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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

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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.

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

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SARA GARP - AN ACCOLADE

The SARA GARP project was initiated by the current SARA president, Dr Lukas de Swardt in 2007. The aim of the project was to document minimum standards for the reward profession. This may sound like a fairly simple goal, but only after the respective work teams started getting together, did we all realise, that it in fact was one of those “big hairy audacious goals!”.

Through the generous donations of time and input, the first formal draft of the combined General Accepted Reward Practices, is now available for comment. Once comment has been incorporated, representatives from the IOD and SAICA

will be asked for input before the first set of standards is released. The SARA Exco is very excited about the prospects of having this first set of standards released and believe that it will enhance the reward profession in South Africa, to the next level.

The GARP process started off with work streams that collated and refined the content of the respective standards. Thereafter, several sessions were facilitated to ensure that the content was complete and accurate. An external professional writer was contracted to re-write the standards and now it is available to you, the broader membership, for your input.

We would like to thank the following people who formed part of the initial work streams:

Reward Management

Peet Kruger (editor)

Francois Vorster

Sam Hlabathi

Kirk Kruger

Job design and evaluation:

Louise Marx (editor)

Sanet de Lange

Jim Steer

Dee van Heerden

Elsje Harris

Hein Bisschoff

Moyra Vermeulen

Chrisilla Grigoriadis

Ruth Mathabathe

Malcom Pannell

Fixed Pay:

Neil Ulrich (editor)

Willem Verwey

Tina Georgoulakis

Aziz Hendricks

Deon van den Vyver

Mark Bussin

Peter Mason

Ilse Krige

Gail Foster

Benefits:

Lukas de Swardt (editor)

Variable Pay:

Martin Hopkins (editor)

Lukas de Swardt

Performance Management:

Nazlie Samodien (editor)

Elizabeth Da Silva

Farahna Sallie

Andrew van Zyl

Raymond Raats

Anusuya Govender

Remuneration governance:

Ronel Nienaber (editor)

Marietjie Lotter

Neil Ulrich

Willemien van der Merwe

The following people attended one or more of the facilitated sessions where the contents of the documents were studied and feedback were received:

Dee Abrahams	Martie Bester	Hein Bischoff
Johan Brits	Kim Cilliers	Edward Dube
Zandile Faniso	Cynthia Fry	Aziz Hendricks
Theresa Lee	Lucette Muila	Iris Pretorius
Prisa Ramiah	Magdaleen Roode	Mandy Seaborne
Lindelwa Gailela	Lynda Greef	Martin Hopkins
Leonie Marshall	Vionne Tregurtha	Gwen Eachells
Tina Georgoulakis	Deon Kleynhans	Ilze Krige
Raymond Raats	Neil Ulrich	Willen Verwey
Louise Marx	Stuart Neill	Linda McMullin
Marietjie Lotter	Sanet de Lange	Netta Hayward
Fred Henze	Glynnis Pieters	Cornel Uys
Moyra Vermeulen	Nazlie Samodien	Ronel Nienaber
Lukas de Swardt (facilitator)		

Being involved with SARA is a bit like being involved with a charity. The success of SARA's initiatives depends on the generosity of our benefactors, our members – people who give their time in support of the initiatives in support of the reward profession, without expecting any financial returns. The returns you receive when you are involved in one of the SARA initiatives come in the form of creating something new and making a difference, forming friendships and building networks.

Thank you for being part of building the future of SARA!

Lukas de Swardt and Ronel Nienaber

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NOTICE OF THE SARA AGM

Notice is hereby given of the SARA AGM to be held on Thursday, 6 November 2008 at 07:00 at the La Toscana, in Montecasino.

Election of Office Bearers

Nominations have been received for the new SARA Committee and candidates will be elected by our Corporate Members at the AGM.

In terms of the Constitution, voting for office bearers are limited to Corporate Members of the Association, through their representatives. Each Corporate Member is allowed one representative that has a vote. Similarly the Nominee, as well as the nominator and second, has to be a Corporate Member Representative.

A special edition election bulletin with all the nominees' profiles will be available soon.

Jean Venter
Van Der Walt & Co
SARA General Secretaries

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AND THE SARA BURSARY GOES TO...

The SARA Bursary "Developing a total reward framework aligned to personality types as defined by the Myers-Briggs Type Indicator" was awarded to Ronél Nienaber



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SARA KEEPS ON GROWING

A hearty warm welcome to our new SARA Members:

Corporate Member	Associate Member
Ms Raymonde van den Berg Company : Nampak Management Services	Mrs Nicki Goulding Company : Nampak Management Services
Ms Annie Naidu Company : Kellogg Company South Africa (Pty) Ltd	
Ms Hlulisani Moliea Company: RGA Re-Insurance Co. of SA Ltd	

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.

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SA EXECUTIVES' LIVING STANDARDS BETTER THAN THEIR OVERSEAS COUNTERPARTS

South African executives' living standards and net disposable incomes are better than those of the vast majority of their

peers in Europe, Australia and Africa.

These were the findings in a new report released by human resources consultancy P-E Corporate Services. The company regularly analyses remuneration and working condition trends at more than 850 companies employing more than 1,5-million people.

As part of its latest survey, the firm has compared the remuneration and living standards of South African executives with those of their peers in 15 other countries. South African executives were eclipsed only by their counterparts in the US and Germany.

