



BALANCING ACTS

NAVIGATING STABILITY IN REMUNERATION

REMNET ANNUAL CONFERENCE

20 - 21 NOVEMBER 2023

THE MARITIME ROOM, PRINCES WHARF, AUCKLAND CBD | ONLINE

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OVERVIEW - BALANCING ACTS

NAVIGATING STABILITY

IN REMUNERATION

The concept of balance is considered to be a holy grail in our personal and professional lives. In our industry we have had to navigate the balance between our organisational strategies, rising remuneration costs and meeting the increasing expectations of our people.

We hope you enjoy our wide array of speakers who will share their insights, strategies and tools to help find balance in the remuneration and rewards landscape.



ONLINE ATTENDEES

VIRTUAL PLATFORM AND STREAMING LINKS:
Unique links will be provided to all online attendees

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CONFERENCE MC



MICHÈLE A'COURT

Winner of "Female Comedian of the Decade" at the 2010 NZ Comedy Guild Awards, Michèle A'Court is a stand-up comedian, MC, writer and social commentator

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DAY ONE MONDAY 20 NOVEMBER 2023

	FUNCTION	SPEAKER	TOPIC
8.30am - 9.00am	REGISTRATION		
9.00am - 9.15am	Conference Opens	Chris Milsom RemNet Committee Chair	Welcome
9:15am - 10:15am	Guest Speaker	Dr Lucy Hone Co-Founder and Director, NZ Institute of Wellbeing & Resilience	Resilience at Work - Thriving Through Uncertainty & Change
10.15am - 10.45am	MORNING TEA		
10.45am - 11.45am	Consultant Panel Discussion Facilitated by Michèle A'Court	Graeme Field - Aon Tanya Giles - PwC Cathy Hendry - Strategic Pay Michelle Gapes - EY Brent Miller - Korn Ferry	Challenges, Rewards and Trends
11.45am - 12.00pm	Sponsors Quick Fire	Cathy Hendry Managing Director Strategic Pay	Exploring New Zealand's Pay Gap at the Senior Level
12.00pm - 12.45pm	LUNCH		
12.45pm - 1.45pm	Guest Speaker	Trent Wai Poi Executive Advisor - SAP	Evolution of Remuneration Technology

DAY ONE CONTINUES >>>

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	FUNCTION	SPEAKER	TOPIC
1.45pm - 2.00pm	Sponsors Quick Fire	Steven Zinsli Founder & CEO HealthNow	A Word from our Sponsor
2.00pm - 2.30pm	Guest Speakers	Steve Gregory Head of Employee Benefits Kevin Stephens Business Development Manager Aon New Zealand Aimee Laing Remuneration & Benefits Lead Hamilton City Council	Aon Case Study - Implementing an Employee Benefits Programme at Hamilton City Council
2.30pm - 3.00pm	Guest Speakers	Shakeel Lala Product Lead Reddyn Wallace Product Manager Sharesies Laurence Hopkins People & Culture Lead - Spark NZ Jan Bibby Chief People Officer - Contact Energy	Staff Shares - featuring Spark NZ & Contact Energy
3.00pm - 3.30pm	AFTERNOON TEA		
3.30pm - 4.30pm	Guest Speaker	Tony Alexander Economics Analyst and Commentator	Outlook for the New Zealand Economy and Labour Market
4.30pm - 6.00pm	NETWORKING DRINKS		

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DAY TWO TUESDAY 21 NOVEMBER 2023

