

REMNET ANNUAL CONFERENCE  
1ST & 2ND NOVEMBER 2016



# CUTTING EDGE

DAY ONE

CUTTING EDGE



## TUESDAY 1ST NOVEMBER 2016

8.30am REGISTRATION

9.00am CONFERENCE OPENS  
Jason Blackmore, Chairperson RemNet

9.15am PANEL DISCUSSION  
REMNET COMMITTEE  
RemNet update – Vision & Values

### 9:30am GUEST SPEAKER

RYAN GHISI, XERO

The benefits and perks at a cutting edge company and how they're a little different to the norm - more akin to those offered in Silicon Valley? Some interesting offerings and fresh ideas in the making, and how technology underpins some of that.

10.15am COFFEE BREAK

10.45am PANEL DISCUSSION  
Doug Reid - Air NZ,  
Fiona Johnston - Fonterra,  
Sundae Lim - Fletcher Building

### HRIS PROJECT

How important is it choosing the right HRIS? A company that takes the time to invest in a HRIS that fits their goals, objectives, mission, and values, is a company that is investing in its future and in its HRIS project being a success.

### 11.45am GUEST SPEAKER

MIKE JURY, ALLIANZ AUSTRALIA LIMITED

Achieving Competitive Excellence by Globalising the Remuneration Function.

- Understanding compliance issues around taxation within different jurisdictions and regulatory.
- Aligning the interests of the remuneration and HR departments with the objectives of the business and overall strategy.
- Streamlining remuneration planning to succeed in an increasingly tight labour market by taking a global approach to remuneration and reward practices.
- Retaining your competitive edge by utilizing global best practice and a centralized remuneration function.
- Evaluating equity and it's challenges in a global environment.

12.30pm LUNCH

### 1.30pm KEYNOTE SPEAKER

SUSAN HORNSBY-GELUK, DUNDAS STREET

Employment law is dynamic and often complex - Holidays Act and compliance issues have been especially contentious in recent times. This session looks at the changes to a number of key employment law statutes following the introduction of the Employment Standards Bill earlier this year, and also focuses on some difficult Holidays Act issues that even some of New Zealand's largest employers have struggled to get right.

DAY ONE

CUTTING EDGE



2.30pm GUEST SPEAKER

**PHILIPPA YOUNGMAN, PIVOT SOFTWARE**

We are in the people profession so why should we use technology for the people interactions?

Doesn't it take the Human out of Human Resources? No-one has a conversation anymore.

When it comes to remuneration review, spreadsheets work just fine. Imagine a life where your conversations in the remuneration and performance area are about coaching and advising and not policing and checking, or the data you are looking at is informing a decision rather than summarising historic happenings.

Technology can help as long as it works. Hear about some of the war stories that can be the battlefield of H.R. in relation to process and data management and some tips on how to manage the decision of a technology purchase.

3.15pm COFFEE BREAK

3.30pm BREAKOUT SESSIONS

**SESSION A: ALISON BAMFORD & RHYS WEYBURNE, MERCER**

The Evolving Role of the Employer in Enhancing Employee Financial Wellbeing

Alison and Rhys will run an interactive session debating the philosophical role organisations take in both the provision of company-funded employee benefits and access to financial wellbeing information in order for staff and their families to make informed decisions. This is in context of the significant changes in the demographic make-up and therefore age and stage drivers of today's workforces, coupled with advances in technology that promote a greater emphasis on employee self-service models. Alison and Rhys will provide interesting examples of organisations that have adopted different employee benefit engagement models and technology solutions.

**SESSION B: CHRIS PLACE & TANYA GILES, PWC**  
Gender Gap Presentation

Gender pay equity is an issue that continues to feature in the media, around the boardroom table and on the agenda of many senior management teams.

Research conducted by Statistics New Zealand shows the median hourly pay gap (discount) for women, while reducing, was 11.8% for the 2015 year.

