

## Facilitator



### Michael Honnet

Mike was born in Johannesburg in 1947 and brought up in Johannesburg and Bulawayo. He attended the University of Natal, Durban, where he obtained a BA with majors in Psychology and Philosophy in 1969 and BA (Hons) in Psychology in 1972. He is registered with the SA Board for People Practices (SABPP) as a Chartered HR Practitioner (CHRP); is a serving Board member, a member of the SABPP CPD Committee and an approved mentor of the SABPP. He is also a member of the Business Ethics Network (Africa).

Mike spent 11 years in corporate roles in Human Resources and general project management in the Barlow Rand and Hulett's groups, before embarking on a career in HR consulting. He was a partner and shareholder in FSA Contact and International Compensation (subsequently Channel Consulting), as well as a Divisional Director and subsequently Divisional Managing Director of the HR Consulting Division in Aon Consulting.

He is currently the sole owner and director of Mike Honnet Consulting (Pty) Limited and the Client Executive at 21st Century Pay Solutions Group, with whom he has been associated for the last 3 years.

Mike has for many years specialised in Performance and Reward consulting, covering all aspects of remuneration, variable and incentive pay, performance recognition and management / improvement. He has worked in the private and public sectors throughout Southern Africa, in Tanzania and in Kenya.

# Remuneration Strategy & Policy

## TWO-DAY WORKSHOP

09 – 10 February 2012 • Johannesburg

15 – 16 February 2012 • Cape Town

**Knowledge Resources** in partnership with **21st Century Pay Solutions Group** is proud to present you with state of the art knowledge and practices to design and implement remuneration strategies and programs.

This is a practical workshop that gives you several toolkits to design a remuneration strategy and policy that will drive and underpin organisation strategies.

This course is designed to understand the principles and design of remuneration strategy. It will outline some of the toolkits that could be used in this as well as the trends and lessons learnt. You will leave with practical methodologies that can be applied immediately.

ENDORSED BY

 HUMAN CAPITAL REVIEW

## Information

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**KNOWLEDGE  
RESOURCES**

[www.kr.co.za](http://www.kr.co.za)

# Remuneration Strategy & Policy

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15 – 16 February 2012 • Cape Town

The importance of sound remuneration strategies and practices cannot be overemphasised. Even more so in South Africa where a general skills shortage makes it increasingly difficult to attract and retain high potential talent.

Our Remuneration Workshops are highly interactive and practical with emphasis on skills transfer in order for the participant to implement the newly acquired knowledge and skills immediately.

Michael Armstrong and Duncan Brown in *Strategic Reward: Making it Happen (2006)* stress that the guiding principles for sound remuneration practices should indicate the following:

- Develop reward policies and practices that support the achievement of the organisation's goals
- Provide rewards that attract, retain and motivate staff and help to develop a high performance culture
- Maintain competitive rates of pay
- Reward people according to their contribution
- Recognise the value of everyone who is making an effective contribution, not just the exceptional performers
- Allow a reasonable degree of flexibility in the operation of reward processes and in the choice of benefits by employees
- Devolve more responsibility for reward decisions to line managers

## SETA accreditation

Many of our delegates enquire after our accreditation status. There is a misguided opinion that organisations can only claim their levies back if they use accredited training providers only. This is not entirely correct. In the Government Gazette (No.20865 of 7 February 2000), it clearly states that the Skills Development Levies Act provides for recovery of a levy payment based on the submission of Workplace Skills Plans (WSPs), Workplace Skills Implementation Plans (WSIPs), and the submission of the names of Skills Development Facilitators (SDFs), and not on the basis of making use of accredited providers or NQF-aligned training and development events only.

## Learning Outcomes

At the end of the course you will be able to:

- determine the company's current remuneration strategy
- assess the company's business goals
- determine whether the remuneration strategy matches the company's business goals
- revise (where necessary the current strategy)
- implement the new strategy in the most effective manner for the organisation

## Why attend this course?

This course will offer you practical application and instruction in how to design a remuneration strategy and policy for your organisation. You will learn the best practice principles of remuneration strategy and policy design, and will be challenged in a practical way to convert "best practice" into "best fit" for your organisation.

