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ALL WILL BE REVEALED SOON AT THE SARA MASQUERADE BALL

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.

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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SARA CONFERENCE 2009

The SARA Workshops & Conference 2009 takes place from 28 – 30 October at Gallagher Estate, Midrand.

Conference Theme:

MASQUERADE

Unmask the full potential of TOTAL REWARD in a changing business landscape

Wednesday, 28 October - SARA presents two workshops:

- *SARA Executive Remuneration Workshop*
The practical implications of King 111 for Remuneration Practice
- *Global Remuneration Professional Bootcamp*
Introduction to the basic principles of the GRP programme
A fun and interactive session facilitated by John Rubino, Rubino Consulting Services, USA



John Rubino

SARA Conference: 29 - 30 October 2009

Conference Keynote speaker:

Clem Sunter

"The Mind of a Fox : Scenario Planning in Action"

The SARA EMG group will once again hold an exciting Expatriate Management Stream on the first day of the Conference.



Clem Sunter

SARA Awards Banquet: 31 October 2009

Masquerade - Unmask the Mystery of Reward - a night of glamour and mystery to be held in the Ballroom at Gallagher Estate.

Registration

An online registration form is available [here](#).

Remember there are also sponsorship opportunities available. 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".

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PROGRESS WITH REWARD PRACTICE NOTES FOR KING III

SARA prepared a set of practice notes to interpret the King III code on remuneration principles practically. We submitted the practice notes to the Institute of Directors.

The King III committee decided not to publish any practice notes with the final publication of the King III report in September. They want to focus on the King III code in the September 2009 release and will release practice notes quarterly from March 2010 onwards. The other disciplines covered by the King III code will also prepare practice notes to be released.

We agreed with the Institute of Directors that we will publish the practice notes to the SARA members in a draft format. Members will be able to verify it in practice and provide SARA with feedback. We will incorporate feedback into the practice notes that will be released. The process to give feedback on practice notes will be an ongoing process even after the formal release of the practice notes by the King III committee.

The process to release the draft Remuneration Practice notes to the SARA members will be communicated soon.

Lukas de Swardt

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JOIN IN WITH LINKEDIN

It is over a month since SARA has joined "LinkedIn" and the discussions so far has been a huge success. Not only have the number of participants increased to 340, but the comments posted have sparked further debate on some relevant remuneration topics. For those who are not aware of "LinkedIn", think of this fantastic facility as Facebook, but for professional discussions.

All members would have received an invitation to join the network and if you haven't already then I urge you to sign up for this new membership discussion forum. If the process works for members we will, in due course, expand the concept to also include specialised sub groups focusing on your area of professional specialisation. If you did not receive an invitation in your email mailbox or if you have deleted the invitation already,

you can still create your own profile on "LinkedIn" and apply for membership of the SARA group. All you need to do, is go into: www.linkedin.com and find SARA under "Groups" on the left-hand side.

The hottest topic so far as posted by Dr Mark Bussin is: Should payroll report in to HR or Finance? It has triggered 21 comments and judging from the comments, there is no easy answer. Second topic with 14 comments and again posted by Dr Mark Bussin refers to the: Top 3 Reward trends in the next year. Judging from the feedback received, pay for performance, variable pay, executive remuneration and corporate governance, union involvement, cost management are just some of the issues being raised by remuneration professionals.

We urge you to join this exciting forum and get in with some interesting and topical debates that many of us experience in this ever-challenging business environment.

Tina Georgoulakis

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NEW EMPLOYMENT EQUITY REGULATIONS

With effect from 1 October 2009, only 5 weeks away, employers will be able to submit their Employment Equity Plan and Report.

The Regulations have been changed, which includes a new format of the EEA2 and EEA4 reports. The reports may also be submitted online this year. Please note that submissions on the old EEA2 and EEA4 format will not be accepted by the Department of Labour.

The Department has made available some information electronically which includes a Summary of the Act, EE Regulations, EE Reporting (EEA 2 Form, EEA 4 Form, Economically Active Population (Sept 2008), 2009 Website-How to report successfully), Code of Good Practice on the Implementation and Monitoring of Employment Equity Plans, Code of Good Practice on the Key Aspects of HIV and Aids and Employments, Technical Assistance Guidelines on the Key Aspects of HIV and Aids and Employment, Code of Good Practice on Employment of People with Disabilities, Technical Assistance Guidelines on Employment of People with Disabilities, Code of Good Practice on the Handling of Sexual Harassment Cases in the Workplace, Code of Good Practice on the Integration of EE into HR Policies and Practices.

Members who do not have copies of the above may contact Elmarie Naude at elmarie@tcsas.co.za and she will send it through.

Jerry Botha

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NEW TAX LEGISLATION ON EMPLOYEE TRAVEL IN FINAL STAGE

The new tax legislation on employee travel is in the process of being finalised.

From 1 March 2010 onwards, only employees with logbooks and 'demonstratable' business travel will be able to effect travel claims. By implication, this means that employers will only be able to give travel allowances to employees who keep a logbook.