This will be an interactive session discussing gender pay gap at executive level in private sector NZ and some of the contributing factors, how we stack up compared to other OECD countries and how have other jurisdictions tackled this challenge, and what initiatives can you take to measure and tackle this issue within your business.

4.30pm EVENING NETWORKING  
Drinks & Canapes

7pm EVENING FINISH

DAY TWO

CUTTING EDGE



## WEDNESDAY 2ND NOVEMBER 2016

7.00am CONTINENTAL BREAKFAST

7.30am SPECIAL INTEREST GROUP BREAKFAST  
Market Data - Trends & Data Insights

HOSTED BY: SANTA HARVETT  
Manager, Market Information, Strategic Pay

Your workforce is your organisation's largest and most important investment. The ability to align remuneration planning to business objectives is key for business success. This session will examine NZ organisations' remuneration trends, best practices and employer programmes in place today. We will look at the changing demographics of the workforce, the gender gap and why flexibility is becoming essential to attract, engage and retain the younger generations of talent, as well as explore tools to assist with remuneration planning and metrics.

Registration required. No charge for members, \$35 + GST non-members. Light breakfast included.

9.00am GUEST SPEAKER

JASON BLACKMORE, COCA-COLA AMATIL

How to Create and Sustain a Culture of Recognition within Your Organisation

Coca Cola Amatil has identified that recognition is a vital driver of employee engagement and motivation. In January 2016 they launched a recognition programme that is tied to their values and vision, in order to enable an organisational culture of 'thanks'. In this session, Jason will discuss the strategy behind this programme and the associated intangible, intrinsic and extrinsic benefits.

Jason will cover the power of recognition in obtaining the desired behaviour and performance from employees, reducing turnover by structuring your recognition programme and training direct line managers, developing innovative communication practices to ensure you become an employer of choice, and tips and techniques to sustain a culture of recognition in the workplace.

10.00am COFFEE BREAK

10.30am GUEST SPEAKER

CHRIS BOGGS, DELOITTE

Deloitte's change in performance management. How they went about the change within Deloitte's, what are the benefits/pitfalls, what organisations would benefit from this/or not and what's happening in the market with regard to Performance Management and ratings.

DAY TWO

CUTTING EDGE



#### 11.30am GUEST SPEAKER

##### JO MACAULEY, AIR NZ

Jo will discuss the high performance engagement approach, how it's working, and what the expectations are. HPE is a concept that engages people closest to the problem to own the problem while working to find the best answers to their own issues. A large component of HPE involves thought diversity as it is proven that solutions are better and more sustainable when people from all of the organisation levels are part of solving a problem – not just management.

12.30pm LUNCH

1.30pm AGM

Jason Blackmore, Chairperson RemNet

#### 2.15pm HOT TOPICS SESSION

Whiteboard/s

This session presents the opportunity to discuss key remuneration and HR related issues affecting organisations. Learn from others' experiences and find solutions to vexing problems.

3.00pm AFTERNOON TEA

#### 3.30pm GUEST SPEAKER

##### TONY ALEXANDER, BNZ

New Zealand's economy has grown 15% since 2007 compared with no growth in Japan, near 10% growth in the US and UK, 2% in the Eurozone and 24% in Australia. Catching up with Australia's surge is unlikely, but many factors suggest continued out-performance compared with other major economies.

Construction is strong and set to grow further as Auckland embarks on a prolonged period of high house construction and long overdue investment in infrastructure. Tourism and other non-dairy exports are performing very well and things are improving for international dairy prices. Net migration inflows look set to stay very strong.

Firm growth near 3% would usually boost inflation and interest rates, but will that happen this time around? And can house prices keep rising following recent surges?

4.30pm CONFERENCE CLOSSES

# SPEAKERS

## SUSAN HORNSBY-GELUK

KEYNOTE SPEAKER

PARTNER, DUNDAS STREET

Leading the Dundas Street team, Susan has over 20 years' experience as a specialist Employment Lawyer.