	FUNCTION	SPEAKER	TOPIC
9.25am - 9.30am	Conference Opens	Chris Milsom RemNet Committee Chair	Welcome
9.30am - 10.30am	Guest Speaker	Jo Cribb Gender & Policy Expert	Minding the Gap - Pay Gaps and You
10.30am - 11.00am	People Analytics Forum	Ben Choo People Analytics & Systems Manager Genesis	Analytics
11:00am - 11:30am	MORNING TEA		
11.30am - 12.00pm	Guest Speaker	Fanna Share Director of Solutions (NZ) & Bids (ANZ) ELMO	Ditched the Spreadsheet - Systemisation of Rem Processes
12.00pm - 12.45pm	LUNCH		
12.45pm - 1.00pm	RemNet AGM	Chris Milsom RemNet Committee Chair	AGM
1.00pm - 1.30pm	Internal Panel Discussion Facilitated by Michèle A'Court	Waqas Butt - Air New Zealand Doug Reid - Genesis Energy Pam Markham-Barrett	Skills-based vs Performance-based Pay, Pay Gaps & Transparency, and Employee Expectations

DAY TWO CONTINUES >>>

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	FUNCTION	SPEAKER	TOPIC
1.30pm - 2.00pm	Guest Speakers	Waqas Butt GM Performance, Reward & Analytics Anjali Rajan Remuneration Manager Felicity Cammock Senior People Specialist Air New Zealand	Contribution Model at Air New Zealand
2.00pm - 2.15pm	AFTERNOON TEA		
2.15pm - 2.45pm	Guest Speaker	John Berry CEO - Pathfinder	Financial Literacy - Good Employers & Better Futures
2.45pm - 3.15pm	Hot Topics & Q&A	RemNet Committee	Q&A Session
3.15pm - 3.30pm	Conference Closes	Chris Milsom RemNet Committee Chair	Wrap-Up

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SPEAKERS



TONY ALEXANDER
ECONOMICS ANALYST AND COMMENTATOR

Tony Alexander is a renowned Economics Analyst and Commentator in New Zealand. Tony graduated from Canterbury University in 1984 with a Master of Arts (Economics) degree with first class honours.

Having previously worked at BNZ for 26 years, he now spends considerable time researching and writing about the New Zealand economy with special attention to SMEs, housing, business culture, and the role of Auckland in the NZ economy. Tony has produced many commentaries and one-off pieces of analysis since 1987, and has been at times the most interviewed economist in New Zealand. In 2011 he was awarded the Residential Economist of the Year award.

Since October 2019, Tony produces a weekly commentary called 'Tony's View' via his website. He also has a weekly column in OneRoof where he shares insights into the property market.



JOHN BERRY
**CO-FOUNDER, CEO & RESIDENT WAYFINDER,
PATHFINDER**

John believes ethical investing can fund a better and more sustainable world, as well as delivering great financial returns.

As co-founder of Pathfinder, he has embedded this belief in a series of innovative ethical funds, which in recent times have been awarded 'Best Ethical KiwiSaver Fund' three years running by Mindful Money, 'Social Impactor of the Year' by the Sustainable Business Network, 'Responsible Investment Manager of the Year' by ResearchIP and 'Favourite Ethical KiwiSaver Scheme' by MoneyHub.



JAN BIBBY
CHIEF PEOPLE OFFICER, CONTACT ENERGY

Jan Bibby has been the Chief People Experience Officer at Contact Energy since 2019. She has significant experience across all disciplines of HR within a diverse range of industries, both in New Zealand and in the UK.

Jan is skilled at leading transformational change and developing and implementing people and culture strategies. Leading transformative change with a human centred approach is a particular passion and since joining Contact has played a key role in their own transformation journey, known within the organisation as Mau Taniwha, Mauri Ora (Harness Energy, Create Wellbeing).



WAQAS BUTT
**PEOPLE LEAD - PERFORMANCE & REWARD, AIR
NEW ZEALAND**

Waqas Butt is the People Lead Performance & Reward for Air New Zealand.

Waqas joined Air New Zealand in January 2022 and is responsible for all remuneration practices, benefits and performance and reward policies and programs. Prior to his current role, Waqas worked for Westpac New Zealand Limited for 14 years in several Senior Human Resources positions.



