Remuneration Symposium 2012
Maximising your reward investment
Sydney
Maximising your reward investment

Each year, organisations spend over $600 billion on pay and benefits in Australia. Averaging about 30% of an organisation’s operating expenses, it is often an employer’s largest expense and in many cases, one of the most poorly managed.

In today’s economy organisations must utilise all elements of the total rewards mix and develop holistic strategies to maximise the value of their remuneration and benefits programs.

Aon Hewitt’s 2012 Remuneration Symposium is focused on the application and management of total rewards components to drive productivity and business results.

Attendees will benefit from a variety of perspectives, delivered by local and global thought leaders and guest panelists. You will also have the opportunity to tailor your learnings by choosing one of two interactive afternoon workshops.

Who should attend

The 2012 Remuneration Symposium is targeted at senior HR professionals seeking fresh and relevant perspectives to challenge their thinking in the rewards space. Junior professionals looking to up-skill will also benefit from the session.

Session details

Date       Thursday, 4 October
Times      8.45am – 5.00pm (registration from 8.15am)
Venue      Dockside, Darling Harbour, Balcony Level, Cockle Bay Wharf
Agenda

8.15am  **Registration and refreshments**

8.45am  **Welcome address**  
*Tim Powell, Practice Leader, Pacific, Talent and Rewards, Aon Hewitt*

9.00am  **Where to now? A review of reward trends in the Australian market**  
*Shannon Dooley, Reward Consultant, Aon Hewitt*

The opening presentation will provide a backdrop for the day’s content, examining the current reward landscape in Australia. Leveraging Aon Hewitt’s extensive portfolio of reward data, this presentation will explore in-depth the degree to which organisations are differentiating pay by performance and using total reward to drive business results. By correlating these findings with figures collected as part of our Policy and Practice survey we look into how companies are differentiating their rewards to retain top talent; what sectors and job families are witnessing ‘spikes’ in demand; and how current legislation is impacting reward. We will also deliver Aon Hewitt’s projections for the year ahead.

9.35am  **Resilient reward – coping with major change**  
*Jairus Ashworth, Head of Reward, Australia and New Zealand, Aon Hewitt*

Effective strategy copes with change, external impacts, and shocks to the system. In this panel session, Jairus Ashworth will lead discussion with senior practitioners from different sectors. The session will focus on how reward strategies can cope with major change. Representatives from the Australian resources, financial services and not-for-profit sectors will provide insights into how their reward strategies have reacted to boom and bust, what they have learnt and what they would change in the future. Hear from companies including BHP Billiton Limited and UnitingCare Ageing and find out how resources giants have dealt with spiralling wage costs and labour shortages; how the financial services sector has adapted reward to meet new government regulation, tighter board oversight, and reduced appetite for risk; and how pay in the not-for-profit sector has been impacted by the current market.

10.40am  **Morning tea**

11.05am  **The successful management of total reward – lessons from the 2012 Signature Survey**  
*Guest speaker: Richard Kantor, Partner, North America, Aon Hewitt*

In 2009, Richard Kantor captivated Remuneration Symposium audiences with ideas on how to take advantage of the global economic downturn to drive much needed change in total reward. Since then, he has authored a highly acclaimed whitepaper and several articles on transforming total reward. He also played a leading role in the management of Aon Hewitt’s 2012 Total Rewards Signature Survey, the results of which he will build upon at this year’s Symposium. Richard’s presentation will provide insights into a number of issues facing reward professionals including: the knowing-doing gap that exists in total reward and the consequences of not heeding the call to change; how high expectations and mediocre execution are combining to produce missed opportunities in total reward management; and what we can learn from the approaches taken by high performing companies. Richard will also provide practical tips on how your organisation can get started on the road to more successful total reward programs.
12.10pm  **Building the business case for workplace wellness programs**

_Danni Hocking, Principal, People Risk Solutions, Aon Hewitt_

When reviewing reward strategies, organisations need to consider the hidden costs affecting their bottom line. Modifiable lifestyle conditions such as stress and smoking are increasingly common in Australia and are costing employers billions of dollars annually. Despite being one of the hardest working nations in the Western world, absenteeism and presenteeism are negating profit margins in Australian organisations. So what can organisations do to cut these costs? With a large percentage of employees spending over a third of their life at work, the workplace can be a major influencer of modifiable lifestyle conditions. By investing in employee health and wellness behaviours, organisations can not only minimise health risks but enhance productivity, profitability and business reputation. This presentation will provide examples of best practice corporate wellness initiatives and practical tips on how to utilise wellness programs as part of your total reward strategy.

