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ELECTION FEVER HITS SARA

Well, America have just done it and now so can SARA Corporate Members! Corporate members will be given the opportunity to vote online for their favourite candidate to become the next SARA President.

Electronic elections are about to be conducted and all corporate members will be invited to cast their votes. Watch this space because in the next few weeks we will have a new president.

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SARA REWARD AWARDS 2009/2010 SPONSORSHIP

Remchannel has been the proud sponsor of the South African Reward Awards for the past 4 years. SARA called for proposals from the consulting fraternity during September 2008 to sponsor the event for the next two years. At the prestigious annual Reward Awards Banquet on the 8th November it was announced that Remchannel has again been awarded the honour of sponsoring the event.

Rene Richter, Managing Director, indicated that the journey with SARA has been far more rewarding than the actual destination and that the growth of the Association has presented many opportunities to further the profession as a whole.

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SARA MANAGEMENT COMMITTEE 2009

Members of the Association elected a new Management Committee at the AGM that was held on 6 November 2008.

President: Currently vacant

Tina Georgoulakis

Vice President: Yvonne Webb	Peet Kruger
Jerry Botha	Ronnie Moholane
Mark Bussin	Ronel Nienaber
Neil Ulrich	

Chairs of branches on the Management committee are: Mark Dunn (EMG), Sandie Thomas (Cape Town), Marius Oosthuizen (KZN)

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REMUNERATION INTERNSHIPS FOR PREVIOUSLY DISADVANTAGED INDIVIDUALS (PDI's)

Looking for a black remuneration professional, grow your own?

As part of our ongoing commitment to developing remuneration skills for PDI's, we have pleasure in inviting you to participate in developing internships within the remuneration area. We are looking for a sponsorship of R 80 000 to cover basic salary and material costs for a candidate for a 6 month internship.

In a nutshell:

- We will recruit 3 PDI candidates who have a minimum qualification of an undergraduate degree (Honours is ideal)
- Mark Bussin from 21st Century Pay Solutions Group will train and mentor the 3 candidates for 6 months (see appendix 1 for proposed curriculum)
- The candidates will be paid a basic salary of R 8 000 per month for 6 months (R48 000) and the balance (R32 000) is used to cover material required and seminar/ conferences attendances. The ideal candidate will:

- Be a graduate with an Honours degree (preferably in commerce or industrial psychology)
- Bona fide Previously Disadvantaged (PDI) South African citizen
- Have little or no work experience
- Be proficient in reading and writing in English
- Have own transport (Johannesburg, Pretoria and surrounding areas) for the duration of the internship
- Have basic computer skills including Word, Excel, PowerPoint and Internet
- The sponsoring organisation has the first right to appoint a candidate after 6 months but is not obliged to hire the candidate.

The timelines are as follows:

<p>February/March 2009 Recruit 3 PDI's Obtain 3 Sponsorships of R80 000 each paid in February 2009 to SARA</p>

April 2009
Undergo Learnership

September 2009
Complete Learnership

November 2009
Candidates enter formal
employment with sponsor or
other

Please contact Mundusha Jialal-Dasrath at mjialal-dasrath@fnb.co.za or on 011 352 9061 for more information or to pledge your R80 000.

We look forward to partnering you in getting skilled PDI remuneration professionals into business.

SARA Internship Committee

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NEWS FROM THE WESTERN CAPE BRANCH

DID YOU KNOW...

Dianne Auld is writing a weekly column for the Worldatwork newsletter - Workspan Compensation Edition. The column is entitled Excel Tips for Compensation Practitioners, and covers data formatting, statistics, graphs, pivot tables, subtotals, regression analysis and many other topics useful for reward practitioners. All the tips have screen shots and cover both Excel 2003 and 2007.

The weekly column can be accessed through the Worldatwork newsletter. But Worldatwork have also made available, due to requests from readers, an archives site, with all columns to date (13 so far). This can be accessed from the main Worldatwork web site, using the SARA membership password - just click on Resource Centre, Information Resources, Excel Tips, or you can access it directly through the following link:

http://www.worldatwork.org/waw/Content/newsline/excel_stories.jsp

TAX UPDATE 2009...

