

IN THIS MONTH'S EDITION...

- Message from the President
- Get those nominations in early
- Sponsorship opportunities at the 2009 SARA Conference
- SARA partners with HR Future
- News from the Western Cape Branch
- Apply for a bursary for your RPL National Certificate
- SARA EMG presents 'Coming Home'
- SARA internship programme
- Workspan magazine available online
- SARA welcomes new members
- SARA GRP Programme 2009
- Get Dianne Auld's latest excel tips on the SARA website
- Employment opportunities
- Website postings
- Editor's note

MESSAGE FROM THE PRESIDENT

Reward professionals face some of the toughest times – are we ready?

Serving Remuneration Committees is not easy, by any measure. There are some tough choices that need to be made, and the Reward Professional needs to be ready with robust answers. Pro-active Reward Professionals have considered some of the following:

1. Given the economic downturn and the extensive press coverage over some of the executive payouts internationally, what have been some of the noticeable recent changes in remuneration trends?
2. Secondly, what advice would you give to remuneration committees in South Africa as to what they should do now to contribute to the sustainability of their organizations?
3. Thirdly, what are some of the tough choices remuneration experts are facing in the downturn?
4. Fourthly, how should organizations manage the mix between fixed pay and variable pay to try to respond to the economic downturn?
5. Finally, the Gini coefficient measures the disparity between the rich and poor in a country. South Africa's one is on the rise – does executive remuneration contribute to this worrying trend?

We look forward to seeing you at the breakfast sessions and please diarise the conference dates taking place from 28-30 October 2009.

Yours in Reward
Dr. M. Bussin
President

GET THOSE NOMINATIONS IN EARLY

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 [here](#).

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.



SPONSORSHIP OPPORTUNITIES AT THE 2009 SARA CONFERENCE

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".

[Go to top](#)

SARA PARTNERS WITH HR FUTURE

We are pleased to announce that after much searching SARA has finally found a worthy media partner in the form of HR Future.

SARA has already featured in two HR Future editions and there are three more to come during the course of the year. Dr Lukas de Swardt has already written an informative article on "Good governance is best", while Jerry Botha contributed to the second edition with his piece on "Budget 2009 pointers for HR".

All corporate and associate members will receive a copy of the two previous editions of HR Future, which features SARA as well as the next three editions when they are published.

The SARA banner has been placed on the HR Future website with a link to the SARA website and visa versa. So for easy access to the HR Future website please click on the HR banner on the SARA website or to go to the HR Future website now by clicking [here](#).

[Go to top](#)

NEWS FROM THE WESTERN CAPE BRANCH

Are you attending the World at Work Conference this year?

We are hoping to have a feedback session from the World at Work Conference but at this stage we only know of one person from Cape Town who has registered. Please could you let Sandie Thomas know if you will be attending as we hope that you will be in a position to share some of your experiences, and newly gained knowledge from any of the topics that are covered. Please contact Sandie on 021 671 2695 or 082 445 1812.

King III – Focus and Emphasis! Please diarise Tuesday 28 July for this informative session. Barrie Jack (Chairman: Institute of Directors Western Cape Region) will be presenting on this important topic.

“The new King code and report is a significant advance on the former codes and reports I and II. Given the continuing economic turmoil, strong and consistent good governance is an essential underpinning for all business entities. The report places greater emphasis on sustainability and risk in addition to responding to the implications of the new Companies Act” Many of us have heard of King III but may not have an understanding of the potential implications for our own organizations.

We are looking for a sponsor for this event and would welcome any suggestions! Please contact Sandie on 021 671 2695 or 082 445 1812. Invitation and details for this event will be sent out closer to the time. Members and Guests will be welcome to register.

Contact details for all of the SARA Western Cape Committee members are available [here](#).

[Go to top](#)

APPLY FOR A BURSARY FOR YOUR RPL NATIONAL CERTIFICATE

We have arranged with the South African Payroll Association for 50 bursaries for SARA members to obtain their RPL (recognition of prior learning) National Certificate - Payroll Administration Services NQF4 (SAQA ID 35927). The value is R6,500 and the course takes 4 days to complete.

The payroll industry is fast moving towards a formal qualification framework and this course is part of the process. We recommend that any Remuneration Professionals who regularly deal with payroll matters or who require technical expertise on payroll consider applying. This will not only result in the first formal qualification, but also enhance technical expertise and ensure that members are professionally up to date.

Should you be interested in applying for a bursary, please send Jerry Botha an e-mail at jerry@taxconsulting.co.za and he will forward you the form with instructions.

[Go to top](#)

[SARA](#)

[EMG](#)

[PRESENTS](#)

['COMING](#)

[HOME'](#)

SARA EMG (Expatriate Management Group) Presents
"COMING HOME: South African Expats Returning Home"
on 11 June 2009.

It is always exciting (and challenging) to embark on the challenge of setting foot outside of one's own country and broadening one's horizons, work and social experiences – exciting opportunities that an international assignment offers. However, at some point the full circle leads one home again.



A lot of time and effort is spent on relocating assignees and their families to the host destinations – but what about preparing assignees and their families for the return journey?

The issue of repatriation from an individual assignee's perspective is often not congruent with either their or their company's expectations and is challenging for the assignee and their families in many varied ways for different reasons.

Our speakers, Tanya Pampalone (XPAT) and Martine Schaffer (Homecoming Revolution), will be focusing on expats returning to South Africa and also looking at South Africa as the host destination for new assignees. Come and spend an interesting early morning with us listening to them and sharing information with your fellow colleagues based upon your experiences.

Date: Thursday, 11 June 2009
Time: 07h00: Registration
07h30: Breakfast
08h00: Presentations
09h30: Closure
Venue: Country Club Johannesburg, Woodmead
Cost: SARA Members – No charge, while Non-Members would have to pay R200
RSVP: Please RSVP by 5 June 2009: registration@sara.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.

More about the speakers:
Tanya Pampalone

Tanya Pampalone is the founder of XPAT, a community website for expatriates living in South Africa which she started up in 2006. Originally from Los Angeles, Tanya also lived in San Francisco and Prague, where she met her South African husband. She has been a journalist for more than 20 years and is currently the Special Projects Editor for the Mail&Guardian.

Martine Schaffer

Martine Schaffer was born and educated in Durban. After matriculation she spent a year at the Hebrew University of Jerusalem. She returned to live in Johannesburg to complete a business course and started working in the advertising and PR industry. In 1989 she went traveling for a year. The bright lights of London beckoned and she made the city her new home. She spent ten years working in the retail marketing industry, specializing in setting

up marketing departments within retail chains. In 2000, she joined Europe's leading lifestyle management company to head up their marketing department. She returned to South Africa in 2003. After a year in a call centre environment, she was approached to head the Homecoming Revolution. She sits on Africa Brain Gain Forum – SANSA Advisory Board.

The event is proudly sponsored by Coca-Cola.

[Go to top](#)

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.

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

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		

SARA Internship Committee

[Go to top](#)

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 Germinah 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>

[Go to top](#)

SARA WELCOMES NEW MEMBERS

Welcome to our new SARA Members:

Corporate member

Mrs Leonie Marshall
Company: University of
Johannesburg

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](#)

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
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.

[Go to top](#)

GET DIANNE AULD'S LATEST EXCEL TIPS 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.

[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](#)

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 May 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

[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