## Who should attend?

- Human Resource Executives
- Remuneration Staff

## Programme for both days

<b>07:30 – 08:30</b>	Registration and refreshments
<b>08:30</b>	Workshop commences
<b>10:00 – 10:30</b>	Morning tea break
<b>12:30 – 13:30</b>	Lunch
<b>15:00 – 15:15</b>	Afternoon tea break
<b>16:30</b>	Wrap-up and closure

**DID YOU KNOW** that this workshop is one of our many other great Remuneration workshops? Email [siphiwe@knowres.co.za](mailto:siphiwe@knowres.co.za) to find out more!

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RESOURCES**

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## Registration

### Registration fee

R 8 490.00

The above registration fee includes VAT, lunch and refreshments, parking and workshop material

### Terms and Conditions

Please note: Payment must be received before the event takes place. Knowledge Resources reserves the right to refuse admission where evidence of payment cannot be shown.

#### CONFIRMATION OF BOOKING

Please note: If you have not received confirmation in writing, of your booking before the event, please contact us on 011 880 8540 to confirm that we have received your registration.

#### SOMETHING HAS COME UP AND I CANNOT ATTEND

If you cannot make it to the event, you have several options (the below options need to be received in writing):

- You may send a substitute delegate in your place, please inform the Customer Care Department of the new name for registration purposes. No additional charges will be applicable for substitutions
- You may transfer at no extra charge to another event, provided you do so in writing at least 10 working days before the event. Transfers within the 10 working days will be charged an administration fee of 20%
- You may cancel your registration, in writing, up to 10 working days before the event takes place. Cancellations inside of 10 days will be liable for the full fee
- Unfortunately, no refund or credit can be given to delegates who do not attend without giving prior notice
- Registrations received during the 10 working days before the event date, will not be excluded from any terms & conditions

In the event of unforeseen circumstances Knowledge Resources reserves the right to change the programme content, the speakers, the venue or the date. You will be notified no less than 5 working days prior to an event. Should the event be postponed, you will have the option to attend the next available date of the relevant event. The registration fee will be credited on delegate accounts, should they opt not to attend the next available date of the relevant event or in the case where an event is cancelled.

#### PAYMENT

- Cheques should be made payable to Knowledge Resources (Pty)Ltd. Please do not mail any cheques.
- Electronic Transfer or Direct Deposit into our bank account, validated by faxed copy of transaction slip

Nedbank Cresta  
Account No.: 1913164489  
Branch Code: 191305  
FAX: 011 880 8700

Please note: Payment must be received by no later than 15:00 the day before the first morning of the event.

## KNOWLEDGE RESOURCES

Crous Knowledge Resources Pty Ltd T/A Knowledge Resources  
Ground Floor, The Mews, 173 Oxford Road, Rosebank, 2196  
Company Reg. No. 1991/000853/07

### Special Offer

- Register 3 delegates and the 4th delegate attends free of charge!
- Special discount for registered NPO's, small businesses (30 or less employees) & full-time lecturers at universities/colleges/schools – contact us for more information!

### Registration Methods

- Register online GO TO [www.kr.co.za](http://www.kr.co.za)
- Phone Plaxy Kathumba on 011 880-8540
- Fax completed registration form to 011 880-8700 / 9829
- Email completed form to [plaxy@knowres.co.za](mailto:plaxy@knowres.co.za)

Once payment has been made please fax through proof of payment with the event's name written in the top right-hand corner

**PLEASE NOTE** Delegates will not be allowed entry to the event if payment has not been received.

Booking made by

Phone  Email

Date  Signature

By signing this registration form, the delegates agree to the enclosed terms and conditions

#### DELEGATE 1

Name  Title

Designation

Phone  Fax

Cellular  Email

Company

Company VAT Number

Postal Address

Postal Code

Dietary Requirements

#### DELEGATE 2

Name

Title

Designation

Cellular

Fax

Email

Dietary Requirements

#### DELEGATE 3

Name

Title

Designation

Cellular

Fax

Email

Dietary Requirements

#### DELEGATE 4

Name

Title

Designation

Cellular

Fax

Email

Dietary Requirements

#### DELEGATE 5

Name

Title

Designation

Cellular

Fax

Email

Dietary Requirements

#### CREDIT CARD PAYMENT

Card Holders  Visa / Master  Amex  Diners  Mark appropriate box  Expiry Date

Card No.  CCV No.

Amount  (All prices include VAT)

Date  Signature