

# Remuneration Symposium 2010

**Melbourne** Thursday, 23 September  
The State Library  
Entry 3, Conference Centre  
179 La Trobe Street, Melbourne

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**

*Jairus Ashworth, Reward Practice Leader,  
Hewitt Associates*

## Session 1

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

*Nick Woodward, Senior Remuneration Consultant, 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 Australian 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 which 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.

**10.30 – 11.00am**      **Case Study: Using Rewards to Drive Performance – SingTel Optus**

*George Liberopoulos, Senior Remuneration Consultant, Hewitt Associates*

This case study will present a range of initiatives used to drive performance, from the Performance & Reward Team at Optus. The session will outline possible approaches to identifying performance improvements, building the case for change, stakeholder management, project management, implementation and finally, how to measure the impact of people initiatives on performance.

**11.00 – 11.30am**      **Morning Tea**

## Session 2 - Optional workshops

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

*Nick Woodward, 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**

*George Liberopoulos, Senior Remuneration Consultant, 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.

## 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.



## George Liberopoulos

George is responsible for the delivery of professional remuneration advice to Hewitt Reward clients across a broad range of industry sectors in Australia.

George's specialist remuneration expertise has been built on over 7 years in some of Australia's leading organisations and an additional 8 years experience in an operations and marketing capacity.

George has delivered projects across all facets of remuneration including salary and benefit surveys, annual reviews, job evaluation, job matching, job banding, benefit design, executive remuneration, executive financial planning initiatives and incentive plan design.



## Nick Woodward

Nick currently leads a team of Remuneration Consultants at Hewitt and is responsible for the delivery of remuneration projects for organisations of all sizes in a range of industry sectors.

Nick's experience includes over 9 years across a broad array of total reward projects including: comprehensive market benchmarking; executive pay benchmarking; design and development of banding frameworks; implementation of job evaluation and grading structures; design and review of short-term-incentive plans for both sales and non-sales staff; reviewing policies for motor vehicles and other benefits; annual review planning and linking employee engagement and reward.

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# Remuneration Symposium – Registration Form

## Special Discount Offer

Register 3 or more attendees from your organisation and receive a 15% 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:** Melbourne – Thursday 23 September, 2010

**Location:** The State Library  
Entry 3, Conference Centre  
179 La Trobe Street, Melbourne

- Half day (Session 1) – \$550  
 Full day (Sessions 1 & 2) – \$770

If you are attending the full day, 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

Corporate credit card payment:  Visa  Mastercard  AMEX

Card Number

Expiry Date

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Cardholder's Name

Cardholder's Signature

Amount \$

- A cheque for \$ ..... is enclosed (payable to 'Hewitt Associates Pty Limited')  
 Please forward an invoice to my organisation

**NOTE:** Where an individual purchase is less than AUD1,000 (incl GST) this document becomes your TAX INVOICE for GST purposes upon completion of payment by CREDIT CARD OR CHEQUE. Please keep this document for your records.

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**Please forward your registration form and payment by 31 August 2010:  
Either fax to +61 2 9247 9252 or scan and email to [austraining@hewitt.com](mailto:austraining@hewitt.com)**

## Terms and Conditions

- Prices are GST inclusive. 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.

**Sydney** Level 6, 155 George St, The Rocks, Sydney, NSW, 2000, Ph: +61 2 9247 8066

**Melbourne** Level 30, 360 Collins Street, Melbourne VIC 3000, Ph: +61 3 9614 6100

**Auckland** Level 2, Unit 7, Axis Building, 91 St Georges Bay Road, Parnell, Auckland, Ph: +64 9 304 1590

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