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IT'S NOT LONG NOW

It's not too long now before all is revealed, however, 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.

The riddle will be solved at the SARA MASQUERADE BALL, which takes place at Gallagher Estate on Saturday, 31 October 2009, at 18:30 for 19:00.

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.

masquerade

UNMASK THE FULL POTENTIAL OF TOTAL REWARD IN A CHANGING BUSINESS LANDSCAPE

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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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GRP GRADUATES

Congratulations to the following GRP graduates for successfully completing the course:

Bronwen Addison
Lynne Barnes
Ronel Camacho
Kobie Joubert

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JOIN IN WITH LINKEDIN

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.

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 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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SUBMIT A PROPOSAL TO SPEAK AT THE WORLDATEWORK TOTAL REWARDS 2010 CONFERENCE

Dear South African Reward Association,

We would like to personally invite you to submit a proposal to speak at the WorldatWork Total Rewards 2010 Conference to be held at the Gaylord Texan Resort and Convention Center in Dallas/Ft. Worth May 16-19.

Proposals will be accepted online until October 23, 2009.

This year, we are looking for new ideas and cutting-edge information that will inspire attendees to depart from the conference with practical tools they can use to immediately make contributions to their organization's goals.

You are receiving this e-mail because we strongly believe that the Total Rewards community would benefit from hearing your perspectives in one or more of the following areas:

Compensation

Executive Rewards

Benefits

Work-Life

Total Rewards Strategies

Presentations that cover the following topics will be of greatest interest and value to our attendees:

- **Total rewards strategies that explore trends, best practices and overarching implications of the employer-employee value proposition**

- **Featured information about solving the challenges of engaging talent in the backdrop of today's uncertain labor market**

- **Comprehensive strategic approaches to total rewards initiatives sought by senior-level rewards professionals**

- **Total rewards overviews that will appeal to HR professionals whose job scope has expanded beyond just one area**

If your information can help advance the body of knowledge for the HR profession, please

access the online submission form by visiting www.worldatwork.org/callforpresentations.

**Regards,
WorldatWork Total Rewards Conference Team**

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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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DIANNE AULD'S EXCEL TIPS

We have loaded the new Excel tips series, Data Validation and Protection, on to the SARA web site. This is a 10 week series covering the following areas: how to use the data filter, custom data filter and advanced data filter, how to extract unique records, conditional formatting, techniques for checking data including the formula auditing toolbar, data validation and data protection.

Dianne Auld

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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 WELCOMES NEW MEMBERS

Welcome to our new SARA Members:

Corporate member

Mr Johan Badenhorst
Company: Practical Business Solutions

Mr Johan Hartzenberg
Company: Columbus Stainless (Pty) Ltd

Mrs Marina Kyriacou
Company: Cadbury South Africa

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SARA EMG INVITES YOU TO CONTRIBUTE TO ITS 2010 PROGRAMME

Dear SARA Expatriate Management Group Supporter

Thank you for your support of the Expatriate Management Group in 2009. We are currently putting together our programme for 2010 and would like to know what topics you, our members, would like to hear about in the upcoming year. Kindly complete the online form by 8 October 2009.

To have your say please click [here](#)

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EMG STREAM AT SARA CONFERENCE

Dear SARA EMG Supporters

We are pleased to announce that once again we will host a three hour Expatriate Management Group stream at the SARA Conference which will be held at Gallagher Estate on Thursday, 29 October 2009 commencing at 10.45 hours. We have secured four renowned guest speakers for our EMG stream which will be facilitated once again by John Rubino.



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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 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>

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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
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
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/>

Latest Presentations from recent events added to site
<http://www.sara.co.za/library/eventdocuments/eventsdocs2009/>

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EDITOR'S NOTE

Dear Readers,

Welcome to the September 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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