FELICITY CAMMOCK
SENIOR PEOPLE SPECIALIST, AIR NEW ZEALAND

Felicity has been in the Performance & Reward team at Air New Zealand since January 2017.

A pivotal and rewarding chapter in her career has been her role in helping to shape and the People & HR policy strategies at Air New Zealand in response to the global pandemic.

Prior to joining Air New Zealand, Felicity worked in rewards and employee benefits in both NZ and the UK for consulting firms.

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BEN CHOO

PEOPLE ANALYTICS AND SYSTEMS MANAGER, GENESIS

Ben is a People Analytics and Systems Manager with over a dozen HR-related system implementations and integrations under his belt.

Using tools like Excel, SharePoint, and Power BI, he has helped companies gain insights from the data captured in the systems. Ben is known around the office as the person who has too many hobbies and isn't afraid to tell things like it is.



JO CRIBB

GENDER & POLICY EXPERT

Jo Cribb has a rich background spanning consultancy, leadership coaching, and pivotal roles in policy, strategy, and gender initiatives.

She presently serves as a member on the Royal New Zealand Navy Board, collaborating with executive leadership to enhance gender diversity within the forces. Jo sits on several boards, including Literacy Aotearoa, New Zealand Media Council, and Wellington Women's Homeless Trust. She also chairs the Institute of Public Administration of New Zealand (IPANZ), a driving force behind innovation in the public sector through thought leadership and training.

Jo has previously held the positions of Chief Executive at the Ministry for Women and Deputy Children's Commissioner. Her career has been dedicated to advocating for vulnerable populations, addressing pressing issues like child abuse, child poverty, family violence, and support for vulnerable women.

A sought-after speaker, Jo delivers keynote addresses on gender equality, women in leadership, and the future of work. Her expertise in the latter field led to co-authoring the book 'Don't Worry About the Robots: How to Survive and Thrive in the New World of Work.'



GRAEME FIELD

INSURANCE INDUSTRY SECTOR LEAD, AON NZ

Graeme is Aon's New Zealand-based Industry Lead in the Human Capital Solutions Advisory team. He specialises in using reward to optimise talent and people strategy, helping

organisations in New Zealand, Australia and the global market with advice to align people with strategic needs.

With over 20 years' experience working in senior leadership roles in HR and consulting across New Zealand, Graeme matches the best advice with practical applications to assist and support organisations in delivering the best outcomes. Underpinned with both local and global offerings, Graeme has been involved in a number of traditional and innovative people-centric projects including people strategy, reward and capability frameworks, EVP, benchmarking and adopting agile-based rewards structures to organisational structures.



MICHELLE GAPES

OCEANIA REWARD DIRECTOR, EY

Michelle believes in remuneration frameworks that embody fairness, transparency and equity in order to transform organisation culture and engage employees.

At EY, Michelle is responsible for the services of total rewards and broad-based remuneration services to clients across Aotearoa New Zealand and overseas. In a variety of roles Michelle has developed and transformed remuneration systems, policies and strategies, managed the remuneration review process, facilitated training workshops; project-managed implementation support of job evaluation and remuneration systems for client organisations.

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TANYA GILES

DIRECTOR - EXECUTIVE REWARD, PWC

Tanya is a Director in PwC's Executive Reward practice based in Auckland. She has over 25 years' experience in remuneration consulting, including working with Boards, CEOs and Executives to progress remuneration management initiatives.

Tanya has provided advice across industry sectors on rem strategy, incentive design and review, remuneration system development and market benchmarking. She also assists clients with pay structure and career framework designs.

Her expertise includes helping organisations to manage their remuneration more strategically to improve their return on investment. Tanya enjoys working with clients to demystify remuneration and deliver pragmatic and meaningful solutions into their business.

Tanya has a Master of Arts and a Bachelor of Arts in English from Auckland University and has completed papers towards a Global Rewards Professional (GRP) certification with the US based World at Work.



