

SARA Pre Conference Programme

Wednesday, 26 October 2011

07:00	Registration
07:30	Networking Breakfast
08:10	<p>"Remuneration Committees: Dobermans or Spaniels?"</p> <p>Questions to be debated by the panel</p> <ul style="list-style-type: none"> • Are Remco's managing and upholding the principles of good remuneration governance? • Are companies embracing the principles of King III, or just paying lip-service to it? • How are Remco's influencing the management of performance and the Executive reward link including the performance setting processes. • What should be the composition of Remco's and what competencies are required in order to operate effectively and fulfil the role expected by the Board? • How do and how should Remco's deal with ethical issues such as the salary and wage gap? • What should Remco's do to ensure that meaningful disclosure and reporting on Remuneration is maintained. <p>Panel discussion, facilitated by Greg Volkwyn</p>
10:00	Tea Break & Registration
10:30	<p><u>Rewards Think Tank</u></p> <p>A workshop on the top reward challenges and issues you are currently facing</p> <p>John Rubino, Nicolene de Beer, Ronel Nienaber and Diane Auld</p>
12:30	Light Lunch and Speed Networking

SARA Conference DAY 1

Thursday, 27 October 2011

Time	
7:00 – 9:15 (2 hours)	<p>AGM & Breakfast</p> <p>Include professionalization</p> <p>Motivational speaker – Billy Selekane</p>
9:45 – 10:30	<p>KEYNOTE ADDRESS: "The new normal in Rewards"</p> <p>The new normal with respect to reward practices and trends as well as the changing role and competencies for successful reward professionals.</p> <p>Anne Ruddy, President of WorldatWork, USA</p>

10:30 – 11:00	Networking Break	
11:00 – 11:40 (40 min)	<p>The Total Rewards Concept: Getting from Theory to Practice</p> <p>Ray Harraway, Ernst & Young</p>	<p>Real issues in Employee Benefits</p> <ul style="list-style-type: none"> • In the ring with policy makers- knowing the opponent's strategy • Blow by blow account of the NHI and NSSF debate – elements with impact on remuneration • Planning for the show down - is there still room for match fixing? • The final count-down – the tactical plan <p>Joanna Legutko - Jacques Malan Consultants and Actuaries and Reg Magennis – EOH Health</p>
11:40 – 11:45		
11:45 – 12:45 (60 min)	<p>Panel discussion: Is there still a business case for companies to provide their employees with pension and medical aid benefits?</p> <p>David Gluckman, MD Sanlam Umbrella Solutions Andrew Crawford, Partner in Seshego Benefit Consultants and Chair of FPI Employee Benefits Committee Janet Hugo, Founder Hugo Capital and Chair of Investment ISG for FPI, Financial Planner of the Year Jerry Botha – Tax Consulting SA</p>	
12:45 – 12:50		
12:50 – 13:30 (40 min)	<p>Rewards issues in Public Service and SOE's</p> <p>Riah Phiyega - Deputy Chair of Rem Com for POB and Chair of Presidents Commission</p>	<p>Expat Remuneration from Opposite sides of the ring - The different Methodologies used in Expatriate Remuneration</p> <p>Nazlie Samodien – Ericsson Anesa Naidoo – Sasol Hein Bischoff - Vodacom</p>
13:30 – 14:20	Lunch Break	
14:20 – 15:05 (45 min)	<p>Panel discussion: Do the use of surveys place a company at risk in terms of anti-competitive laws?</p> <p>Andries Le Grange - Cliff Decker Hofmeyer Rene Richter – PWC Remchannel Hugo Lampbrecht - Tsogosun</p> <p>Facilitated by Jeremy Maggs</p>	
15:05 – 15:50	<p>The national planning agenda for South Africa</p> <p>National Planning Commission – Dr Miriam Altman</p>	
15:50	Closure and Cocktail Party	

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DAY 2

Friday, 28 October 2011

Time	
09:00 – 10:00 (1 hour)	Interactive Rewards Scenario Planning for Executive Reward Chantal Illbury
10:00 – 11:00 (1 hour)	How the World's Most Admired Companies have adapted to the changing economic climate in terms of reward, motivation and innovation. Shaun Barnes – Haygroup
11:00 – 11:15	Networking Break
11:15 – 11:55 (40 min)	Increasing the impact of pay through manager involvement Nicolene de Beer – First National Bank
11:55 – 12:35 (40 min)	Are we managing remuneration that it contributes to economic growth? <ul style="list-style-type: none"> • Quantity or quality of jobs • Lower the wages and employ more • Minimum wages vs productivity • Union agendas Facilitated by: Dr Mark Bussin, Martin Hopkins and Gavin Hartford
12:35 – 13:15 (40 min)	Global Work Life Initiatives John Rubino, Rubino Consulting Services, USA
13:15 – 14:15	Lunch
14:15 – 15:00	Panel discussion: Possible Technical Knockouts from all corners of the world Challenges faced when going into Africa and the Middle East Blair Mackenzie – Ericsson Stuart Wade - AEL Africa Ronnie Moholane – Anglo Ashanti Facilitated by John Rubino
15:00 – 16:00	New Research on Compensation Change Management Processes Lynne Mayers - Corporate Leadership Council
16:00	Closure & Tea