

REMNET ANNUAL  
CONFERENCE



# THE NEXT FRONTIER IN REMUNERATION

VISION • AGILITY • IMPACT

17-18 NOVEMBER 2025

THE MARITIME ROOM, PRINCES WHARF, AUCKLAND CBD | ONLINE

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Benefits **StrategicPay** 

# THE NEXT FRONTIER IN REMUNERATION

As market dynamics shift and employee expectations evolve, understanding innovative remuneration strategies is crucial.

We hope you enjoy our wide array of expert speakers who will share their insights, strategies and tools for creating competitive and equitable pay structures. Stay ahead of the curve and learn how to effectively attract and retain top talent in this ever-changing landscape.



## ONLINE ATTENDEES

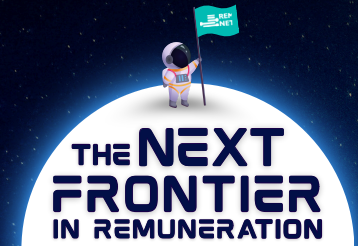
VIRTUAL PLATFORM AND STREAMING LINKS:  
Unique links will be provided to all online attendees



## CONFERENCE MC

MICHÈLE A'COURT

Winner of "Female Comedian of the Decade" at the 2010 NZ Comedy Guild Awards and the 2015 Reilly Award for Excellence in Comedy, Michèle A'Court is a stand-up comedian, MC, writer and social commentator. Michèle was made an Officer of the New Zealand Order of Merit (ONZM) in the 2023 New Year's Honours for services to comedy and entertainment.



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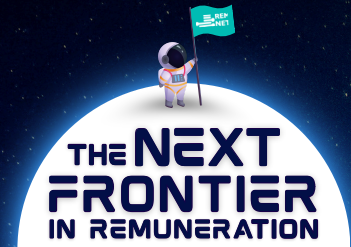
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# DAY ONE | MONDAY 17 NOVEMBER 2025

|                   | FUNCTION                         | SPEAKER  | TOPIC   |
|-------------------|----------------------------------|--|---|
| 8.30am - 9.00am   | REGISTRATION                     |  |   |
| 9.00am - 9.15am   | Conference Opens                 | <b>Chris Milsom</b><br>RemNet Committee Chair  | Welcome   |
| 9:15am - 10:15am  | Guest Speaker                    | <b>Melissa Crawford</b><br>Director, Tech with Heart   | <b>The Next Frontier of the Future of Work:</b> The shifting forces of disruptive technology and evolving human needs |
| 10.15am - 10.45am | MORNING TEA                      |  |   |
| 10.45am - 11.15am | Guest Speaker                    | <b>Trent Wai-Poi</b><br>HCM Value Advisor, SAP   | <b>Rem Tech &amp; AI: Beyond the Buzzwords</b> – What Are We Really Solving For?                                      |
| 11.15am - 11.45pm | Sponsor Case Study Extraordinary | <b>Steven Zinsli</b><br>Founder & CEO, Extraordinary<br><b>Laurence Hopkins</b><br>People Operations Lead, Spark | <b>Dragging Gifting and Rewards into the 21st Century</b>   |
| 11.45am - 12.15pm | RemNet AGM                       | <b>Chris Milsom</b><br>RemNet Committee Chair  | Annual General Meeting  |
| 12.15pm - 1.00pm  | LUNCH                            |  |   |



## FEEDBACK SURVEY

Scan the QR code or follow the link to complete the Feedback Survey

[www.remnet.org.nz/  
2025ConferenceFeedback](http://www.remnet.org.nz/2025ConferenceFeedback)

# DAY ONE | MONDAY 17 NOVEMBER 2025

|                 | FUNCTION  | SPEAKER  | TOPIC   |
|-----------------|---|--|---|
| 1.00pm - 2.00pm | <b>Consultant Panel Discussion</b><br>facilitated by <b>Michèle A'Court</b> | <b>Michelle Gapes</b><br>Director, EY<br><b>Tanya Giles</b><br>Director, PwC             | <b>Executive Remuneration:</b><br>What is Discussed in the Boardroom? |
| 2.00pm - 2.30pm | <b>Sponsor Session</b><br><b>Strategic Pay</b>                              | <b>Cathy Hendry</b><br>Managing Director, Strategic Pay                                  | <b>Pay Transparency in NZ</b>   |
| 2.30pm - 3.00pm | <b>Guest Speaker</b>  | <b>Erica Wilson</b><br>Rewards Manager, People & Culture,<br>Fonterra Co-operative Group | <b>Simplifying the Annual Salary Review Process</b>                   |
| 3.00pm - 3.30pm | <b>AFTERNOON TEA</b>  |  |   |
| 3.30pm - 4.30pm | <b>Guest Speaker</b>  | <b>Brad Olsen</b><br>Principal Economist and Director,<br>Infometrics                    | <b>Searching for the New Economic Normal</b>                          |
| 4.30pm - 6.00pm | <b>NETWORKING DRINKS</b>  | Sponsored by <b>Mercer Marsh Benefits</b>  |   |