STEVE GREGORY

HEAD OF EMPLOYEE BENEFITS, AON NZ

Steve is a qualified 40 year plus veteran of the insurance market during which time he has gained significant local and international experience, particularly in the group insurance space.

He is proud to head New Zealand's leading Employee Benefits practice with an experienced nationwide team of professionals who manage staff schemes for more than 500 New Zealand businesses.

Steve currently works in Auckland, but has previously worked all around New Zealand and in the United Kingdom.



CATHY HENDRY

MANAGING DIRECTOR, STRATEGIC PAY

Cathy leads Strategic Pay as the Managing Director and has over 15 years' remuneration consulting experience.

Cathy has successfully set up and run Strategic Pay's Tauranga office which resulted in significant growth for the company in Tauranga and the Bay of Plenty region. A recent focus of Cathy's work has been pay equity. She has chaired the internal pay equity committee, developed and managed Strategic Pay systems focused on pay equity, and led client assignments in this area. Cathy was also a member of the group that presented to the parliamentary select committee on the draft legislation regarding pay equity.

Cathy has intimate knowledge of the remuneration sector and has been instrumental in Strategic Pay's growth over recent years.



LUCY HONE

WELLBEING & RESILIENCE EXPERT

As the Director of the New Zealand Institute of Wellbeing & Resilience, Lucy's expertise is both academic and deeply personal.

She has engaged 30,000 individuals across the globe in keynotes and training sessions, demystifying resilience and fostering Realistic Resilience Practices.

With a Ph.D. in wellbeing science/public health and a master's in resilience psychology, Lucy combines research with practicality. Her groundbreaking work informs diverse organisations, from Fortune 500s to community groups, in crafting lasting wellbeing and resilience initiatives.

Lucy's book "Resilient Grieving" empowers individuals to navigate challenges. She's a sought-after media figure, appearing in The Guardian, The Washington Post, and the BBC.

Lucy's mission is to equip people with resilience skills to thrive in a changing world, offering hope and joy amid adversity.

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LAURENCE HOPKINS
PEOPLE & CULTURE LEAD, SPARK NZ

Laurence is Spark NZ's lead for remuneration, HR systems and analytics and has been a member of Spark NZ's Leadership Team since November 2020.

He leads Spark NZ's 'Our Tomorrow' employee engagement programme and is HR business owner for Spark NZ's major ERP transformation to Microsoft Dynamics 365. Before joining Spark NZ, Laurence was the head of research and reward at a UK employers' association and spent time at two policy think tanks, The Work Foundation and The Change Institute. He holds a MSc in Public Policy from University College London and an Advanced Certificate in Human Resource Management from the CIPD.



AIMEE LAING
REMUNERATION & BENEFITS LEAD, HAMILTON CITY COUNCIL

With extensive background across many areas of HR, Aimee partners with Senior Leaders to provide advice and strategic insights across areas of Remuneration, Employee Benefits, HRIS and Payroll to drive desired business outcomes.



SHAKEEL LALA
PRODUCT LEAD, SHARESIES

Shakeel is focused on delivering products to help companies transform their engagement with their shareholders and employees. This began with Staff Shares - Sharesies' employee share scheme product.

Before joining Sharesies, Shakeel spent seven years in Australia including three years management consulting to large firms on commercial due diligence, growth strategies and operating models. He has also spent time in corporate strategy at Orica, an ASX50 chemicals company.



PAM MARKHAM-BARRETT
REMUNERATION CONSULTANT

Pam is a Remuneration Consultant whose career spans over 25 years in the UK, Australia and New Zealand.

Pam has extensive experience in working for large corporates and private sector listed companies, as well as large Public Sector Agencies, and some NFP's whilst also doing some pro-bono work on the side. She provides "Head of Rem: expertise to a number of clients who need that level of experience, but don't need someone full time.



