

WELCOME TO THE ARA LAUNCH EVENT - ZIMBABWE

16 October 2013



SARA

Mission:

The South African Reward Association (SARA) is a professional body aimed at promoting the reward profession and practices.

Background:

- Started in 1997
- Most companies listed on the Johannesburg Stock Exchange are corporate members
- Individual membership exceeds 3000

Benefits of membership:

- Networking
- Knowledge Building
- Access to relevant information / standards
- Career opportunities



Structure of SARA:

Executive committee with each member responsible for a portfolio

Portfolios:

- Education
- Events
- Professionalisation
- International Mobility Group (IMG)
- Stakeholder Management
- Information Management
- Employee Benefits Forum
- Finance & Risk
- Kwa-Zulu Natal
- Cape Town
- African Reward Association (ARA)



Education

- **GRP programmes**

This WorldatWork certification covers 8 modules and is recognised world wide

- **Intern programme**

Started in 2006 to develop previously disadvantaged South African graduates

- **Bursary programme**

Introduced in 2007 with the intention to financially assist SARA members to complete their Masters or Doctorate degrees

- **Minimum Reward Standards Modules**

Developed in South Africa for aspiring reward professionals to provide a solid foundation and framework for designing reward practices, policies and processes



Events

- **Networking events**

SARA organises a number of networking events in Johannesburg, Durban and Cape Town that provide an opportunity to network, exchange ideas and learn from each other

- **SARA Conference**

SARA hosts an annual conference where leading international and local professionals present on the latest trends and thinking on all elements of Total Reward

- **Rewards Awards Banquet**

Individuals and teams that excelled for the reward projects they worked on are recognised for excellence in the reward industry



Professionalisation

In January 2013 the South African Qualifications Authority (SAQA) approved SARA's application to be recognised as a professional body. The following designations were approved:

- Reward Administrator
- Reward Analyst
- Reward Specialist
- Chartered Reward Specialist
- Master Reward Specialist

Professional designations have been awarded to 74 individuals to date



International Mobility Group (IMG):

This group was launched in 2004 with the intention of providing a platform through which informative events and workshops could be provided to professionals dealing with the international mobility function.

In 2008, the group launched it's own identity – Expatriate Management Group (EMG), mainly because of an increased demand for information, networking opportunities and the benchmarking of mobility practices.

In 2013, the committee took the decision to change the name to IMG as this is more indicative of what is offered to members.



Stakeholder Management

This portfolio was established to further enhance SARA's efforts to develop, empower and continuously improve the reward professional.

This year we conducted a member survey which enabled us to understand the interests of our members to ensure that our value proposition continues to be relevant and meaningful to our members.

Information Management

This portfolio has a number of initiatives:

- Website
- Newsletters
- Partnerships
- Articles & publications



Employee Benefits Forum

This forum was established to create an open platform for SARA members to discuss the latest changes on the Employee Benefits practices.



African Reward Association (ARA)

Launched in 2013

The objective is to promote the reward profession and practices in Africa.

There are an increasing number of corporates setting up head offices in various African countries and the most effective way to extend the services of SARA is to set up chapter operations.

Initial step is to elect a Chair and a Secretary, who with the support of SARA will be responsible for establishing a Chapter that will address the needs of that particular country and organise the relevant networking events and development platforms going forward.



Guiding principles

- There must be one or more credible local promoters to aid the chapter formation
- There must be a substantial number of large corporate head offices in the area
- The project manager to work with the chapter to develop event content
- Treasury and accounts are administered from the Van Der Walt secretariat



Benefits for ARA members

- Membership of a recognised association of like-minded professionals
- Opportunities to network to discuss challenges of mutual interest
- Access to SARA LinkedIn, Twitter and Facebook social websites
- Preferential fees for workshops and seminars arranged or endorsed by the association
- Attendance of the WorldatWork USA conference, seminars and training courses at preferential fees
- Access to the internationally renowned Global Remuneration Professional (GRP) modules and examinations
- Access to the Minimum Reward Standards modules
- Receipt of the HR Future publications in electronic format
- Post graduate research material relating to reward management on the SARA website
- Access to job opportunities



ARA – Chapter Objectives

Responsibilities of the Chair, Secretary and/or committee

- Develop an annual event schedule
- Schedule to include:
 - Networking events
 - Regional conferences
 - Training courses



Funding and operations

- New chapters to discuss with the SARA executive committee for a seed capital budget
- Events should be self funding
- The secretariat will assist with online registration facilities and billing systems
- Advisable to use member owned meeting facilities for smaller events
- Chapter operations are legally bound by the SARA constitution and all operations are subject to governance processes of the association



Current membership categories

- Corporate membership
- Individual membership
- Professional member

Membership costs to be determined by the chapter committee – market related, affordable and good value for money



Election of Chair and Secretary

Suggested criteria:

- Passionate about the Reward profession
- Has enough time to get this off the ground
- Knowledgeable about Reward Management
- Is a good communicator, networker, co-ordinator and collaborator
- A nice to have is previous experience with SARA or WorldatWork or is a GRP graduate



THANK YOU
for this opportunity
to meet with you

