

IN THIS MONTH'S EDITION...

- SARA Conference 2008 and Master Class
- It's almost time for the SARA Banquet 2008
- Request for proposal: SARA Reward Awards 2009
- Reminder of the SARA elections in November
- Welcome to our new SARA members
- A word from the SARA interns
- SARA GARP project makes good progress
- SARA KZN presents 'Making Performance Management Work For You
- EMG presents 'Is Your Company Winning The War For Talent?'
- SARA EMG Annual General Meeting
- World-at-Work Total Rewards Europe 2008
- SARA GRP programme 2008
- GRP graduates
- Employment opportunities
- A summary of responses on the extended sick leave survey
- Website postings
- Editor's note

SARA CONFERENCE 2008 AND MASTER CLASS

The Executive Team of the South African Reward Association is very excited to announce the annual SARA Conference, scheduled for 5 - 7 November 2008. The first 100 delegates to register will receive a free book titled "1001 WAYS TO REWARD EMPLOYEES". So don't delay register now!

For the first time we have introduced streams on both days of the conference to cater for all levels from Executive Remuneration to the entry levels, as well as Expat management.

A new addition, is the Master Class on the afternoon of 5 November which will be a hands-on workshop on the factors that drive attraction, retention and engagement. The Conference will be held at Montecasino, Fourways, Johannesburg. The theme of this year's conference is "The Great Reward Expedition". In addition to our top local speakers, we have contracted with four international speakers, Tom Goslin from PricewaterhouseCoopers, UK, Gavin Watkins and Crispin Marriott from Towers Perrin, UK, and John Rubino from Rubino Consulting, New York. We are convinced that these speakers will assist us in achieving another successful event this year.

SARA will once again be looking for members to sponsor items for the delegates at the conference. Any company who contributes sponsorship to the conference will receive acknowledgement for their contribution at the conference. There is an opportunity for companies to sponsor the following items at the conference:

- The conference satchels
- Paper, rulers, erasers
- A refreshment break or lunch
- Gifts for lucky draws during the conference
- Executive pads
- Any items that could be included in the conference bags (also aligned to the "expedition" theme)
- Lanyards

Should you wish to sponsor any item, please contact Gillian le Cordeur, at the SARA Secretariat, at Tel: (011) 789-1384 and advise her accordingly.

We look forward to hearing from you. Thank you for your ongoing support and we trust that this will be a worthwhile event which will support our mission of "developing and promoting reward practices".

Lukas De Swardt
SARA: President

[Go to top](#)

IT'S ALMOST TIME FOR THE SARA BANQUET 2008

WHO WILL BE THE WINNER OF THIS YEAR'S PRESTIGIOUS AWARDS?

It's almost time for the big night. In just a little while the winners of the different categories of the SARA Reward Awards 2008 will be announced at a lavish ceremony at Montecasino.

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. This year SARA received many nominations for the SARA Reward Awards. The finalists are currently being reviewed by panels of judges. Nominations were received from some of the following companies: Sanlam; Nedbank; Rio Tinto; Woolworths; Zurich Insurance Company; Transnet Freight & Rail; Investec Bank; Sasol; Parmalat SA; FNB; SARS

Join us at this exciting ceremony which takes place on 8 November 2008 at the SARA Banquet, where the Great Explorers will be unveiled!

[Go to top](#)

REQUEST FOR PROPOSAL: SARA REWARD AWARDS 2009

The South Africa Reward Association is proud to call for proposals for the sponsorship of the highly acclaimed Annual Reward Awards programme for 2009 and 2010.

During the past few years, the SARA Reward Awards programme has established itself as one of the most prestigious and meaningful awards programmes in the Human Resources fraternity. The top reward professionals in the industry are recognised every year at an esteemed year-end banquet.

A close and active working relationship between past sponsors and SARA has assisted in setting and maintaining a consistently high standard for this programme. These standards are recognised amongst peers in the industry as credible and are widely respected.

THE SPONSOR(S):

The sponsor(s) associated with this prestigious event for 2009 and 2010, must comply with the following criteria:

- * Support and endorse the SARA vision;
- * Contribute to the credibility of this prestigious programme;
- * Be passionate about the reward industry; and
- * Be actively involved with the Reward Awards Committee in the planning and organising of the programme and the awards

event.

* Improve/add value to the Reward Awards process.

Benefits for the sponsor:

- * An opportunity to further the interests of the reward fraternity and support the SARA vision;
- * Associated with the most prestigious reward programme and event of the year;
- * Excellent marketing exposure throughout the sponsor period;
- * The sponsor name and logo will appear on all SARA communications during the year/s of sponsorship; and
- * An excellent vehicle to expand the organisation's professional network.

