

Dear SARA Members and Supporters

Remuneration internships for Previously Disadvantaged Individuals (PDIs) – Sponsorship Opportunity

Looking for a black remuneration professional? Why not grow your own.....

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 below 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 the 6 months' internship but is not obliged to hire the candidate.

The timelines are as follows:



Please contact Yolanda Sedlmaier at ysedlmaier@deloitte.co.za or on 083 443 6017 for more information or to pledge your R80 000.

We look forward to partnering you in getting skilled PDI remuneration professionals into business.

Yours sincerely

SARA Internship Committee

Appendix 1 – Proposed Learnership curriculum

1. **Software skills**
 - Full MS Office Suite including internet search techniques
2. **Remuneration policy and strategy**
 - Overview of what this is and how to develop it
3. **Basic Pay**
 - Job Evaluation
 - The different Job Evaluation systems in the market and how they work
 - Overview of how to write up role profiles
 - Broadbanding
 - Introduction to Broadbanding
 - Exploring why companies use Broadbanding
 - Salary structuring
 - The principles of salary structuring including pay scale design
 - Some technical practice in salary structuring
 - Tax and Total Package
 - What Total Package is
 - How Total Package works
4. **Short term incentives and variable pay**
 - Incentive scheme design
 - The principles of incentive scheme design
 - Variable pay
 - What Variable Pay is
 - Understanding the remuneration mix
5. **Long term incentives**
 - What the LTI options open to South Africans are
 - What the essence is of the tax and accounting changes
6. **Remuneration committees**
 - Remuneration committees and the board
 - Roles of the CEO, Remuneration Manager and HR Director

SARA Secretariat
www.sara.co.za