In 2016 Susan was appointed General Editor of the NZ Employment Law Bulletin - a widely subscribed and well respected national Employment Law Publication. Susan has contributed to a fortnightly column in the Dominion Post since 2011. She is regularly quoted in print and radio media and is a regular on "The Panel with Jim Mora". Susan has co-authored a book on Professional Ethics. Susan has been named as one of New Zealand's leading Employment Lawyers in a range of publications and international directories including ALB magazine, Legal 500, and the Chambers International Law Directory.

## TONY ALEXANDER

GUEST SPEAKER

CHIEF ECONOMIST

Bank of New Zealand



Tony has been employed as Chief Economist at New Zealand's second largest bank, the Bank of New Zealand, since 1994 with responsibilities including informing senior management about economic developments and prospects, risks and opportunities, and provision of services for the bank's staff and client base.

He writes and distributes the monthly NZ Observer directly to 11,000 email recipients with extensive links from other websites.

Prior to joining the BNZ, Tony worked as principal economist at a stock broking firm in Wellington and before that as Research Officer then Treasury Economist with Westpac Bank initially in Sydney, Australia, then New Zealand from 1987.

## JASON BLACKMORE

GUEST SPEAKER

NATIONAL HR MANAGER REWARD AND INSIGHTS

Coca-Cola Amatil



CCANZ is a bottler for The Coca-Cola Company and part of the Coca-Cola Amatil group. Jason joined CCANZ in 2009 following a career in agency recruitment. After working his way to National Recruitment Manager, he accidentally put his hand up in 2011 to run salary review and shortly after, took over the Rem and Ben portfolio. Earlier this year he moved out of recruitment and now looks after Remuneration and Benefits as well as HR Metrics, Workforce Analytics and Group HR Reporting.

## CHRIS BOGGS GUEST SPEAKER

ASSOCIATE DIRECTOR

Deloitte



Chris is an Associate Director in Deloitte's Consulting practice. With both private and public sector experience, including line management and consulting experience, he now leads Deloitte's talent service offering. His areas of speciality include performance management, diversity & inclusion, culture, talent and capability frameworks and people analytics. Chris works with NZ's leading organisations across the range of talent disciplines.

## RYAN GHISI GUEST SPEAKER

GLOBAL REMUNERATION AND REWARDS MANAGER

Xero



Over his 24 year working career, Ryan gradually moved from an IT technical focus, through HRIS consultancy to remuneration and reward focused roles. He has been fortunate to work for large UK companies such as Virgin Media, O2 and Sky and many international NZ organisations, such as Air New Zealand, Orion Health and currently Xero. The last several years has seen him work closely with executive teams and boards on strategy and initiatives that drive employee attraction and retention. Ryan has a passion for everything that impacts employee engagement, including recognition, wellness, culture, career and development, remuneration and rewards and leadership.

## MICHAEL JURY GUEST SPEAKER

COMPENSATION AND BENEFITS CONSULTANT

Allianz Australia Limited



Mike has worked in reward in a variety of multi-national organisations for over 15 years, including working as Global Reward and Performance Manager for Cochlear based in Sydney for over four years. Working in Australian HQ and reporting into US-headquartered organisations across diverse industries including technology, manufacturing and medical devices, he has provided insights into a range of approaches to managing a globalised remuneration function.

# SPEAKERS

## JO MACAULEY GUEST SPEAKER

### HR MANAGER - EMPLOYMENT RELATIONS AND ENGAGEMENT

Air New Zealand



Air New Zealand has a large and diverse global workforce of around 11,000 employees with the majority based in New Zealand. Jo & her team are accountable for delivering Human Resources workplace strategy and responsible for designing and implementing a new approach to engaging and collaborating with employees and unions called High Performance Engagement (HPE). Jo has played a dual role in designing, developing and programme managing HPE in conjunction with being instrumental in deepening the relationships with Air New Zealand's 5 Union partner. As a result Jo has developed the trust of each of the unions to the extent that she is now recognised as a neutral facilitator in interest based problem solving. Jo has been at Air New Zealand for 5 years & previous to that has worked in Senior HR & Sales Leadership roles in the Banking Industry both here in New Zealand and Australia.