The Budget speech will be delivered on 11 February and SARA Western Cape Branch will again hold the annual tax update session. Jerry Botha of Tax Consulting South Africa has agreed to summarise the implications of this years Budget and share his views from a reward and benefits perspective. Details of the date/time/venue et cetera for the Cape Town session will be circulated in due course.

Please feel free to contact Sandie Thomas 021 – 671 2695 or sandie.thomas@remchannel.co.za if you have any ideas of specific areas of interest for information sharing sessions during 2009!

NEW MEMBERS WELCOMED TO SARA

Welcome to our new SARA Members:

Corporate Member
Mrs Susan Lombard <i>Company:</i> JD Group Trading (Pty) Ltd
Mrs Debbie Lezar <i>Company:</i> Grindrod Management Services (Pty) Ltd
Mrs Barata Pitso <i>Company:</i> Small Enterprise Development Organisation

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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SARA GRP PROGRAMME 2009

SARA introduces a new GRP Course in 2009:

Candidates working towards GRP certification may now choose between GR17 (Market Pricing: Conducting a Competitive Pay Analysis) or GR5 (Performance Management - Strategy, Design and Implementation to meet their required examinations)

Global Remuneration Professional Certification Seminar:

Important dates to remember.

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

Date	GRP	Module
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16 - 18 February 2009	GR1	Total Remuneration Management
16 - 18 March 2009	GR2	Quantitative Methods
19 - 21 March 2009	GR7	International Total Remuneration
8 - 10 June 2009	GR3	Job Analysis and Job Evaluation
11 - 13 June 2009	GR4	Base Pay Management
7 - 9 September 2009	GR5	Performance Management
10 - 12 September 2009	GR6	Variable Pay
2 - 4 November 2009	GR9	Strategic Communication in Total Rewards
5 - 7 November 2009	GR17	Market Pricing: Conducting a Competitive Pay Analysis

Cape Town
Venue: To be announced

Date	GRP	Module
23 - 25 February 2009	GR1	Total Remuneration Management
23 - 25 March 2009	GR2	Quantitative Methods
26 - 28 March 2009	GR7	International Total Remuneration
22 - 24 June 2009	GR3	Job Analysis and Job Evaluation
25 - 27 June 2009	GR4	Base Pay Management
14 - 16 September 2009	GR5	Performance Management
17 - 19 September 2009	GR6	Variable Pay
9 - 11 November 2009	GR9	Strategic Communication in Total Rewards
12 - 14 November 2009	GR17	Market Pricing: Conducting a Competitive Pay Analysis

Durban
Venue: To be announced

Date	GRP	Module
28 - 30 September 2009	GR3	Job Analysis and Job Evaluation
1 - 3 October 2009	GR4	Base Pay Management

The cost per GRP seminar is R5 900 (SARA members) or R6 600 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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GRP GRADUATES

Congratulations to all the candidates who graduated from the Global Remuneration Professional Certification Course:

Michelle le Roux

Samantha van Rensburg

Netta Hayward	Carla Graham
Lerato Ngozwana	Anna Catherina Jacobs
Alison Henning	Mohamed Mangera
Cynthia Chauke	Rochelle van Schalkwyk
Robert Reynolds	Angela Hanekom
Debra Da Silva	Vionne Tregurtha
Noreen Mulder	Karin Gilbert
Deon van der Vyver	Wilhelm Breytenbach
Shihaam Bawa	Wayne MacFarlane

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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>

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EDITOR'S NOTE

Happy New Year Readers,

As Christmas drew to a close and New Year was approaching I could not but notice that many people were chanting 2009 is mine. A corny rhyme perhaps, but still it gets one thinking. Despite what economists are saying 2009 is there for the taking. Let's take 2009 by the horns and make this one of the best year's you've ever experienced.

Welcome to the first edition of the *SARA Bulletin for 2009*! I trust that there will be happy reading this year with lots of interesting articles and facts to meet everyone's taste.

As this bulletin carries the objective of keeping its readers up-to-date with the latest industry developments, we welcome and encourage you to send your thoughts, editorial contributions and comments.

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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