from their peers, but they will also receive a cash prize of R15 000.

### **THE GREAT REWARD EXPEDITION**

The South African Reward Association (SARA) and Remchannel are on a quest to discover the best Reward Practitioners and Strategists. Over the last six years SARA members have clearly shown how they can compete with the best globally.

Let's see how they fare this year!

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## **SPONSORSHIP OPPORTUNITIES FOR REWARD AWARDS 2009/10**

Planning ahead is what makes the SARA Reward Awards one of the best in the country. To ensure that Reward Awards 2009/10 is bigger and better SARA is on a sponsorship drive.

SARA is looking for new sponsors for next year's awards. If you are interested in this sponsorship opportunity contact Gillian le Cordeur at [gillian@vdw.co.za](mailto:gillian@vdw.co.za).

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## **REMINDER OF THE SARA ELECTIONS IN NOVEMBER**

Remember that 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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## WELCOME TO OUR NEW SARA MEMBERS

A hearty warm welcome to our new SARA Members:

<b>Corporate Member</b>	<b>Associate Member</b>
Ms Hazel Hopkins <i>Company: Axiomatic Consultant</i>	Mr Brett Hopkins <i>Company: Axiomatic Consultant</i>
Mr Carl Eichstadt <i>Company: P3 Africa</i>	Mr Dave Sorour <i>Company: P3 Africa</i>
Ms Louise Erasmus <i>Company: Auditor General</i>	Ms Imelda Kock <i>Company: Auditor General</i>
Mr Johan van Enter <i>Company: Debswana Diamond Company</i>	

### Memorandum to all SARA Corporate Members

Kindly note we are currently updating our database with regards to Contact Representatives for SARA Corporate Members. We kindly request that you complete the update form or hand it over to the relevant person/s to complete and return to us on fax: (086) 680-1368 or (011) 789 2116 or e-mail [Germinah@vdw.co.za](mailto:Germinah@vdw.co.za). Your co-operation in this regard is highly appreciated. Thanking you in advance.

Please [click here](#) for the update form.

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## **SARA CONFERENCE 2008 AND MASTER CLASS**

The SARA Conference will take place on 6-7 November 2008. The theme of this years Conference is THE GREAT REWARD EXPEDITION.

An exciting programme for 2008 awaits you, with our key note speaker being Gavin Watkins

**Gavin Watkins** – A Principal with Towers Perrin based in the Global Consulting Group in Towers Perrin's London office. He is Head of New Business Development for Towers Perrin's in Europe.

***What will be covered in his address?***

*A talk on a global workforce study conducted recently involving 90,000 employees in 18 countries. Country specific extracts from this study for a number of countries - including emerging markets - which provides a fascinating insight into what employees want and more importantly what drives them to join, stay or leave their employer and most importantly what makes them 'engaged' employees and the impact that this can have on a company's financial performance will be covered.*

*The programme will also include presentations and workshops by the following speakers:*

**John Rubino** – International Speaker with a presentation on 'Around the World with Total Rewards: the Global Expedition to Engage Talent'

**Tom Goslin** – International Speaker (PricewaterhouseCoopers, UK) presents 'The Journey in Executive Remuneration (Yesterday, Today, Tomorrow)'

**Tom Wixley** – Chairperson of various REMCO's of large SA Organisations presents 'The Journey of Executive Remuneration – A South African Perspective'

**Pravin Gordhan**, Commissioner – South African Revenue Service will present a 'Case Study: SARS' and 'How SARS was transformed into an employer of choice'

**Kenny Govender & Department of Public Service and Administration (DPSA) Team** with a presentation on 'Attraction and Retention in the Public Service - Challenges and Possible Solutions'

**Gina Davidson** and **Lester Satram** from Nedbank will present a 'Case Study: Nedbank:' and 'How to integrate and implement an Employee Value Proposition linked to the organisations Reward Strategy'

**Dr. Roelof Botha**, Economic Advisor to PricewaterhouseCoopers & **Rene Richter** Managing Director of Remchannel with a presentation on 'Remuneration trends against the background of global and local economic developments and the impact on remuneration'

**Christo Bester** from Sanlam with a Case Study on Creating a Culture of Recognition in Sanlam

**Dianne Auld** and **Mark Bussin** presents 'Sound Reward Management requires sound structures and practices - A hands-on “how to do” workshop with two experts in the field of Reward Management.'

#### **Introducing an Expatriate Remuneration Stream**

The Expatriate Management Group (SARA Sub-Committee) will facilitate discussions on remuneration and benefit case studies and the challenges companies are facing when they deploy resources into different countries.

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

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

Date	GRP	Module
10 - 12 November	GR7	International Total Remuneration
13 - 15 November	GR2	Quantitative Methods

Cape Town

Venue: Palm House, 10 Oxford Road, Wynburg

Date	GRP	Module
17 - 19 November	GR7	International Total Remuneration
20 - 22 November	GR2	Quantitative Methods

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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## **SARA INTERNSHIP PROGRAMME**

SARA is proud to announce that ABSA, Standard Bank and SARS are the official sponsor of SARA's Remuneration Internship Programme for 2008. The programme aims to develop the remuneration skills of previously disadvantaged individuals within the reward profession and the money provided by the sponsors goes towards covering the costs of the interns for the period of the internship. At the end of the internship period, the sponsors will have the option of placing the interns in their own organisations.

This worthy programme provides the reward fraternity with an opportunity to invest in our future reward specialists and practitioners and will enhance the available skills in the reward profession. SARA members are encouraged to support the programme as part of their investment in human capital as they will surely receive great rewards as a return on their investment.

We hope to bring you an update on what the interns have got up to thus far in the next edition.

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## **SARA GRP FACILITATORS IN SOUTH AFRICA**

The Global Remuneration Professional (GRP) programme have become increasingly popular and a sought after qualification in South Africa and other African countries. Within South Africa there are very few trained GRP facilitators and it is becoming increasingly difficult to meet the increasing demand for more courses due to a lack of tutoring capacity. WorldatWork and SARA are currently wanting to develop more GRP Facilitators in Southern Africa and are calling for SARA Supporters who may want to take up this challenge to apply.

People interested should preferably be a Certified GRP, have a broad knowledge and experience in remuneration, and have the ability to facilitate or teach.

Should you be interested in applying to become a GRP facilitator, please email your CV and a short paragraph on why you would like to become a GRP tutor to [gillian@vdw.co.za](mailto:gillian@vdw.co.za) by 10 September 2008.

Please note that there will be a selection process whereby SARA and the WorldatWork will shortlist possible candidates. The short listed candidates will then be subjected to a formal assessment process which will include an interview by a panel and a presentation on a GRP module. WorldatWork will then make a final selection and, as part of a train the trainer process, the selected candidates will then co-tutor a GRP Course early in 2009.

Please feel free to contact Gillian should you require any more information and we look forward to expanding on our very own team of WorldatWork facilitators in South Africa.

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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>

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## EDITOR'S NOTE

Dear Readers,

Welcome to the August 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 September!

*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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