## PHILIPPA YOUNGMAN

GUEST SPEAKER

### CHIEF EXECUTIVE

Pivot Software Limited



With over 20 years' experience as a senior HR practitioner, Pip has contributed at a strategic level to the design, implementation and on-going management of many performance-based pay strategies and incentive-based pay programmes across many large Australian and New Zealand organisations.

With experience and continued accumulation of "real market" input from her wide network Pip helps drive Pivot's product design and on-going product enhancements. From its origins as a specialist HR consultancy, Pip has grown Pivot into a significant player in HR software throughout New Zealand and Australia. Prior to founding Pivot in 2001, Pip worked in senior HR roles for Westpac Banking Group NZ, one of the largest banks in the country.

## ALISON BAMFORD

### MERCER MARSH BENEFITS LEADER

Marsh NZ



Alison Bamford has worked in the medical and health industries for more than 10 years and joined Mercer Marsh Benefits™ from Metlifecare. She was previously the National Sales Manager with Southern Cross Health Society.

## RHYS WEYBURNE

### NZ HEAD OF BUSINESS DEVELOPMENT & KEY ACCOUNT MANAGEMENT

Mercer New Zealand



Rhys Weyburne has worked in various business development roles for the last 20 years and joined Mercer from Ernst & Young in London where he was the Corporate Finance Head of Business Development UK & Ireland.

## SANTA HARVETT

SPECIAL INTEREST GROUP BREAKFAST

### MANAGER, MARKET INFORMATION

Strategic Pay



Santa is the Manager of the Market Information Team at Strategic Pay. She is an experienced analyst with a successful track record spanning more than 15 years. She has worked with multinational remuneration and reward consultancy firms within New Zealand and Australia. In addition to her strong analytical expertise, Santa has significant business and personnel management acumen. This translates into her clear understanding of the demands on organisations to attract the right people, and the importance of ensuring organisations pay at the right level to retain staff.

## TANYA GILES

### SENIOR MANAGER, PwC

Tanya Giles is a Senior Manager with PwC's Executive Reward Services team. She has extensive experience in remuneration strategy, market benchmarking and short term incentive design. Prior to joining PwC in 2010, Tanya worked for the boutique remuneration consultancy Higbee-Schäffler, focusing on remuneration benchmarking, pay structure design, broad-banding systems and incentive design. Tanya has a Master of Arts from Auckland University and is working towards the Global Remuneration Professional certification with WorldatWork.



## CHRIS PLACE

### PARTNER, PwC

Chris leads PwC's Executive Reward Services practice, which advises Boards, CEOs and HR professionals on all aspects of executive pay and incentives. Chris is passionate about assisting his clients negotiate the often complex and competing issues in this controversial area. Chris has worked as a lawyer, remuneration consultant and tax partner, and has a wealth of experience in particular in the design and implementation of long term incentive schemes for listed and non-listed companies. Chris' clients range from some of New Zealand's largest listed companies to start ups.



# REGISTRATION

## REGISTRATION

Click here to register

Contact us: 09 630 0462

PLEASE REGISTER BY 17 OCTOBER 2016

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## VENUE

Hilton Auckland Hotel

Princes Wharf, 147 Quay Street, Auckland 1010

TEL: (+64) 9 9782000

[www.hilton.com/Auckland](http://www.hilton.com/Auckland)

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## CONFERENCE DELEGATE RATES

First Member Delegate: No charge

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Second Member Delegate: \$200.00 + GST

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Additional Member Delegate: \$400.00 + GST

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Non-Member Delegate: \$1,795.00 + GST

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Evening Networking Function

– Additional Guests: No charge

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Special Interest Group Breakfast:

Members No charge

Non-members \$35.00 + GST

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NEW ZEALAND  
**REMUNERATION**  
**NETWORK**