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MESSAGE FROM THE PRESIDENT

Dear reward colleagues

I trust that you will enjoy this month's e-bulletin. Let me start by congratulating the new KZN Branch Committee on their appointment. We wish them well and assure them our full support.

I am also pleased to announce that a strategy day has been set for the Exco to meet where we will prioritize our initiatives. The results of this strategy day will be reported back to our members. We also would like your suggestions, as SARA members, as to what you would like to see take place within SARA, over the next three years.

SARA is growing daily not only in number, but also in stature and because of this we've had to strengthen our governance policies. These together with the outcome of the strategy session will be shared in the next newsletter.

Yours in Reward
Dr. Mark Bussin
SARA President

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REMINDER TO COMPLETE EXECUTIVE BASED SHARE INCENTIVE SCHEME SURVEY

You would have received a survey via email a few days ago, on Executive Share Based Incentive Schemes. We would like to encourage you to please complete the Executive Based share Incentive Scheme survey by 21 May 2010. The survey is designed to take less than 15 minutes to complete and I urge all SARA members to participate in it. Survey returns will be kept strictly confidential.

Thank you in advance for your participation. If you have any questions or comments, please contact the SARA webmaster at bruce@vdw.co.za

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SARA REWARD AWARDS 2010: THE 5TH ELEMENT



Air

The Reward Awards is in the air. SARA and Remchannel are once again looking for Reward Practitioners that are rising to the top.

For the last eight years, the SARA Awards winners have shown that they are the oxygen of the industry and breathe life into their organisation, showing that they can compete with the best globally.

Organisations are encouraged to recognise the contributions their reward specialists have made.

Don't hold your breath, make sure you nominate by 20 August 2010!

Earth

In Organisations there are individuals that sow the seeds and lay the foundations.

THE STRATEGIST

This individual 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.

Water

Companies need water to allow the flow of ideas to be carried to shore.

THE PRACTITIONER

This individual 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.

Fire

When the elements of a team come together, the sparks of ideas become a raging fire.

THE TEAM

An organization may 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.

Sky

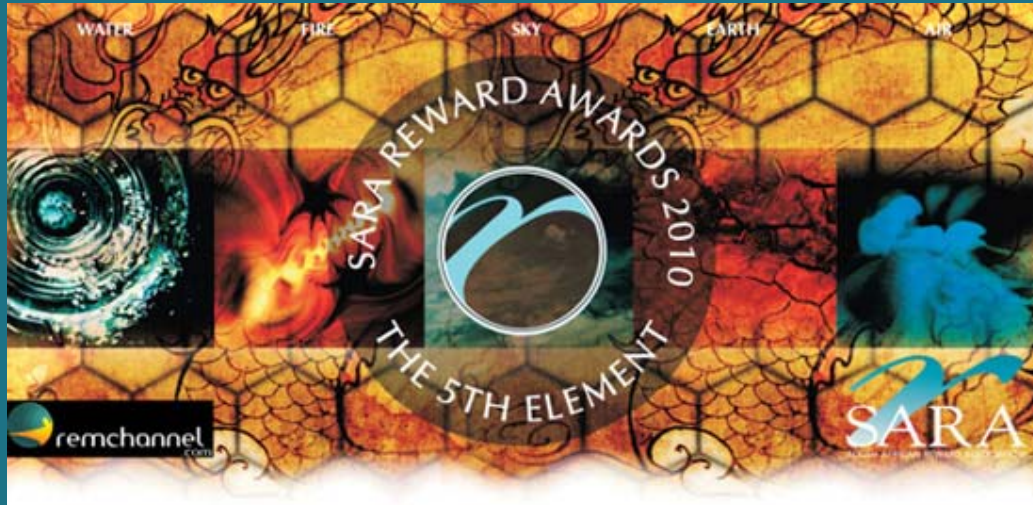
On Saturday, 30 October 2010, at Gallagher Estate, the elements will be drawn together and we will reveal that the sky has no limit.

The winners of each category will not only receive a cash prize of R20 000 but will also be recognised for bringing balance to our integrated reward network.

Submit your nomination by 19 August 2010. For the Nomination Forms please click [here](#).

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SARA CONFERENCE 2010



The Executive Team of the South African Reward Association is very excited to announce the annual SARA Conference, scheduled for 27 – 29 October 2010 at Gallagher Estate, Midrand.

The theme of this year's conference is "The 5th Element". We will be focusing on the Elements of Total Reward and we have linked each of them to one of the five elements, water, fire, earth, air and sky.

