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MESSAGE FROM THE PRESIDENT

Dear fellow Reward colleagues,

Happy New Year and welcome back to the start of a great year.

Although things are really tight, all the evidence suggests that we are turning a corner and things will look up soon. It will be interesting to see what the impact of the world cup 2010 will be on reward practices. Flexi-time, paid time off, 10 month year and not hitting bonus targets, work from home, workplace TV's, Bafana days off are some of the things I have heard in the corridors.

A big thank you to all the colleagues working on the various projects, we appreciate the huge amount of hours that you put in for the good of and furthering of the Reward profession. We have some great initiatives planned for the year and we look forward to seeing you there!

Yours in Reward
Dr. Mark Bussin
SARA President

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WORLDATWORK TOTAL REWARDS 2010 CONFERENCE & EXHIBITION

2010 will be a year like no other year. HR professionals are looking for bold new ideas to motivate and retain key employees. As a result, WorldatWork invites you and your associates to attend the **WorldatWork Total Rewards 2010 Conference & Exhibition**, May 16-19, near Dallas, TX. Join your fellow compensation & benefits peers, work-life specialists and other HR professionals from around the world and learn practical ideas that are relevant, realistic and results focused. From distinguished keynote speakers and innovative workshops to an exhibit hall filled with the latest products and services—you'll be sure to acquire the knowledge and tools you need to help your organization succeed.

In partnership with SARA, WorldatWork is pleased to offer you a special conference registration offer. Register before midnight, February 25, 2010 and save \$770 USD off the WorldatWork non-member conference registration price. And if you are currently WorldatWork members, you will enjoy even greater savings of up to \$870 USD off the non-member price. This great combination allows you to benefit financially as well professionally by hearing first-hand from more than 100 of the top thought-leaders in the HR world on how they have successfully utilized innovative total rewards solutions to gain competitive business advantages.

Here are the special conference rates:

SARA member registration details:

Register before midnight, February 25, 2010: \$1,340 USD (save \$870 USD)

Register between February 26, 2010 and midnight, April 16, 2010: \$1,440 USD (save \$770 USD)

To be eligible for the special offer from WorldatWork for SARA members, then please use the promotion code **GLPCF110H** when registering.

Take advantage of one of the great savings by clicking [here](#) or calling +1-480-951-9191. We look forward to seeing you in Texas!

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FREE WORLDATWORK "MASTERING THE ESSENTIALS" WEBINAR SERIES

Free WorldatWork "Mastering the essentials" webinar series will take place on February 23, 24, 25.

10:00 a.m. Eastern | 7:00 a.m. Pacific | 3:00 p.m. GMT

Designed for the emerging professional, the "Mastering the Essentials" Webinar Series will provide a solid overview of the fundamental practices and ideas in the fields of compensation, benefits and work-life, and total rewards.

Led by expert WorldatWork practice leaders, these three free Webinars are a key resource and tool for any new compensation, benefits, work-life or total rewards practitioner, as well as HR Generalists interested in developing a deeper understanding.

Don't miss this unique opportunity to ramp up your skills in three convenient 90-minute sessions, right at your desk.

Feb 23 | [Mastering the Essentials of the Total Rewards Model](#)

Feb 24 | [Mastering the Essentials of Compensation](#)

Feb 25 | [Mastering the Essentials of Benefits and Work-Life](#)

Register to attend one or all three Webinars and you'll receive special offers on education from WorldatWork, the leader in HR education for over 50 years.

To register please click [here](#).

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WORLDATWORK NEEDS YOUR EXPERT CONTRIBUTIONS

WorldatWork is appealing to the HR community to submit any relevant articles which may be of assistance to them. The topics covered in the Benefits & Work-Life Focus editorial calendar are guidelines. WorldatWork reserves the right to change topics due to current events or quality of articles submitted. WorldatWork requires copyright assignment prior to publication.

2010 Editorial Calendar & Deadlines

MARCH

SEND DATE 3/8/10 | MATERIALS DUE 1/29/10

Retirement

- Future Focus: Performance-Based Retirement Benefits?
- Is Phased Retirement an Option Anymore?
- Increasing Employee Confidence in Retirement Plans
- Planning Around Health-Care Reform
- Measuring Engagement and Motivation
- What Effect Does Flexibility Have on Wellness?

MAY

SEND DATE 5/10/10 | MATERIALS DUE 4/2/10

Health Care and Work-Life

- Negotiating Benefit Costs During Renewal
- Managing Workloads as Employees Take PTO
- Seasonal Compressed Workweeks and Telework as a Cost-Savings
- Future Focus: Men and Work-Life

SEPTEMBER

SEND DATE 9/13/10 | MATERIALS DUE 8/6/10

Retirement

- Financial Management Tools for Employees
- Communicating Change in Plans
- How Benefits Strategy Fits Into Total Rewards Strategy
- Recovery Watch: Legacy Benefits Changes
- Why is Work-Life Culturally Unacceptable?