END OF DAY ONE

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## SPECIAL INTEREST GROUPS

Attend our virtual Special Interest Groups focused on hot topics and trends!

**FIND OUT MORE**  
[remnet.org.nz](https://remnet.org.nz)

# DAY TWO | TUESDAY 18 NOVEMBER 2025



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|                   | FUNCTION   | SPEAKER  | TOPIC   |
|-------------------|--|--|---|
| 8.00am - 9.00am   | NETWORKING BREAKFAST   | Sponsored by Mercer Marsh Benefits   |   |
| 9.00am - 9.05am   | Conference Opens   | <b>Chris Milsom</b><br>RemNet Committee Chair  | Welcome back  |
| 9.05am - 9.30am   | People Analytics Forum   | <b>Ben Choo</b><br>People Analytics & Systems Manager,<br>Genesis  | Introducing PeoplePal   |
| 9.30am - 10.00am  | Guest Speaker  | <b>Kathleen Webber</b><br>Co-Founder & CEO, LiveRem  | The Hidden Power of Pay Data  |
| 10:00am - 10:30am | MORNING TEA  |  |   |
| 10.30am - 11.00am | Internal Panel Discussion<br>facilitated by <b>Michèle A'Court</b> | <b>Deanna-May Rainbow</b><br>Principal Reward Partner, Xero<br><br><b>Anna Liumahetau Darling</b><br>General Manager – People Experience,<br>Sharesies | <b>AI at Work: Buzzword or Business Shift</b> – Exploring how HR and Reward teams are using AI, and what it means for jobs, skills, and pay                             |
| 11.00am - 12.00pm | Breakout Discussion Groups   | RemNet Committee   | <ul style="list-style-type: none"> <li>- Benefits</li> <li>- AI</li> <li>- Recognition &amp; Retention</li> <li>- Pay Transparency</li> <li>- Online Session</li> </ul> |
| 12.00pm - 12.15pm | Conference Closes  | <b>Chris Milsom</b><br>RemNet Committee Chair  | Wrap-Up   |
| 12.15pm - 1.00pm  | LUNCH  |  |   |

END OF CONFERENCE

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# SPEAKERS



## BEN CHOO

People Analytics and Systems Manager, Genesis Energy

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.



## MELISSA CRAWFORD

Director, Tech with Heart

Melissa Crawford is a strategic futurist and expert in emerging technologies, human psychology, and foresight. Melissa has worked with major NZ organisations including Air New Zealand, BNZ, Fonterra, and ASB.

In 2022, she founded Future Focused Ltd (Tech with Heart), helping businesses shape future strategies across NZ and the U.S. She holds two technology degrees, including a Master of Technological Futures, and is New Zealand's first certified Metaverse expert via the Blockchain Council.

Melissa is a certified futurist and chartered member of the Institute of Directors and HRNZ. Her accolades include multiple HRD Hotlist awards, HR Leader and HR Person of the Year. Known for her global mindset, Melissa blends tech insight with human understanding to guide organisations into the future.



## MICHELLE GAPES

Director, EY

Michelle believes in remuneration frameworks that embody fairness, transparency and equity in order to transform organisation culture and engage employees. At EY, she is responsible for the services of total rewards

and broad-based remuneration services to clients across NZ 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.



## 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 remuneration 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 manage 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 WorldatWork.



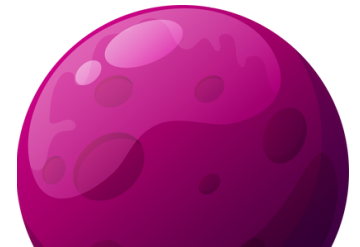
## CATHY HENDRY

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, resulting in significant growth for the company in 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 pay equity systems, and has led client assignments in this area. Cathy was also a member of the group presenting draft pay equity legislation to the parliamentary select committee.



