

New awards laud creative strategists

Talented staff reap rich rewards for their firms - and themselves

The first Reward strategist and practitioner awards were presented last Saturday during the South African Reward Association's (Sara) annual banquet.

The winners were selected by a panel of judges comprising Paul Matthews, associate director PricewaterhouseCoopers (PWC) and Melanie Loubser, assistant general manager: human resources SA Reserve Bank, for the practitioner category Stanley Subramoney, deputy CEO of PWC, Mukhtar Mohamed, 2003 president of Sara, and Stella Nkomo (head of Unisa Business School) had the difficult task of selecting the winner in the strategist category.

For the strategist awards the judges were specifically looking for new and innovative reward practices that were implemented to improve or enhance existing strategies, reward contributions that were made to support the respective companies' strategic objectives, and



Winners... SARA'S Peet Kruger hands the cheques to Aisha Wadee (left) and Paolo Ciuca (right).

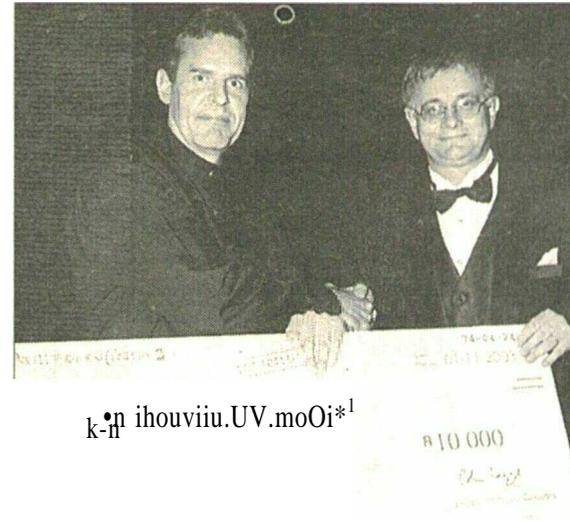
the effect thereof on the business and its people.

The role of the reward specialist in a business environment that requires sound corporate governance and where the war for talent is becoming fiercer every day prompted PWC to get involved as a co-sponsor with Sara and *Workplace* as media partner.

The Sara's new president, Ronel Nienaber, expressed the hope that awards like these will enhance the image of the profession and lure

reward practitioners to be more creative in the strategies that they put together for their companies.

The winner in the Strategist category was Paolo Ciucci of British American Tobacco. His contribution included aligning the local remuneration and benefits strategy with BAT's global imperatives, guiding principles and people drivers. This resulted in BAT SA being at the forefront of reward practices and "exporting" some of the initiatives abroad.



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He also developed and implemented a performance reward equation in line with the global reward strategy

This had a significant impact on the salary review process resulting in substituting the pay targeting approach with the business model approach.

He designed and implemented a broad-based incentive scheme. The objectives of the scheme were aimed at creating a means for all employees to share in the success of

the company, to encourage cohesion and ensure that employees were working towards a shared goal. This resulted in increased levels of motivation and contributed to the company's overall performance.

The winner of the Practitioner award was Aisha Wadee from Pretoria Portland Cement.

Aisha was, among other things, responsible for initiating the Munimed scheme, which provided different options and savings schemes.

In 10 years the fund is expected to grow R43,8-million in value-added benefits to the employees with 60% of the total contribution provided by PPC. A saving for the member also results in a significant saving for the company.

On-going educational sessions regarding medical aid issues are being conducted at all sites

Both winners received an award of R10 000.

The other finalist in the Practitioner category was Karen Otto from Impala Platinum.

In the Strategist category the competition was quite fierce and the other finalists were: Nicolene de Beer - FirstRand, Lukas de Swardt - Absa, Kgabo Moabelo - Anglo Platinum and Ronel Nienaber - Nedcor.