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UNMASK THE MYSTERY OF REWARD

ALL EYES ON REWARD

SARA has to expose a top secret! SARA is on the trail of the best reward practitioners and strategists of 2009.

The R20 000 question is: "Who will all fingers point to as your company's most wanted?"

Over the past seven years SARA has been witness to the mystery of the South African reward industry. and now all SARA members are invited to join SARA agents on the mission to solve the reward riddle.

DECRYPT SARA's SECRET CODE

The reward riddle will be solved at the SARA MASQUERADE BALL, to be held at Gallagher Estate on Saturday, 31 October 2009, where the most wanted talent of the South African reward industry will be revealed.

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 R20 000.

Submit your nomination by 21 August 2009. Nomination forms are available on the SARA website - www.sara.co.za.

All the mysteries will be revealed on 31 October 2009 at 18:30 for 19:00 at the Gallagher Estate Ballroom in Midrand. Please RSVP by 23 October 2009 by contacting SARA at www.sara.co.za or 011 789 1384.

Special thanks must go to Remchannel who is the official sponsor of the SARA Reward Awards 2009.



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SPONSORSHIP OPPORTUNITIES AT THE SARA CONFERENCE 2009

The Executive Team of the South African Reward Association is very excited to announce the annual **SARA Conference**, scheduled for **28 - 30 October 2009** at Gallagher Estate, Midrand. The theme of this year's conference is "Masquerade, Unmask the Mystery of Reward".

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 and stationery
- 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 "mystery" theme)
- Lanyards

Should you wish to sponsor any item, please contact Gillian le Cordeur, at the SARA Secretariat, on Tel: (011) 789-1384 or gillian@vdw.co.za 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".

HR GUIDELINES - SHARING OF INFORMATION WITH COMPETITORS

Anti-trust/Competition legislation in South Africa and various parts of the world, aims to encourage fair competition amongst market players. In a few recent US cases, employers have been challenged by employees with regards to the practice of sharing HR information, either through industry forums or via survey participation.

Recently, a number of South African companies have been investigated and fined for various competition law breaches. Although none of the cases have been linked to sharing of HR information, the US experience does highlight the fact that competition regulations do extend beyond price fixing but into all aspects of business practices, including professional conduct of HR practitioners.

The US law firm, Littler Mendelson, P.C. have provided general guidelines which could be followed to minimise the risk of potential liability when participating in surveys or sharing HR information, a brief summary of some of these guidelines is contained below :

1. Surveys should be conducted by an independent third-party.
2. Survey results should not identify the participating companies, either directly or indirectly.
3. Participants should not discuss the results of the survey amongst themselves. However, multi-employer bargaining forums involved with collective bargaining are exempted from this restriction.
4. Generally, salary surveys should be consulted at about the time annual increases are to be awarded. However, the regular exchange of information via surveys could be viewed as improper.
5. Surveys should never be the only determinant for a change in employer policy or in determining increase percentages.

They further note that if an employer increases remuneration and/or benefits to above those detailed in a survey, it would limit employee claims of anti-competitive behaviour.

Lester Satram
Remuneration Manager
Sasol Group Ltd

The full article is available from: -

http://www.lorman.com/newsletters/article.php?article_id=570&newsletter_id=124&category_id=1

SARA INTERNSHIP PROGRAMME

SARA is pleased to announce the continuation of its Internship Programme which commenced on 1 April 2009 and will end on 31 September 2009.

The learning curriculum is as follows:

Software skills	Full MS Office Suite including internet search techniques	Remuneration policy and strategy
Overview of what this is and how to develop it	Basic Pay	Job Evaluation
The different Job Evaluation systems in the market and how they work	Overview of how to write up role profiles	Broadbanding
Introduction to Broadbanding	Salary structuring	The principles of salary structuring including pay scale design
Some technical practice in salary structuring	Tax and Total Package	What Total Package is
How Total Package works	Short term incentives and variable pay	Incentive scheme design
The principles of incentive scheme design	Variable pay	What Variable Pay is
Understanding the remuneration mix	Long term incentives	What the LTI options open to South Africans are
What the essence is of the tax and accounting changes	Remuneration committees	Remuneration committees and the board
Roles of the CEO, Remuneration Manager and HR Director		

Please click [here](#) for the Internship timetable.

