



South African Reward Association

25 August 2010

Sasol, Rosebank

FEEDBACK SESSION

Please join SARA for an informative session on the contextualisation of the King Code for Governance Principles as well as feedback from the WorldatWork Conference held in May this year in Dallas, USA. This will also be a wonderful networking session for members.

- **King Code for Governance Principles**
- **WorldatWork Conference 2010**

King Code for Governance Principles for South Africa (2009)

TOM WIXLEY

KING CODE FOR GOVERNANCE PRINCIPLES FOR SOUTH AFRICA

The King Code for Governance principles for South Africa 'King Code' came into effect on 01 March 2010. The King Code has wide application across a number of different areas, including remuneration management. The King Code provides specific criteria for Remuneration Committees to structure reward strategy, policies, practices and incentive schemes. Additional reward focus areas include non-executive directors' fees and the disclosure of total remuneration for certain identified individuals. The current economic climate has created several challenges for remuneration policy and the King Code should be consulted to ensure that whatever changes are contemplated in terms of policies and practices should be done within the guidance offered by the King Code.

WorldatWork Conference 2010 FEEDBACK

RENE RICHTER

LEVERAGING INNOVATIVE WORKPLACE FLEXIBILITY OPTIONS IN A RECOVERING ECONOMY

Reviewing some of the work-life case studies with specific focus on formal flexible work arrangements and the impact on the workforce.

ANESA NAIDOO

GLOBAL WORK - LIFE TOOLKIT

Implementation of work-life initiatives at a national or regional level presents many challenges. Add on the global dimension and these challenges are compounded and initiatives become more complex. How does a global work-life toolkit assist?

DIANNE AULD

KEY INSIGHTS FROM THE WORLDDATWORK CONFERENCE IN DALLAS

An overview of Dallas, the Gaylord convention centre and the conference. Some key insights from plenary sessions and research presented at the conference.

Date: Wednesday, 25 August 2010

Venue: Sasol, Rosebank

Sasol Auditorium
1 Sturdee Avenue
Rosebank

Parking will be available in the the Mall of Rosebank across the street.
Please click [here](#) to view the map.

Time:

14h30	Registration
15h00	Tom Wixley
15h30	Dianne Auld
16h00	Anesa Naidoo
16h30	Rene Richter
17h00	Cocktail

Cost: SARA Members: No charge
Non-Members: R250.00

Cancellation Fee: Please note that a cancellation fee of R250.00 will be charged to members and non-members if registration is not cancelled 48 hours before the function or if delegate is a 'No Show' at the function.

RSVP: Please RSVP by 20 August 2010. Space is limited.

Click [here](#) to register.

Dietary Requirements: Please advise of any dietary requirements: halaal, kosher, vegetarian

MORE ABOUT THE SPEAKERS

TOM WIXLEY

Mr Tom Wixley was a member of the King committee and was also the editor of the reward practice notes that were developed to assist with the interpretation of the reward principles included in the King Code. Tom will present an overview of the context of the reward principles in the King Code, the intention and purpose of these principles and the most important governance principles that should be adopted by organisations. Time will be afforded for questions from the floor on interpretation of the reward principles included in the King Code.

Mr Tom Wixley, B Com CA(SA) spent 41 years with Ernst & Young, of which the last year as chairman of the firm. He is a non-executive director of the following public companies: Anglo Platinum, Sasol, Clover Industries, Sanlam Developing Markets, Pan Africa Insurance Holdings (Kenya) and New CorpCapital. Tom is a member of the Actuarial Governance Board of the Actuarial Society of South Africa and co-author of the book "Corporate Governance".

RENE RICHTER

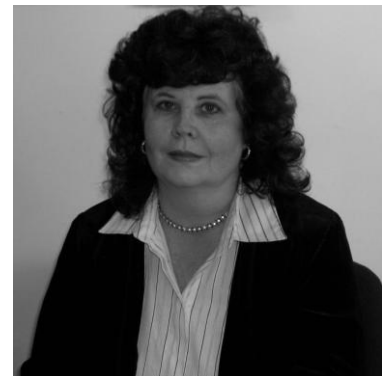
René started her career in training during the early 1980's at Boston House College and subsequently joined Vista University in 1984. In her last year at Vista University she assisted the Council members during the transition phase of establishing a more representative management team. In 1994 René joined International Compensation, a management consultancy and under the mentorship of Keith Clubb started her career in consulting.



René headed up the research division and was responsible for flagship surveys such as the Financial and Accounting Survey which was taken over from Ernst & Young in 1997. In 1998 the PSG Group purchased the company and this presented the opportunity to review the strategic direction of the survey division. During this time it became evident that the international trends were based on real-time, web-based surveys and research. René has been in the position of Managing Director since the management buyout in 2004. Supported by a highly professional team Remchannel has achieved unprecedented growth over the past five years.

DIANNE AULD

Dianne was born and educated in Zimbabwe, where she obtained a BSc Psychology Honours degree. She spent a year in Malawi, teaching English and Maths before moving to South Africa. Dianne has held a number of remuneration positions, with Richards Bay Minerals, Unilever and Old Mutual and currently works part time for Pick n Pay, where she advises on remuneration policies and practices. In 1999 Dianne started up her own remuneration consulting practice, Auld Compensation Consulting, operating out of Cape Town. She consults in all areas of compensation, runs a number of her own training courses, and trains the Worldatwork GRP courses. Since November 2008 Dianne has been writing a weekly column for the Worldatwork Compensation Newsletter on Excel Tips for Compensation Practitioners.



ANESA NAIDOO

Acting Manager International Rewards & Benefits

Professional Qualifications:

MBA

Hons. B. Admin

B. Social Science



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www.sara.co.za

Tel: (011) 789-1384

Fax: 011 789 1385