All contributions should be 600-900 words.

Content must be original and has not been published previously in any other newsletter or online.

Please send contributions to the editor, Erin Ryan, by deadline (or earlier).

Pitched stories that fit the themes listed above are preferred. Content should focus on providing analysis and resources for those who do the work of benefits planning or those who are affected by retirement plan design, work-life benefits, health and wellness benefits, or benefits administration. Pitches can be in the form of article submissions, "Ask the Expert" interviews, news, research results, etc.

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SARA GRP GRADUATES

Congratulations to our newest GRP graduates:

Monica Pregnolato
Gcebile Dlamini
Havel Meyer
Lindiwe Sebesho
Victor Nyalungu
Roelof van Heerden

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DIANNE AULD'S EXCEL TIPS

The latest series of Excel Tips is now available on the SARA website. This series looks at how to write IF formulae and covers the following: IF, Nested IF, IF(AND), IF(OR), IFERROR, IF(ISERROR), COUNTIF, COUNTIFS, SUMIF, SUMIFS, AVERAGEIF and AVERAGEIFS (some of these only being available in Excel 2007).

Dianne Auld

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SARA WELCOMES ITS NEW MEMBERS

Welcome to our new SARA members:

Corporate member

Bernice Sampson
Company: Nelson
Mandela Metro
University

Heritha Sepiso
Company: Nasika
Consultancy Group

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NEWS FROM THE WESTERN CAPE BRANCH

As this is the first SARA Newsletter for 2010 we take this opportunity to extend good wishes to all our members. At the Western Cape Committee Meeting held on 20 January 2010, Sue Tosh (Old Mutual) was nominated as Chairperson for the region, and Henriette Kritzinger (RCS) as Branch Secretary. We welcome Sue onto the Committee and thank her and Henriette for accepting their appointment. Contact details of the Committee members are available on the SARA web site.

The next Cape Town event has been scheduled for Tuesday 23 February. This function will cover the Tax Feedback and Economic Outlook for 2010 and the timing is perfect as it follows a week after the annual Budget Speech. This is always a popular event and we suggest you mark the date in your calendar. Details of the time and venue for the event

will be available as soon as the final arrangements have been confirmed.

Planning of further events for the remainder of 2010 has been put in motion and there are some interesting topics that we will cover. If there is anything specific that you would like to suggest please let one of the Committee members know and we will see how best to approach the topic. We would welcome suggestions or offers for sponsorship of the functions and invite you to contact Sandie Thomas 021 671 2695 or 082 445 1812 in this regard.

Sandie Thomas

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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 Roberta at roberta@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 2010

In today's changing business environment, the power of knowledge is at a premium. To stand out in your profession, you must have a firm foundation of understanding. WorldatWork Society certification provides the knowledge foundation you need to confidently perform at your best. Remain on the leading edge of your profession and join an elite society of certified professionals. Recognized globally, WorldatWork Society of Certified Professionals® administers the exams required for you to attain the prestigious Global Remuneration Professional (GRP®), signifying commitment, professionalism and belonging to the foremost community of colleagues in your field. The highly respected designation can be found worldwide. SARA Members agree there are many benefits to obtaining a WorldatWork Society designation including:

- Knowledge and skills
- Practical applications
- Credibility
- Marketability
- Career development & advancement
- Currency

Networking
Exposure to other areas of human resources

**Global Remuneration Professional Certification Seminar:
Important dates to remember.**

Johannesburg
Venue: House of Pharoahs, 1 Gaunt Road, Bryanston Ext 5, 2021

Date	GRP	Module
8 - 10 February 2010	GR1	Total Remuneration Management
11 - 13 February 2010	GR2	Quantitative Methods
10 - 12 May 2010	GR3	Job Analysis and Job Evaluation
13 - 15 May 2010	GR4	Base Pay Management
6 - 8 September 2010	GR6	Variable Pay
9 - 11 September 2010	GR17	Market Pricing: Conducting a Competitive Pay Analysis
1 - 3 November 2010	GR7	International Total Remuneration
4 - 6 November 2010	GR9	Strategic Communications in Total Rewards

Cape Town
New Venue: Old Mutual House, 33 Klaassens Road, Constantia, Cape Town, 7806

Date	GRP	Module
15 - 17 February 2010	GR1	Total Remuneration Management
18 - 20 February 2010	GR2	Quantitative Methods
17 - 19 May 2010	GR3	Job Analysis and Job Evaluation
20 - 22 May 2010	GR4	Base Pay Management
13 - 15 September 2010	GR6	Variable Pay
16 - 18 September 2010	GR17	Market Pricing: Conducting a Competitive Pay Analysis
8 - 10 November 2010	GR7	International Total Remuneration
11 - 13 November 2010	GR9	Strategic Communications in Total Rewards

The cost per GRP seminar is R6 400 (SARA members) or R7 100 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/eventdocs2009/>

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EDITOR'S NOTE

Dear Readers,

Welcome to the January 2010 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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