After the great success of the interactive conference last year we will once again be hosting an interactive conference and we look forward to hosting the Expatriate Management Group breakaway stream again.

SARA is looking for members to sponsor items for the delegates at the conference. Any companies who contribute sponsorship to the conference will receive acknowledgement for their contribution at the conference. There is an opportunity for companies to sponsor the following items at the conference:

- The conference satchels
- Stationery
- A refreshment break or lunch
- Gifts for lucky draws during the conference
- Any items that could be included in the conference bags
- Lanyards
- Memory sticks
- Interactive keypads

Should you wish to sponsor any item, please contact Gillian le Cordeur, at the SARA Secretariat, on Tel: (011) 789-1384 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".

**Yours faithfully
Dr. Mark Bussin
SARA: President**

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CURRENT TAXATION AND IMMIGRATION ISSUES THAT COMPANIES ARE GRAPPLING WITH PRESENTLY



FUNCTION DETAILS

The session will be split into two parts with a focus on current taxation and immigration issues that companies are grappling with presently. We encourage you to come and participate in the sessions and look forward to debate and knowledge and information sharing around the topics positioned below.

With the changes to the tax legislation in the UK, including the increased tax rates, expatriates are reviewing whether the UK is still an attractive destination. We will look at the scenario of an expatriate considering leaving the UK due to these changes and seeking a new assignment in Nigeria or South Africa. This will include details of the most significant UK tax changes, their impact on the expatriates income, components of remuneration and how employers are responding to these challenges. This session will also incorporate an analysis of the income tax and immigration requirements applicable to expatriates in these countries, with an emphasis on the immigration process in Nigeria that employers are required to follow.

Further to this session - we will also highlight current immigration trends in South Africa and common "work-arounds" that were previously utilised by companies, but are now no longer effective and how companies are now reacting to these changes.

This event will take place on 26 May 2010 at the Wanderes Office Park in Illovo with registration starting at 07:00. Please RSVP by 21 May 2010.

The speakers include Mark Goulding, Natasha Meintjies, Vedika Andhee and Connie Perumal.

Please click [here](#) to register

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THE GENERAL CODE OF CONDUCT FOR AUTHORISED FINANCIAL SERVICES PROVIDERS HAS BEEN AMENDED

The Registrar of Financial Services Providers has amended the General Code of Conduct for Authorised Financial Services Providers and their representatives to make provision for new requirements relating to, amongst other matters, the manner in which compensation or reward may be paid to certain persons, which will include employees in some instances.

A copy of the Board Notice 58 of 2010 is available [here](#) for easy reference. It is important that all SARA members who hold positions with a registered Financial Service Provider, please study this change and familiarise themselves with changes in compensation and reward practice. Breach hereof can have a range of serious implications including ultimately the loss of the FSB license. Please also note the operation ranging from the immediate to 12 months for complete effect.

SARA has made a submission, through the Financial Planning Institute of South Africa on the impact hereof, however, the recommendations appear to have been largely not followed and probably because of wider policy decisions by the FSB.

Jerry Botha

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AN INTERESTING SUPREME COURT OF APPEAL JUDGMENT

A recent Supreme Court of Appeal judgment dealt with the situation where an "employee" rendered services to Volvo through a labour broker, Highveld Personnel, and then made some secret fees from arranging other workers through the same agency.

The facts and full judgment of this case is available [here](#). I think this is a very good judgment. It speaks well of the employer to do the right thing and take the matter up with the SCA, even though they lost the first round in the High Court. This is good governance in action. The SCA also explains the fiduciary duty under South African law and the ambit thereof. Employers should take note of this judgment and the confirmation of legal precedent.

Contributed by Jerry Botha

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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

SEPTEMBER

SEND DATE 13/9/2010 | MATERIALS DUE 6/8/2010

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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NEWS FROM THE WESTERN CAPE BRANCH

We hosted a third successful SARA event on Tuesday 13th April 2010, held at the Southern Sun in Newlands. ORC Worldwide kindly sponsored the breakfast session. ORC Worldwide started off as a nonprofit, applied-research organisation more than 75 years ago in the USA and assists firms globally with specialized knowledge and advice about human resources management. ORC has the world's largest database of expatriate information, used by nearly 2000 organisations around the globe. Please visit ORC's fascinating website providing extensive information to all readers.

Sioban – Vice President Managing Director Europe for ORC Worldwide and also an Executive Vice President of the firm presented the findings of three global surveys on the latest trends in Expatriate Management and reward in the current economy. The study included many of the leading global companies as well as information from South Africa (provided by a survey done by P-E Corporate Services).

