

Remuneration Symposium 2010

Sydney

Thursday, 16 September
The Mint
10 Macquarie Street, Sydney

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**

Tim Powell, Managing Director of Hewitt Associates, Australia and New Zealand

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 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.

10.30 – 11.00am **Morning Tea**

Session 2

11.00 – 11.30am **Top 10 Remuneration Review Mistakes and How to Avoid Them**

Jean Hanna, 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.

11.30am – 12.15pm **Case Study: Using Rewards to Drive Performance – SingTel Optus**

Andrew White, Reward Practice Manager, Hewitt Associates & David Hamilton, General Manager for Performance and Reward, SingTel Optus

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.

12.15 – 1.30pm **Lunch**

Session 3 – optional workshops

1.30 – 3.00pm **Option 1: Executive Remuneration – What Lessons Have We Learned?**

Alan Jackson, Executive Remuneration Practice Manager, Hewitt Associates

Has recent intense scrutiny and government involvement in executive pay made any real difference? This session will consider the nature and extent of changes in pay for performance, how pay is delivered and how it is disclosed. Specific aspects of developing an executive remuneration plan that will be covered include: fixed pay, short-term incentives, long-term incentives, competitive benchmarking, risk management, termination payments and governance. The session will also explore the importance of linking executive remuneration to broad organisational strategy and its implications.

OR

Option 2: 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 3: Pay for Performance – Effective Incentive Plan Design

Peter Ryan, Reward Practice Manager, 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.

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.



Jean Hanna

Jean is a senior remuneration consultant at Hewitt Associates, responsible for the design and delivery of leading-edge remuneration solutions. She works with clients across a range of industries to help them get the most from their reward investments.

Jean joined the organisation in 2003 and has over 12 years of experience in specialist remuneration and HR generalist roles.

Jean holds a Bachelor of Arts (Industrial Relations and Psychology) and a Postgraduate Certificate in Human Resources, and is currently studying for the Global Remuneration Professional (GRP) certification.



Alan Jackson

Alan advises corporate boards and management on all aspects of executive remuneration, non-executive director pay and associated governance. Alan has significant consulting experience in designing and developing cash, equity based and equity equivalent incentive arrangements. Alan has held senior Human Resources management positions with major US multinational corporations in the financial services and consumer sectors.

Alan holds a Bachelors Degree in Commerce and is qualified as a New Zealand Chartered Accountant.



Peter Ryan

Peter has over 30 years experience in the human resources field, including the past 20 years specialising in remuneration.

Peter's consulting work embraces all aspects of director and executive remuneration and associated performance measurement and governance issues. He also contributes to specialised areas of employee reward design, such as sales incentive structures. He has worked in this field extensively in both consulting and senior corporate roles.

Since joining Hewitt in 2002, Peter has led or contributed to numerous Hewitt assignments in remuneration strategy, design and market analysis across a broad range of industries.



Andrew White

Andrew has been a part of the Hewitt Reward team for over 10 years, prior to which he was an HR Generalist for several years.

During his time at Hewitt he has conducted client assignments across a broad range of offers, including reward strategy design & development, base pay structure design, STI design, sales compensation design and salary review software implementation. Andrew's project work has extended across many industries, from large financial services entities to smaller NGO entities.

Andrew currently leads the Broad Based Reward business for Hewitt Australia. He holds a Bachelor of Arts in Psychology and a Masters of Management in Human Resources.



Nick Woodward

Nick currently leads a team of Remuneration Specialists 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; 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.

Feedback from past Remuneration Symposium attendees:

"Great seminar. Some very interesting food for thought."

"Very good. Topics addressed were very relevant & interesting."

"Workshop was very valuable."

"Presenters were great."

"Presentation was excellent and provided good insight."

"Excellent thinking."

"Excellent prompt to challenge thinking."

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

"Very interesting & inspiring."

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: Sydney – Thursday 16 September, 2010

Location: The Mint
10 Macquarie St, Sydney

- Half day (Sessions 1 and 2) – \$770
 Full day (Sessions 1, 2 & 3) – \$990

If you are attending the full day, please indicate your preferred workshop option for Session 3:

- Executive Remuneration
 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

Cardholder's Name

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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**

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.