One of the technological solutions now available is electronic logbooks in vehicles. This may become a best practice for all travel allowance and company vehicle employees, as it manages the risks and costs for both employer and employee. One of the providers is MixTelematics, which is part of Matrix, with a contact person Angela Maja at amaja@mixtelematics.co.za.

Jerry Botha

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SARA INTERN TRAINING UPDATE

The first two SARA Intern training sessions on Cost to Company were hosted by Jerry Botha at the Johannesburg Country Club this past month.

The training sessions were well attended with around 80 SARA members showing their support. It was very successful with most variations on employees' tax computations and some basics on travel allowances and company vehicles been dealt with. The last two training sessions will be held September 2009.

There is currently a waiting list for the next round of sessions so please send your names to Gillian at gillian@vdw.co.za should you wish to be placed on the list.

Jerry Botha

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WESTERN CAPE BRANCH NEWS

Registrations for the World at Work Conference Feedback Session to be held on Wednesday 9 September are going well. There is still time to register for this event and if you have not done so already we invite you to do so. Our three speakers that attended the conference have interesting insights and information to share with us. This is an ideal opportunity to gain from their experiences at the Conference and we encourage you to attend.

In terms of the SARA Conference to be held in Johannesburg at the end of October – we always have a good representation from Cape Town. Full details and the Registration process are on the SARA website. Closer to the time, to contain costs you may like to link up with others from Cape Town that will be attending and share car hire costs for example. If you would like to discuss please contact Sandie Thomas on 021 671 2695 or else 082 445 1812 or by email on sandiet@iafrica.com. By the time you read this Newsletter the Nominations for the Reward Awards will have closed – for those that have applied, we wish you well for your Nomination.

We do plan a further event for later in the year and are deciding on a suitable topic. If you have any suggestions, please do not hesitate to contact any of the Branch Committee members.

Sandie Thomas

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WORLDATWORK CONFERENCE - FEEDBACK EVENT

SARA presents the WorldatWork Conference feedback event in Cape Town on Wednesday, 9 September 2009.

The venue is the Ground Floor Liberty Grande Building (Cnr of Van Guard Drive & Voortrekker Road, Goodwood)

Speakers include:

Herman Nieuwoudt – Shell Africa

Reward Strategies for Difficult Economic Times

The current economic times require of organisations to re-evaluate their reward strategies, to ensure they are appropriate given the business challenges we face. During this session alternative strategies, for controlling costs and for ensuring that the workforce is viable into the future, will be evaluated.

Dianne Auld – Pick n Pay

Key Insights from the Worldatwork Conference in Seattle

An overview of Seattle, the major organizations that are based there, and the conference! Some key insights from plenary sessions, case studies and research presented at the conference.

Trevor Van Wyk - Pioneer Foods

The Employee Value Proposition, Talent Management and Total Rewards – The integrated nature of the Total Rewards and Key HR Strategies.

Please RSVP by 4 September 2009. Email registration@sara.co.za

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GARP DOCS AVAILABLE ON SARA WEBSITE

The updated GARP docs are now available on the SARA website, however, please remember that these are password protected for members.

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USING EXCEL IN COMPENSATION - BY DIANNE AULD

WorldatWork will be holding a webinar on 21st October 2009 on Using Excel in Compensation and will be conducted by Dianne Auld.

It would be held 12 – 1:30 EST which looks like it would be 6 – 7:30 pm South African time. SARA members would receive a reduced rate of \$128 USD for the webinar – retail price is \$160 for members.



To find out more please contact Nikki Ballin (Account Manager: WorldatWork) at nikki.ballin@worldatwork.org

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SARA PLEASED TO WELCOME NEW MEMBERS

Welcome to our new SARA Members:

| Corporate member | Associate members |
|--|---|
| Ms Bryn Morse <i>Company: Peninsula Beverage Company (Pty) Ltd</i> | Mrs Lizelle Saayman <i>Company: Peninsula Beverage Company (Pty) Ltd</i> |
| Ms Anne Bentley <i>Company: Corporate Relocations SA (Pty) Ltd</i> | Mr Allan Opperman <i>Company: Peninsula Beverage Company (Pty) Ltd</i> |
| Mr Ibiyomi Olalekan Ogunbiyi <i>Company: Celtel Nigeria Ltd trading as Zain</i> | Mrs Corallie Pringle <i>Company: Corporate Relocations SA (Pty) Ltd</i> |
| Mrs Nolufefe Dlepu <i>Company: University of Fort Hare</i> | Mrs Jenny Pillay <i>Company: Corporate Relocations SA (PTY) Ltd</i> |

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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

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EMG WORLD MAP ONLINE

The SARA EMG World Map has been updated and is available to be viewed online. We invite you to visit the SARA website www.sara.co.za, click on SARA EMG Worldwide and have the world at your fingertips.



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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 |
|------------------------|------|---|
| 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 |
|------------------------|------|---|
| 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 |

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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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 August 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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