The research shows that local executives are better off than those in the UK, Netherlands, Belgium, France, Spain, Denmark and Australia. "The results of our September survey show that South African executives continue to enjoy extremely high standards of living relative to other executives worldwide," said Martin Westcott, MD of P-E Corporate Services .

He said the position of South African executives had improved materially over the past decade due primarily to the large increases in executive pay which had been driven up by skills shortages, the global expansion in executive salaries and increasing levels of executive mobility.

"Executive remuneration in SA had increased between 9,5% and 10% this year," he said.

In the US, pay increases for executives had increased between 3% and 5%. However, the inflation rate in the US was much lower than that of SA, Westcott explained.

But he said the credit crunch would "hammer" share incentives. Companies would not be able to perform at certain levels meaning that share prices would drop significantly. "We can expect this to take place on a global scale," he said.

The research also compared South African executives with a representative sample of countries throughout Africa. Executives in Kenya fared as well as those in SA, with Zambian executives not far behind. Far worse off were executives in Namibia, Nigeria and Malawi, while those in Zimbabwe were not even on the purchasing power radar screen.

The methodology used in the research involved deducting tax and social security costs from gross remuneration to arrive at a net remuneration figure. Essential living costs, such as food, transport, and housing, were then deducted from net remuneration to yield net disposable income.

Westcott said that living standards remained low for executives in most African countries when compared with SA.

Courtesy of Business Day
By: Sanchia Temkin
Professional Services Editor
16 October 2008

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WHERE ARE THE SARA INTERNS?

The journey of the SARA internship for 2008 has come to an end, but what has happened to our three interns? Well all three interns have started in their new jobs and are well settled.

Cynthia Chauke has started her new job at Standard Bank, while Sadiyah Rajah has been appointed by SARS and Rochelle van Schalkwyk is at ABSA.



Cynthia Chauke, Sadiyah Rajah and Rochelle van Schalkwyk

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Expatriate Management Group News

ELECTION OF THE NEW EMG CHAIRPERSON

Congratulations to Mark Dunn who was recently elected as the new EMG chairperson.

New additions to the EMG Committee include Ashley Coetsee, Ivor Solomon and Verona Toman.

The new EMG Committee members are:

Yvonne Webb	Sasol Group Service (Pty) Ltd
Barbara Parry	Lonmin Management Services

Rene Stegmann	Global Expatriate Management
Mark Dunn (chairperson)	First Rand Bank
Emily Wilks	Remchannel (Pty) Ltd
Ashley Coetsee	HSBC Bank Plc
Ivor Solomon	COCA-COLA
Verona Toman	Standard Bank Group Ltd
Gillian le Cordeur	Secretariat

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FEEDBACK FROM THE EMG PANEL DISCUSSION ON "IS YOUR COMPANY WINNING THE WAR FOR TALENT?"

The EMG committee arranged a panel discussion on Immigration issues and how these issues can impact on a company's attraction strategy. All companies are facing the same reality in that there is a global shortage of specific skills. The event was held at Barloworld recently and was sponsored by PWC and Barloworld. The feedback received from the delegates that attended was that the event was extremely informative. The EMG committee were delighted that the event was so well attended - seventy two registered attendees all in all!

The panel was facilitated by Mark Stoffberg from AngloGold Ashanti and comprised of:
 Rachelle Reyneke – Department of Home Affairs
 Alan Secombe – PWC
 Rene Stegmann – Relocation Africa
 Beverley Buys - Wheeler – ABSA
 Rachel Diederichs – Nestle

We were very fortunate that Rachelle was available to participate in the panel discussion, as she was able to give input on various immigration issues that are concerning Companies at this point in time. Part of the discussion focussed on the Large Business Centre pilot project and Rachel Diederichs was able to give us her perspective on this pilot project as Nestle is a participating organisation of the Large Business Centre.

Rene shared her experiences in terms of dealing with immigration issues in other African countries and it was interesting to hear about the complexities and problems experienced in other African countries in this regard (for example, bribery is often a big issue).

Beverley provided information on certain practical issues relating to various immigration issues such as advising the delegates as to when a person may and may not work on a visitor's permit. Alan spoke about the various procedures and processes that Companies should follow when bringing potential employees into South Africa and he highlighted the statutory requirements that companies are obliged to adhere to. He emphasised the importance of having specific documentation readily available at all times at a central point in the organisation, for all inbound expatriates.

There were numerous questions from the audience members both during and after the session and delegates left realizing how complex the topic of immigration really is and how essential it is for companies to be well equipped to handle immigration issues correctly.

SARA GRP PROGRAM 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.

GRP GRADUATES

Congratulations to **Fillemon Nangolo Hambuda** who has just graduated from the Global Remuneration Professional Certification Course:

GRP CERTIFICATION PROGRAM CHANGES

The Global Remuneration Professional (GRP) designation provides a foundation of knowledge spanning across borders. The GRP supports professionals to excel around the world. The GRP is earned by passing a required battery of eight examinations.

With the changes to the certification program, the GR5: Performance Management exam is being phased out and will no longer be available after Dec. 31, 2009. The content of performance management is important to practitioners, and is being integrated into courses and exams of GR4: Base Pay Management and GR6: Variable Pay. There is no time limit for completion of these requirements. Examinations are the same in all countries in which courses are undertaken.

[Click here to find out more.](#)

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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 October 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 November!

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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