The agenda included demographic and global trends and challenges, policy structuring, the Balance Sheet, policy elements, changes to weather the recession and taking a view on what is ahead. Sioban covered the key challenges in managing expats through the recession such as compensation challenges, dealing with greater diversity, assignees concerns about dual-career issues, work-life balance and family life, integrating talent management effectively, getting a worthwhile return on investment, providing flexible pay options and localisation. Other opportunities to save cost include approval process to ensure the right people are sent, alternative assignment types e.g. short-term, commuter or virtual, review assignment administration processes, manage vendors/ service providers, apply salary caps to manage costs, limit or discontinue premiums, apply home housing norms, review host housing approach, use free state education where suitable and available. Looking into the future ORC sees a greater focus on strategic reasons for using expatriates including better governance, better management/ less exceptions and better management of success of expatriate programmes. Cost management, greater use of multiple assignment types (pay according to value e.g. mutli-tier policies), global vendor selection, talent management and performance will also be critical areas to keep your focus on.

Regards

Henriette

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THE LATEST THINKING IN PUBLIC SECTOR REWARD: ONE-DAY CONFERENCE FROM E-REWARD

The global economic downturn and the tightening squeeze on state spending is beginning to have a profound impact on the public sector. It is against this backdrop that reward professionals will gather together at e-reward's annual conference on public sector reward to be held in London on 10 June.

Hot topics for 2010 include:

Reward in a cost-squeezed environment

Reward without risk in the public sector

Reward and employee engagement

Top pay in public sector

What does election result mean for reward in public sector?

Real-life case studies for 2010:

Kent County Council - move to private-sector style reward

Cancer Research UK - making the third sector attractive to top talent

Department for Transport - initiating reward transformation

To find out more and book your place visit: www.e-reward.co.uk/conference.asp

To download the conference brochure in PDF format: click [here](#)

**Best wishes,
The e-reward team**

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NAMES OF THE NEW SARA KZN BRANCH COMMITTEE

The names of our new committee:-

Marilyn Lennox - Chairperson

Prisa Ramiah - Vice Chairperson

Megan Shepstone

Nozipho Ndlovu

Heather Visser

Leanne Kidwell

Johan Van Wyngaardt

Charles Henzi

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SARA WELCOMES ITS NEW MEMBERS

Welcome to our new SARA members:

Corporate member	Associate member
Veronique Parkin <i>Company:</i> The Boardroom Alliance	Mlali Chondoma <i>Company:</i> The Boardroom Alliance

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SARA FORUM ON LINKEDIN STILL GROWING

Members of the SARA forum on LinkedIn will be pleased to note that the forum is growing at a rapid pace and is now the largest such forum for any association in South Africa.

The SARA group on LinkedIn is a great forum for raising any issues that you may want peer comments on, or just to list new ideas that will be of value to others. Listing a case study is also a great idea. This is about making people think, interact and debate.

We are carefully scrutinizing the public profiles of people who join to ensure that we do not get commercial spammers onto the group.

You are reminded that this Group also has a jobs bulletin board where members can advertise any Remuneration vacancies.

Jean Venter
SARA: General Secretary

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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 Pharaohs, 1 Gaunt Road, Bryanston Ext 5, 2021

Please note that the Johannesburg courses are fully booked. Additional dates are listed below.

Date	GRP	Module
10 - 12 May 2010	GR3	I 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

Please note that due to the high demand we have decided to do additional courses in Johannesburg.

Johannesburg

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

Additional Courses

Date	GRP	Module
2 - 4 August 2010	GR1	Total Remuneration Management
5 - 7 August 2010	GR4	Base Pay Management

16 - 18 August 2010	GR2	Quantitative Methods
4 - 6 October 2010	GR6	Variable Pay
7 - 9 October 2010	GR17	Market Pricing: Conducting a Competitive Pay Analysis

Please click [here](#) for an additional course registration form.

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

Date	GRP	Module
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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DIANNE AULD's EXCEL TIPS

The latest series of Excel Tips is now available on the SARA website. This series covers regression analysis, and looks at a number of different ways to carry out linear, exponential and multi-linear regression. It covers scattergrams, trend lines, linear and exponential regression formulae and the add in regression analysis function. The columns also cover how to add market data and pay ranges to a scattergram. This series of tips was written to accompany the Worldatwork webinar on regression analysis held towards the end of last year.

Dianne Auld

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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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EDITOR'S NOTE

Dear Readers,

Welcome to the April/May 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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