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YEAR END MESSAGE FROM THE PRESIDENT

Dear Colleagues,

Thank you so much for the support at the conference and banquet. I heard most folk say it was one of the best they had ever attended. Congratulations and thank you to both committees that arranged the conference and banquet, we are very grateful for all the effort. Thank you to all the speakers who put in so much of their valuable time, it is wonderful to listen to true professionals. Congratulations to the GRP graduates, we are proud of you and wish you well on your continued path to success. A special thank you to the secretariat – all of you did a great a job and you really know how to add value and run a tight ship!

A word of thanks to John Rubino for being a great ambassador for South Africa – we salute you with honorary life membership to SARA. Finally, to the SARA EXCO, your commitment, drive and passion is inspirational by any measure – it is a privilege to work with you.

For those of us going away, please travel safely so that you may be able to attend all our exciting events next year.

Yours in Reward
Dr. Mark Bussin
President

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SARA CONFERENCE 2009

For the first time in SARA's conference history an interactive conference was held on 28 - 30 October 2009 at Gallagher Estate. The audience was able to participate and give their opinions after each presentation. The Conference speaker would ask the audience a question and delegates would select their answer from a handheld key pad - the results would then appear on the screen immediately. The results from the questions asked at the Conference over the two days can be viewed on the SARA website by clicking [here](#).

NEWS FROM THE WESTERN CAPE BRANCH - 2009 - "IT'S A WRAP"

The date of the last Cape Town event for 2009 just happened to be 25 November – exactly one month to Christmas as someone pointed out! We have had a very successful year in the Western Cape with 4 very well attended events. We started in the beginning of March with the Tax Update, then the King III update in July, the World at Work feedback session in September and the Employee Recognition event in November. All of these events have pulled in tremendous support from members (and non-members) and the feedback has always been very positive. Planning for 2010 and beyond is still in its infancy but we do welcome any suggestions on topics that members would like us to cover.

If we remind ourselves of the purpose of SARA as an Association, I think this year we have again achieved what we set out to do:

- To provide Knowledge Sharing
- To facilitate Professional Development
- To promote Networking

We congratulate all of the GRP Graduates (especially those in the Western Cape). Well Done, we are very proud of your achievements. The number of GRP trainees has seen tremendous growth and the Cape Town sessions have been well subscribed this year.

As 2009 comes to a close I would like to pay tribute to the Committee members who give of their time and energy to ensure that we have such successful events in Cape Town. The new Committee for 2010 has been finalised and we are all looking forward to working together and planning a series of events for the next year. In addition to Dianne Auld, Henriette Kritzingner and Noreen Mulder, we are proud to welcome Shihaam Bawa (University of Cape Town) and Juanita Kleynhans (Sanlam Investment Management) to the Committee.

It does seem early to give greetings for the holiday season, but as this is possibly the last Newsletter for the year, it seems appropriate to wish you all well during the holidays, travel well and be safe!

Sandie Thomas
Chairperson, SARA Western Cape

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CONGRATULATIONS TO THE GRP GRADUATES

Our most recent GRP graduates are:

Kim Lombard
Ras Reddy
Vivian Brikkels
Justin Holman
Sizakele Mpanza
Edward Sithole
Lucy Ellen Holtzhausen
Larise Venter
Thanusha Moodley

REMUNERATION INTERNSHIPS FOR PREVIOUSLY DISADVANTAGED INDIVIDUALS

As part of our ongoing commitment to developing remuneration skills for PDIs, we have pleasure in inviting you to participate in developing internships within the remuneration area. Your investment of R80 000 will cover the basic salary and material costs of a candidate who will be exposed to a superb opportunity of undergoing a 6 month internship.

In a nutshell:

SARA will recruit 3 PDI candidates who have a minimum qualification of an undergraduate degree (Honours is ideal)

Dr Mark Bussin from 21st Century Pay Solutions Group will train and mentor the 3 candidates for the 6 month period (see appendix 1 for proposed curriculum)

The candidates will attend the GRP seminars during this period and also be exposed to practical remuneration management in a variety of host organisations

The candidates will be paid a basic salary of approximately R 7 000 per month for the 6 month period (R42 000) and the balance (R38 000) is used to cover material required, equipment and the attendance of seminars and conferences.

The ideal candidate will:

Be a graduate with an Honours degree (preferably in commerce or industrial psychology)

Bona fide Previously Disadvantaged (PDI) South African citizen

Have little or no work experience

Be proficient in reading and writing in English

Have own transport (Johannesburg, Pretoria and surrounding areas) for the duration of the internship

Have basic computer skills including Word, Excel, PowerPoint and Internet

The sponsoring organisation has the first right to appoint a candidate after 6 months but is not obliged to hire the candidate.

Please click [here](#) for more information.

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JOIN IN WITH LINKEDIN

If you're not already a member of LinkedIn then what are you waiting for?

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 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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SARA WELCOMES ITS NEW MEMBERS

Welcome to the following new members:

Corporate member	Associate member
Mr David Chase Company: Achievement Awards Group (Pty) Ltd	Miss Claire Lionnet Company: Achievement Awards Group (Pty) Ltd
Ms Bridget Sellick Company: Sunglass Hut Retail SA (Pty) Ltd	Mr Yaw Frimpeng Company: Achievement Awards Group (Pty) Ltd

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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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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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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/eventsdocs2009/>

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EDITOR'S NOTE

Dear Readers,

Welcome to the October edition of the SARA Bulletin! This will be our last newsletter for the year. We hope that you enjoyed the read and we look forward to bringing you more great SARA news next year.

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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