1.15pm  **Lunch**

2.15pm  **Workshops**

_Workshop one: Frontline manager capability – communicating reward_

A large majority of employees say they don’t understand their organisation’s reward policies and will vouch that verbal communication has the greatest impact on their level of understanding. Management’s ability to communicate remuneration strategies to employees can therefore greatly impact the success of the programs at motivating and driving performance. Focusing on 2012’s ‘Best of the Best’ employer, Microsoft Australia Pty Ltd, this workshop will outline effective practices and explore how leading organisations communicate their remuneration framework in a comprehensive but understandable way. We will focus on how to simplify the remuneration message and how to educate HR specialists and operational managers to present a consistent message, leveraging the actual and perceived value of global reward packages.

_Workshop two: The Best Employer approach to pay_

We know that Aon Hewitt Best Employers execute their people programs better than their peers. But what do they do differently with respect to pay? Do they offer higher levels of fixed pay or rely more on variable pay? Do they provide greater levels of base pay differentiation or incentive pay differentiation? This workshop will discuss how Best Employers ensure that individual and organisational performance has a significant impact on pay. It will outline how they share the organisations relative level of success amongst employees and ensure that employees have a clear understanding of how pay decisions are made. It will also explore in detail the pay practices of 2012 Best Employers Peoplebank Australia Limited.
Speaker biographies

Jairus Ashworth
Jairus is the Head of Rewards at Aon Hewitt. He has extensive experience in the management of most aspects of employee and executive reward. Passionate about data, he has had responsibility for the management, development, launch, growth and innovation of numerous industry and club remuneration surveys. Jairus has also worked with some of Australia’s most prominent firms to implement changes to their reward programs to obtain competitive advantage.

Shannon Dooley
Shannon is a remuneration consultant at Aon Hewitt. Shannon provides advice and solutions to organisations of all sizes across a number of industry sectors in Australia. Shannon’s extensive experience covers broad facets of total rewards projects including the design and development of banding frameworks; implementation of job evaluation and grading structures; design and review of short-term-incentive and the linking of performance and engagement to reward.

Danni Hocking
Danni has extensive experience in the management of people risk issues including the development of award-winning corporate wellness programs. She has over 15 years experience in providing safety/risk consulting and training services. Danni is a thought leader in the wellness space and has spoken at several national and international safety and wellbeing forums. She has a passion for sharing her knowledge and experiences and has assisted many organisations in reducing costs associated with workplace injury and ill health to enhance productivity, efficiency and engagement.

Richard Kantor
Richard is a Partner at Aon Hewitt based in the United States. He leads the Total Rewards Global Center of Excellence and has consulted on all aspects of worldwide organisational performance, human resources strategy, cross cultural management, and total reward strategy and design. He has also worked with clients on the ground in more than 70 countries to set global human resources and total reward strategies aligned with business aims; evaluate performance and reward systems for strategic and cultural consistency; and design and implement performance and total reward systems.

Richard is a charismatic speaker who has delivered presentations at some of the leading reward conferences around the world. He has more than 25 years’ experience working in the rewards field, and brings challenging, innovative and creative thinking to total reward.
Registration form
Remuneration Symposium 2012

Special discount offer
Register three 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.

Please complete your contact details (one form per person)

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Registration (please tick your preferences)
☐ Sydney – Remuneration Symposium 2012: $990
☐ Melbourne – Remuneration Symposium 2012: $990

Please indicate your preferred workshop option:
☐ Frontline manager capability – communicating reward
☐ The Best Employer approach to pay

Are three or more people attending from your organisation? (please circle) Yes / No
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Please forward your registration form and payment by Tuesday, 18 September 2012.
Please fax to +61 2 9253 7006 or email a scanned pdf to austraining@aonhewitt.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.
About Aon Hewitt

Part of the Aon Corporation, Aon Hewitt is the global leader in human resource consulting and outsourcing solutions. Our consulting services help leading organisations around the world solve their most important people and HR challenges. We also help individuals achieve financial wellbeing.

In Australia, Aon Hewitt provides consulting services and solutions to clients in the areas of superannuation and retirement, financial advice, workers’ compensation, occupational health and safety, workforce risk solutions, employee benefits, talent and employee engagement, remuneration and incentives, total rewards, actuarial services, and mergers and acquisitions.

With more than 29,000 professionals in 90 countries, Aon Hewitt makes the world a better place to work for clients and their employees.