THE PRIZES FOR AWARD WINNERS:

There are three awards categories:

Category One: Reward Strategist of the year: R20 000

Category Two: Reward Practitioner of the year: R20 000

Category Three: Reward Team of the year: R20 000

Criteria for above categories will be available on request.

THE 2009 SARA AWARDS SPONSORSHIP:

The full sponsorship consists of R100,000 (One Hundred Thousand) rand per annum. The funds will be used to sponsor the prize money as well as the funding of some of the expenses related to the Annual Awards Banquet. In order to provide the sponsor(s) with the maximum exposure it is preferable to have one sponsor company for the programme. A maximum of two sponsoring companies will be considered in which case a joint proposal should be submitted for consideration.

THE PROCESS:

To be considered for the sponsorship, please submit your completed proposal based on the criteria included above to:

Electronic: gillian@vdw.co.za Or Hard copy to: PO Box 868, Ferndale, Randburg, 2194.

Closing date for submissions: 2 October 2008

The successful sponsor(s) will be notified by: 20 October 2008

CONDITIONS:

· All submissions will be evaluated by the SARA Management Committee based on the above-mentioned criteria (excluding current consulting committee members);

- The SARA Management Committee decision will be final;
- A representative/s of the sponsor company must be able to attend and contribute to all committee meetings;
- The sponsor for 2009 and 2010 will be announced at the 2008 SARA Awards function.

ANY FURTHER QUERIES:

Should you have any further queries, please contact:

SARA Secretariat, Gillian le Cordeur on Tel: (011) 789-1384 or gillian@vdw.co.za

[Go to top](#)

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

[Go to top](#)

WELCOME TO OUR NEW SARA MEMBERS

A hearty warm welcome to our new SARA Members:

Corporate Member	Associate Member
Mr Hubbart Tyron Company : Bidfreight Port Operations Pty Ltd	Ms Kathy Melvyn Company : Bidfreight Port Operations Pty Ltd
Ms Linda McMullin Company : Accenture South Africa Ltd	Ms Rowen Steyn Company : Bidfreight Port Operations Pty Ltd
Mrs Mpume Makhubela Company : Investment Solutions Holdings	Ms Melanie Botha Company : Accenture South Africa Ltd
	Mr Siphiso Bandla Company : Investment Solutions Holdings
	Mrs Sarah Sekano Company : Investment Solutions Holdings

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. Your co-operation in this regard is highly appreciated. Thanking you in advance.

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

[Go to top](#)

A WORD FROM THE SARA INTERNS

We caught up with the three SARA interns for 2008 to find out what they've been up to and this is what they had to say:

The best way to describe the six months of our internship would be to describe it as being like the Amazing Race. We had many obstacles to overcome but overall it was fun and exciting.

Looking back to when we first started we felt there was so much to learn and stressed about whether or not we would cope. To add to our stress was the Global Remuneration Courses, but as time passed we've learnt to develop and our confidence has grown. It's amazing how everyone in the remuneration field is willing to lend a helping hand.

The journey of our internship has come to an end and it is sad for us to go our separate ways. On the other hand, it's the beginning of a greater journey which we're all looking forward to with great enthusiasm! The knowledge and advice that was passed on to us will never be forgotten and for that we have many people to thank. We will forever be grateful for this opportunity and encourage anyone who can to take on this journey.



Cynthia Chauke, Sadiyah Rajah and Rochelle van Schalkwyk

SARA GARP PROJECT MAKES GOOD PROGRESS

We have progressed with the GARP project to a point where we have reworked all the draft standards into an integrated document. This document will go through several iterations of refinements to ensure that it is a genuinely “General Accepted Standard”.

The route to this point:

Eight project teams work on eight focus areas in the reward domain.

Their products were submitted to groups of reward specialist who reviewed the inputs from the work teams.

The inputs of the review groups were then integrated using the services of a professional writer.

This is where we are today.

The steps ahead:

The standards need to go through more testing and evaluation.

The following are the immediate next steps:

To publish the draft standards on the SARA website for all the SARA members to study and give feedback on. The website is so developed that you will be able to access all the standards in the eight work streams. You will be allowed to review the content, ask questions, propose amendments or give comment.

You are also requested to test the different standards in your organisation and review it, if this is acceptable to you. At some stage we will ask the different member organisations to give us their approval of the standards (The method will still have to be decided on).

We plan to have a two day workshop during which we will do a final review of the total GARP standard.

The document will be submitted to the Institute of Directors for editing into the King III report as Practice notes.

The document will be submitted to the Accounting Profession to be approved as the standards for remuneration management assurance/ auditing in organisations.