SARA Internship Committee

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DIANNE AULD's LATEST EXCEL TIPS NOW ON THE SARA WEBSITE

DID YOU KNOW...

Dianne Auld writes 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.

Thanks to Worldatwork this weekly column can now be accessed through the SARA website, through the following link: <http://www.sara.co.za/library/worldatwork/>. Please remember that access to this page is password protected and for members only.

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SARA EMG BREAKFAST UPDATE

SARA EMG (Expatriate Management Group) hosted a breakfast event at the Country Club in Woodmead on Wednesday, 25 March 2009. The event was a great success and very well attended for which we thank all SARA EMG members. The two presenters, Mrs Jacqueline O'Rourke, from ECA International, and Mr Mark Stoffberg, of Anglo Gold Ashanti, were most enlightening and were well received by the audience.

The next SARA EMG breakfast will take place on Thursday, 11 June at the same venue and we look forward to your continued support.



Mark
Chairperson of the SARA EMG Committee

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WORKSPAN MAGAZINE AVAILABLE ONLINE

Receiving a Workspan Magazine is just one of the many benefits of being a SARA member, and now for your convenience both Workspan and the Journal are available online.

Using your membership info to log in, then clicking on Resource Center and again on Periodicals/Newsletters, will grant you access to the latest editions of these magazines as well as its back issues.

Here are the links on the WorldatWork website to the information. Remember that you need to log in as a member to view. For the log-on details please contact Gillian at germinah@vdw.co.za or on 011 993 9510.

Link to workspan
<http://www.worldatwork.org/waw/workspan/html/workspan-home.html>

Link to workspan Global (with global specific information)
<http://www.worldatwork.org/waw/workspan/html/workspan-global.jsp>

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WORLDATWORK CONFERENCE 2009 - SARA REGISTRATION

Whether it's the uncertain economic times of today or the hope of a brighter tomorrow, it's more important than ever for HR professionals to develop innovative ways of motivating and retaining key employees. As a result, WorldatWork invites you and your associates to attend the [WorldatWork Total Rewards 2009 Conference & Exhibition, May 31-June 3, in Seattle, WA.](#)

Join your fellow compensation & benefits peers, work-life specialists and other HR professionals from around the world and learn practical ideas that are relevant, realistic

and results focused. From distinguished keynote speakers and innovative workshops to an exhibit hall filled with the latest products and services—you'll be sure to acquire the knowledge and tools you need to help your organisation succeed.

Here are the exclusive conference rates:

SARA Global Partner Individual Registration:

Register between now and midnight on May 7, 2009: \$1,440 USD (save \$770 USD)

To be eligible for the global partner offer, please use the priority code GLPCF109H when registering.

These exclusive offers are valid through May 7, 2009 so take advantage of one of these exciting offers today by clicking [here](#) or calling +1- 480 - 951-9191. We look forward to seeing you in Seattle!

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SARA WELCOMES NEW MEMBERS

Welcome to our new SARA Members:

Corporate member	Associate member
Ms Mayongo Mocketenyane <i>Company: Merseta</i>	Ms Ester Meyer <i>Company: Merseta</i>
Mrs Sbongile Mkhwanazi <i>Company: Pikitup Johannesburg Pty Ltd</i>	Mr Molotlegi Mokgatle <i>Company: Pikitup Johannesburg Pty Ltd</i>
Ms Sandra Marais <i>Company: Multistone Construction t/a National Asphatit</i>	Mr Siphon Mabunda <i>Company: Pikitup Johannesburg Pty Ltd</i>
Ms Mpume Mkhize <i>Company: Regent</i>	Mrs Daniella Sher <i>Company: Citibank</i>
Miss Ntebogeng Mashigwane <i>Company: Citibank</i>	Ms Carien van Zijl <i>Company: Citibank</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. 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 Pharaohs, 1 Gaunt Road, Bryanston Ext 5, 2021
Please note that the Johannesburg courses are fully booked

Date	GRP	Module
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: Alphen Hotel, Alphen Drive, Constantia

Date	GRP	Module
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: Albion Guesthouse, 7 Davaar Place, Morningside

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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SARA GRP GRADUATE

Congratulations to [Regan Stephens](#) who is our newest SARA GRP graduate.

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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/eventdocs2009/>

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EDITOR'S NOTE

Dear Readers,

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

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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