BRENT MILLER
PRINCIPAL CONSULTANT, KORN FERRY

Brent began his consulting career with Korn Ferry Hay Group in New Zealand in 1997 before moving to San Francisco California in 2006.

Since returning to New Zealand he has worked with clients from all sector on a broad range of engagements from reward architecture and incentive programs to organisation strategy and design.



CHRIS MILSOM
SENIOR REMUNERATION & PERFORMANCE MANAGER, AA INSURANCE

Chris is the Senior Remuneration & Performance Manager at AA Insurance.

Prior to joining AA Insurance, Chris worked as the Reward Manager at Fonterra Co-Operative Group, providing reward and performance advice to many varied stakeholders across the Co-Operative. He also has extensive experience as a reward consultant delivering simple and pragmatic reward solutions to many New Zealand organisations.

Chris previously spent a number of years working in the UK where he helped organisations to design and implement their employee benefit schemes in order to optimise their benefit spend.

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ANJALI RAJAN

REMUNERATION MANAGER, AIR NEW ZEALAND

Anjali joined Air New Zealand in May this year. She has over ten years of experience in Human Capital Management and People Advisory, accumulated through her consulting role at EY

New Zealand and her in-house stint with Goldman Sachs.

She has worked across Total Reward and Global Mobility in a variety of sectors, industries and geographies. In her current role, she works in the Performance & Reward team as a Remuneration Manager.



FANNA SHARE

DIRECTOR OF SOLUTIONS (NZ) & BIDS (ANZ), ELMO

With over 30 years of experience in technology across telecommunications, software, and printing, Fanna's customer-centric, collaborative approach consistently delivers success.

Specialising in HRTech SaaS Cloud, Fanna's current role as Director of Solutions (NZ) and Bids (ANZ) at ELMO Software has deepened his knowledge of payroll technologies alongside HR Cloud solutions. His skills encompass digital technology, sales, SaaS, cloud solutions, security, customer success, account and bid management, business development, architecture and implementation, all driven by a positive attitude.



KEVIN STEPHENS

BUSINESS DEVELOPMENT MANAGER, AON NZ

Kevin has enjoyed a long and successful career in financial services.

With stints in both the banking and insurance markets, he understand business and is the ideal person to head Aon's business development endeavors in the employer space. He is finding this is an unprecedentedly exciting time as many employers are looking to introduce or enhance their staff insurance programmes to meet the challenges of attracting and retaining talent and the myriad of other issues currently facing them.



TRENT WAI-POI

HXM VALUE ADVISOR - AJP, SAP SUCCESSFACTORS

Trent is a pioneer in the HR technology space in New Zealand, working with organisations across Asia-Pacific Japan to align HR & People strategy.

He has close to 25 years' experience in the Human Resources field including leadership roles within the private and public sectors.

Trent has implemented several leader NZ payroll solutions, including CHRIS, PayGlobal and PeopleSoft. He has also worked with leading cloud solutions such as SAP SuccessFactors and Cornerstone.



REDDYN WALLACE

PRODUCT MANAGER, SHARESIES

Reddyn is passionate about creating equitable opportunities and looking at ways to help companies to understand and engage with employees and retail investors. He leads the day-to-day product development of

the Company Partnerships team at Sharesies.

Prior to Sharesies, Reddyn spent 7 years leading operations at hospitality business Kāpura, helping to open and operate the various bars and restaurants that form part of the group. He has also owned his own hospitality franchises and completed a New Zealand Certificate in Financial Services (Level 5).



STEVEN ZINSLI

FOUNDER & CEO, HEALTHNOW

Starting his career as a clinical musculoskeletal podiatrist, Steven moved into leadership early and acquired significant experience leading multifunctional teams of varying sizes.

Steven is deeply passionate about the accessibility of healthcare and the utility of innovative technology to solve significant social issues, resulting in the establishment of HealthNow. In the short lifespan of HealthNow, it has grown into a multinational business with a clearly defined directive: to make healthcare more accessible to more people.



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