Your role:

You have an opportunity to contribute to a “first” real remuneration standard. To be credible and to satisfy the King III requirements of a broad based industry consulted standard, all SARA members are requested to review the standards with a view that it may become the standards with which remuneration will be reviewed and quality assured. Give us your best

intellectual contribution and ask a colleague to do the same. Debate the issues rigorously and help the profession to leap forward.

Instructions:

Follow the link below to access the SARA GARP Section on the SARA website.

For each Chapter there is a form that needs to be filled in with your contact details and your comments.

http://www.sara.co.za/siteworkspace/GARP-FEEDBACK/index_html

SARA Secretariat

[Go to top](#)

SARA KZN PRESENTS 'MAKING PERFORMANCE MANAGEMENT WORK FOR YOU'

The SARA KZN Committee presents 'Making Performance Management Work for you' on 10 October 2008 at the Albion Guesthouse, 7 Davaar Place in Morningside, Durban.

Facilitated by Mark Bussin, who is the Executive Chairman of 21st Century Pay Solutions Group. He will discuss:

Why all the Hype about Performance Management (PM)?

- * The Nuts and Bolts of the PM Process
- * Different types of performance management systems - the pros and cons
- * Do Performance management Systems really change employee behaviour?
- * Reasons why PM initiatives fail
- * Critical linkages - linking PM to Company strategy
 - * Linking individual PM measures to Company performance indicators
 - * Linking reward to Performance.
- * Panel discussion - Is PM worth the hassle - do we really need it?

The cost for members is R1000,00, while it will cost non-members R1400,00.

Cancellation Fee: Please note that a cancellation fee of R1000.00 will be charged to members and non-members if

registration were not cancelled by the 4th of August 2008 or if the delegate is a 'No Show' at the course.

Please RSVP to Marisa by the 3 October 2008. E-mail marisa@vdw.co.za

[Go to top](#)

Expatriate Management Group News

EMG PRESENTS '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 Africa, especially 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 and what it entails?

Join us on the 9 October 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 Large Business Unit that Home Affairs have set up. This discussion will also touch on the immigration issues experienced in other African countries.

The panel will be facilitated by Mark Stoffberg of AngloGold Ashanti, while the panel members include Alan Secombe (PriceWaterHouseCoopers), Beverley Buys-Wheeler (ABSA), Rene Stegmann (Relocation Africa) and Rachel Diederichs (Nestle)

The presentation takes place on 9 October 2008 from 07:00 at Barloworld Limited, 180 Katherine Street, Sandton.

There is no charge for SARA members, however, non-members will have to pay R200. Please RSVP to Natasha by 3 October 2008: natasha@vdw.co.za

Cancellation Fee: Please note that a cancellation fee of R200 will be charged to members and non-members if registration is not cancelled 48 hours before the function or if the delegate is a 'No Show' at the event.

[Go to top](#)

SARA EMG ANNUAL GENERAL MEETING

The 2008 SARA EMG AGM is set to take place on 09 October 2008 at Barloworld Limited, 180 Katherine Street, Sandton.

Should you wish to make a nomination for the EMG Committee please thoroughly complete the nomination form and forward it to the Secretariat via fax 086 688 8634. Kindly note that the nominations close on 03 October 2008.

[Click here for the EMG AGM Nomination Form.](#)

[Go to top](#)

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.](#)

[Go to top](#)

SARA GRP 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
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.

[Go to top](#)

GRP GRADUATES

Congratulations to the following people who have just graduated from the Global Remuneration Professional Certification Course:

Janice Hiskett-Jones	Kesari Moodley
Stuart Neill	Mary Otto
Linda McMullin	Sithembiso Mbonambi
Robert Van Niekerk	Isabella Makuta
Barbara Verster-Nowak	Shireen Pillay
Diana Husselmann	Neela Kalyan
Ronald Ngwenya	Heritha Nankole Sepiso

Aziz Hendricks

Trevor van Wyk

[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](#)

A SUMMARY OF RESPONSES ON THE EXTENDED SICK LEAVE SURVEY

Earlier this year a survey was conducted for the Reserve Bank on extended sick leave.

Recently we received the feedback from Jasper Steyn, Senior Manager: Information and Policy Management at the South African Reserve Bank, Human Resources Department. He would like to thank all the responding companies (115 in total) for their participation and patience.

Questions ranged from "How much normal sick leave days are employees entitled to over their 3-year cycles?" to "Is the granting of additional sick leave days, where applicable, managed centrally e.g. in the HR Department?"

To view the survey report [click here](#).

[Go to top](#)

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/>

[Go to top](#)

EDITOR'S NOTE

Dear Readers,

Welcome to the September 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 October!

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>