

Remuneration Symposium 2010

Auckland

Thursday, 14 October
Hewitt Associates
The Axis Building
Level 2, Suite 7
91 St Georges Bay Road, Parnell

Discover the latest thinking in remuneration, addressing both current and future perspectives on total rewards

Featuring a number of interactive presentations and workshops from key people within Hewitt's reward practice, the Remuneration Symposium will provide critical insights and guidance for senior HR/Remuneration Managers and other professionals responsible for reward strategy and decision-making.

Symposium Program

8.15 – 8.45am **Registration & Refreshments**

8.45 – 9.00am **Welcome Address**

Rachael Finneore, New Zealand Practice Leader, Hewitt Associates

Session 1

9.00 – 9.45am **State of Play: A Review of the Remuneration Landscape**

Rachael Finneore, New Zealand Practice Leader, Hewitt Associates

Drawing on Hewitt's extensive portfolio of market data across multiple industries, this presentation will provide attendees with an in depth analysis of current Compensation and Reward trends in the New Zealand market and how that fits within a global context. How has the market recovered from the GFC? What has changed and how are organisations shifting their Reward programs to meet current demands? We will examine what sectors and job families are witnessing 'spikes' in demand and outline Hewitt's forecasts for the year ahead.

9.45 – 10.30am **Measuring Returns on Compensation and Reward**

Jairus Ashworth, Reward Practice Leader, Hewitt Associates

Compensation and Reward is a blend of both art and science – qualitative and quantitative. Unfortunately many organisations struggle to create strong linkages between the Reward programs they have in place and their outcomes – the return on their investments. This session will provide practical advice on measuring the effectiveness of Reward programs. It will act as a guide to the tools and processes available to help you establish the link between investment and returns on your Reward strategy.

10.30am – 11.00am **Top 10 Remuneration Review Tips & Tricks**

Janine Irvin, Senior Remuneration Consultant, Hewitt Associates

The remuneration review process is a critical deliverable for the HR function, yet many organisations struggle to get it right. Each year Hewitt assists with more than 50 remuneration reviews, from technology development to budget distribution. This experience gives our consultants an unparalleled view of the most common mistakes that can hinder this essential process. This highly practical presentation will take you through the top 10 mistakes companies make with remuneration reviews and how to avoid them.

11.00 – 11.30am **Morning Tea**

Session 2 – workshops

11.30am – 1.00pm **Option 1: Job Evaluation — Creating a Level Playing Field**

Amanda Going, Senior Remuneration Consultant, Hewitt Associates

This session will provide an overview of Job Evaluation and its role in establishing pay relativities. It will cover how and why Job Evaluation was developed and in what circumstances it is usually applied. We will outline alternative methodologies and in what circumstances the benefits of Job Evaluation may be best exploited. Through practical examples we will explore steps to maximise the accuracy and relevance of Job Evaluation. Be prepared to argue your case as the group evaluates a real life role using Hewitt's JobLink evaluation tool!

OR

Option 2: Pay for Performance — Effective Incentive Plan Design

Jairus Ashworth, Reward Practice Leader, Hewitt Associates

This workshop will focus on how to construct a pay for performance plan and discuss some of the key design components of a robust incentive plan. This includes the process of determining the most appropriate performance measures, how incentive targets should be established and the various conditions that need to be met for an employee to be eligible for a payout. This session will provide the opportunity to discuss the common pitfalls when designing an incentive plan – ideal for those involved in the design, management or review of incentive plan programs.

1.00pm – 2.00pm **Optional Lunch**

Feedback from past attendees:

“Great seminar. Some very interesting food for thought.”

“Very good. Topics addressed were very relevant & interesting.”

“Workshop was very valuable.”

“Excellent prompt to challenge thinking.”

“You have inspired me to look at Reward in a more strategic light - love it!”

“Very interesting & inspiring.”

“Excellent thinking.”

Speaker Biographies



Jairus Ashworth

Jairus leads Hewitt's Reward Practice in Australia and New Zealand.

Jairus has more than 15 years experience in the remuneration field and his areas of expertise include Reward Strategy Development, Salary Structures, Salary Review Automation & Management, Executive Remuneration Benchmarking & Reward Mix, STI Plan Design & Reviews, LTI Plan Design & Reviews and Benefits Audit & Optimisation.

Jairus has led numerous client assignments in remuneration strategy, design and market analysis across a broad range of industries. Jairus holds a Bachelor of Arts in Industrial Relations and Asian Studies.



Rachael Finnemore

Rachael is Hewitt's Practice Leader in New Zealand, based in Auckland. Rachael has over 15 years experience in HR and Remuneration Management and has been leading the practice in New Zealand since 2006.

Rachael consults with clients from a wide range of industries to ensure their people management practices support their business objectives.

As well as consulting directly with organisations, Rachael leads and mentors Hewitt's team of remuneration and HR consultants in New Zealand to assist clients in the areas of remuneration strategy and benchmarking, employee engagement, leadership and talent management.



Amanda Going

Amanda is a senior remuneration consultant at Hewitt with over 12 years' experience in remuneration and benefits consulting.

Amanda has worked with a range of clients in the private sector, many of which were within the financial services sector.

Amanda has worked with clients on reviews of compensation processes and policies, undertaken extensive market benchmarking assignments, managed numerous remuneration surveys, conducted benchmarking of best practices and in-depth qualitative analyses of HR practices. Amanda holds a BA(Honours) degree from Manchester University, UK.

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Janine Irvin

Janine is a remuneration consultant at Hewitt with over 7 years experience in the remuneration and benefits field. She is responsible for the management, implementation and support of Hewitt's salary review software solutions and works closely with clients in order to enhance and facilitate their understanding of Hewitt's remuneration data tools RapidRem and Data Centre.

Janine is responsible for the management, development and quality of Hewitt's remuneration survey function in New Zealand.

Janine holds a Bachelor of Commerce with a major in Employment Relations and Management.



Remuneration Symposium – Registration Form

Special Discount Offer

Register 3 or more attendees from your organisation and receive a 10% discount. To take advantage of this discount offer, please fax completed registration forms for each attendee.

Your Details (one form per person)

Name

Job Title

Organisation

Address

Telephone

Facsimile

Email

Registration (Please tick your preferences)

Date: Auckland – Thursday 14 October, 2010

Location: Hewitt Associates, The Axis Building
Level 2, Suite 7, 91 St Georges Bay Road, Parnell

Symposium Registration – NZ \$395 + GST

Please indicate your preferred workshop option for Session 2:

Job Evaluation

Pay for Performance

Are 3 or more people attending from your organisation? (please circle) **Yes / No**

If so, we will adjust your registration fees to reflect the 15% discount offer.

Method of Payment

A cheque for \$ is enclosed (payable to 'Hewitt Associates')

Please forward an invoice to my organisation

NOTE: Where an individual purchase is less than NZD1,000 (incl GST) this document becomes your TAX INVOICE for GST purposes upon completion of payment by CHEQUE. Please keep this document for your records.

Trading in New Zealand as CSi - The Remuneration Specialists Limited (GST Number: 93-022-365)

**Please forward your registration form and payment by 30 September 2010:
Either fax to +64 (0)9 304 1599 or scan and email to ordersnewzealand@hewitt.com**

Terms and Conditions

- Prices are GST exclusive. The cost includes the event, refreshments and session notes.
- Cancellations must be made at least 7 days prior to the Symposium to be eligible for a full refund.
- Cancellations made after this will incur the full charge.

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