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SARA REWARD AWARD WINNERS

Every year for the past seven years the South African Reward Association (SARA) has searched for the best Reward Strategist, Reward Practitioner and Reward Team in the Reward Management Industry. At the SARA Masquerade Ball, held on 31 October 2009, at Gallagher Estate in Midrand, the 'Mystery of Reward' was unveiled and the 2009 winners, of these prestigious awards, were announced by René Richter, Managing Director of Remchannel, sponsor of the SARA Reward Awards for 2009.



The Reward Strategist Award is presented to an individual who has been responsible for the development and implementation of complex reward systems and frameworks within broad strategic guidelines. The role requires professional or management acumen and the impact horizon would typically be longer than 12 months.

The winner of this highly acclaimed award in the Strategist Category was awarded to Linda McMullin. As part of the comprehensive employee value proposition offered at Accenture, Linda successfully developed a work-life strategy and launched a range of work-life programmes. She was responsible for selling the strategy to stakeholders and sourcing the necessary funding for the programmes. She implemented the strategy through extensive marketing, communication and awareness campaigns. The programmes launched were Accent on Work,



Accent on Life, and Accent on Finance. The purpose of the programmes was to enable employees at Accenture to achieve and maintain a healthy work-life balance. Employees at Accenture experienced these programmes very positively. Internal surveys noted a 15% increase in satisfaction with regards to Rewards, and Accenture was voted the No. 1 Best Employer by C.R.F. Unmanaged attrition also dropped by 10 points in the last year. Accenture is now better positioned to attract and retain the best people in an environment where demand exceeds supply.

In the second category presented at the SARA Masquerade Ball, the Reward Practitioner title would be awarded to an individual who has been accountable or actively involved during the enhancement, implementation and/or maintenance of reward systems of a procedural nature. Detailed knowledge of company policies pertaining to these procedures would be required. The work is performed within provided guidelines and typically would have an impact horizon of 2 – 12 months.

The judges awarded Samantha van Rensburg as the 2009 SARA Practitioner of the year. Samantha played a key role in developing an integrated International Remuneration Practice at Goldfields. This entailed a number of different initiatives, including an analysis of current practices in all the international territories, selecting salary survey providers in each of these territories to ensure relevant and effective benchmarking, developing the necessary policies and ensuring the proper implementation of the



policies through the appropriate change management interventions. This initiative has enabled the organization to improve its governance of international remuneration, thereby ensuring compliance with legislation in each of the areas in which they operate. The level of decision making with regard to international remuneration has improved significantly, and has also resulted in significant cost savings to the organization.

The final category of the 2009 SARA Reward Awards was the Reward Team of the Year. Organisations were called upon to nominate a team in recognition of the achievement of defining and implementing innovative reward practices. These projects could be of a strategic or operational nature. After the full process of validation and the panel session, the judges awarded the Reward Team Award to the FNB Remuneration Team. The purpose of the MY PAY



MY WAY project was to offer all employees on the FNB pension fund the opportunity to contribute more, the same or less, towards their pension fund. The team successfully managed the strategic positioning through communication with all key representatives / stakeholders from the pension fund, payroll, web development, branding, communication, financial planning, Human Resources committee and the Unions. The benefit to the organisation was the improvement of the organisations employee value proposition in attracting, retaining and motivating current and future employees. The response from employees was overwhelming. This project received such an overwhelming acceptance that it was featured on the front page of Personal Finance.

The SARA Reward Awards will be held again in 2010 and Nominations will open around

April. 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.

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SARA CONFERENCE 2009

The year 2009 will be known, among Reward practitioners, for a very successful SARA conference which took place at Gallagher Estate in Midrand between 28 - 30 October.

John Rubino, of Rubino Consulting Services in America, presented a "*Global Remuneration Professional Bootcamp*", which was a fun interactive session on the introduction to the basic principles of the GRP programme.

Clem Sunter, the Conference Keynote speaker, gave an interesting and very informative talk on "*South Africa and the world beyond 2010 - The latest scenarios*".

Visit the SARA website, by clicking [here](#), for all the presentations.

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GRP GRADUATES

All the 2009 GRP graduates were honoured at the SARA Banquet on Saturday night. John Rubino and Ronel Nienaber had the privilege of making the presentations. Perhaps take one of the photos from Sat night of John handing over a GRP gift to a grad.



SARA GRP Graduates 2009:

Bronwen Addison
Ayotunde Osebola
Akinradewo
Lynne Barnes

Shihaam Bawa; Ernst Botes; Wilhelm Breytenbach; Ronel Camacho; Cynthia Chauke; Debra Da Silva; Nasreen Dawood; Karin Gilbert; Carla Graham; Angela Hanekom; Netta Hayward; Alison Henning; Anne Jacobs; Kobie Joubert; Juanita Kleynhans; Jacob Kotze; Michelle Le Roux; Wayne Mac Farlane; David Ofentse Malatji; Mohamed Mangera; Ashleigh Montgomery; Noreen Mulder; Lerato Ngozwana; Nisch Pather; Sadiyah Rajah; Robert Reynolds; Regan Stephens; Vionne Tregurtha; Deon Van Der Vyver; Samantha Van Rensburg; Rochelle Van Schalkwyk.

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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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NEWS FROM THE WESTERN CAPE BRANCH

By the time the Newsletter is published the SARA Conference will be over and the 2009 Reward Awards winners will be known. We congratulate the winners and wish you all continued success in the work that you do.

The next Western Cape event is planned for Wednesday 25 November at 14h30 for 15h00. The topic will be around the important issue of Recognition Awards. This is one session not to be missed and will cover some of the theory and research as well as one or 2 case studies. Details will be circulated in due course but please book the date!

2010 is going to be a very busy year, not only because of the World Cup! In the Western Cape, we are calling for nominations (volunteers) from the member base to join the Committee. Two of the current Committee members, Elsabe van der Nest and Andrew Stegmann, have indicated that they will no longer be able to serve on the Committee due to work pressures. May I take this opportunity to thank both Elsabe and Andrew for all their efforts over the years, their commitment to SARA and time spent on SARA matters has been hugely appreciated. Of course the thanks is also extended to the other Committee members- Di Auld, Henriette Kritzinger and Noreen Mulder. Thank you all for your continued hard work and support!

If you would like to volunteer or know of any members that would like to become involved in the Western Cape Branch please contact Sandie Thomas on 021 671 2695 or else by email at sandiet@iafrica.com

Sandie Thomas

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SARA STATISTICAL REPORT

The SARA Statistical Report is now available on the website and you can download your copy by clicking [here](#).

Here are a few statistics from the report:

Over the years since 2003 SARA has experienced an upward trend particularly in membership as well as attendance at various SARA branch functions. EMG has also experienced an increased average attendance at its events, with an average of more than 70 attendees for 2009. GRP Graduates has also seen an increase this years after a slump

between the years 2004 - 2006.

Click [here](#) for other interesting statistics.

Click [here](#) for Dr Mark Bussin's interim report.

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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, Sorting and Subtotals, on to the SARA web site. This is a 4 week series covering the following areas: how to use the sort and custom sort functions, how to use subtotals and nested subtotals, and how to replace subtotal formulae with median and quartile formulae.

Dianne Auld

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SARA WELCOMES ITS NEW MEMBERS

Welcome to our new SARA member:

Corporate member

Mrs Constance Xaba
Company: Mintek

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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 Pharaohs, 1 Gaunt Road, Bryanston Ext 5, 2021
Please note that the Johannesburg courses are fully booked

Date	GRP	Module
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/>

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 October 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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