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# SPEAKERS



## LAURENCE HOPKINS

People Operations Lead, Spark

Laurence is Spark's People Operations Lead, overseeing remuneration, benefits, people technology and analytics. Before joining in 2020, he was head of research and reward at UCEA in London for nearly a decade, part

of the national pay negotiating team for higher education, and an employer representative on the European Commission's Social Dialogue on Education. He has also worked with The Work Foundation and The Change Institute, publishing studies on the UK knowledge economy and ethnic communities in England.

Laurence holds a Master's in Public Policy from UCL, first-class honours in Political Studies from the University of Auckland, and professional qualifications in HR, AI and data science. He is a Chartered Member of the UK's CIPD and a Fellow of the Royal Society of Art.



## ANNA LIUMAIHETAU DARLING

General Manager – People Experience | Pou Ārahi Matua – Wheako Tāngata, Sharesies

Anna is an experienced HR leader with 15 years' experience across the public and private sectors in New Zealand and the UK.

Passionate about human-centred design, she focuses on creating meaningful employee experiences and driving diversity, equity, and inclusion. Anna is especially committed to increasing Māori and Pasifika representation in tech and expanding opportunities for underrepresented groups, drawing on her background in developing women's rugby and promoting gender equity in sport in Aotearoa. She also serves on the Board of Nuku Ora and was part of the Sharesies team recognised as the Overall 2025 Best Place to Work in October.



## CHRIS MILSOM

Senior Remuneration & Performance Manager, AA Insurance | RemNet Chair

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 organisation. He also has extensive experience as a reward consultant, delivering simple and pragmatic reward solutions to many 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.



## JUSTIN PIPE

Sales Leader, Mercer Marsh Benefits

Justin Pipe is the Sales Leader for Mercer Marsh Benefits, responsible for providing financial advice to NZ corporate businesses across group health, life and disability insurances, occupational health and

workplace injury management.

He is a qualified financial advisor with 25 years' people risk experience, initially starting his career in talent acquisition before specialising in employee benefits and wellbeing.



## BRAD OLSEN

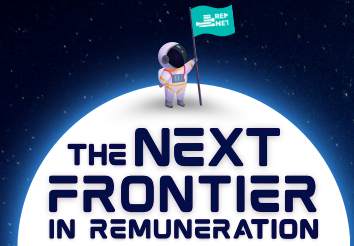
Principal Economist and Director, Infometrics

Brad Olsen is a prominent economist renowned for his incisive economic commentary, delivering crucial insights to businesses and the public.

Brad's work at Infometrics encompasses regional and sectoral analysis, forecasting, and consulting projects. He has been instrumental in developing the Regional Wellbeing Frame-work, a tool to assess community wellbeing.

Brad is actively involved in community initiatives, serving as a Justice of the Peace, a member of various youth councils, and being recognized as a Queen's Young Leader.





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# SPEAKERS



## DEANNA-MAY RAINBOW

Principal Reward Partner, Xero

Deanna-May is a Principal Reward Partner at Xero, leading total rewards initiatives across ANZ and global regions. She partners closely with Product and Technology teams to design strategies that attract, grow, and

retain world- class talent as the business continues to scale at pace.

With deep expertise spanning pay architecture, benchmarking, and incentive design, she brings a practical yet strategic approach to how organisations think about total reward. Prior to joining Xero, Deanna-May was a Reward Consultant with EY, advising a diverse portfolio of clients on job evaluation, pay structure design, and incentive frameworks.



## TRENT WAI-POI

HCM Value Advisor, SAP

Trent Wai-Poi helps organisations across Asia-Pacific Japan rethink how they connect people strategy with technology. With nearly 25 years in the HR space, he's brought his expertise to a wide range of payroll and

cloud transformations across sectors. Trent focuses on helping organisations unlock real business value through digital innovation in the people space – always with a strong advisory lens and a collaborative approach to change.



## KATHLEEN WEBBER

Co-Founder & CEO, LiveRem

Kathleen Webber is Co-Founder and CEO of LiveRem, a real-time salary benchmarking and HR insights platform. She also co-founded ResolvePay, specialising in payroll compliance to the Holidays Act.

With a background in strategy, risk and compliance, Kathleen is passionate about turning complex pay data into clear, actionable insights that help leaders make confident decisions every time.



## ERICA WILSON

Rewards Manager, Fonterra

Erica is a rewards professional known for her solutions-focused approach and stakeholder relationships. As Rewards Manager at Fonterra, she is a key contributor in shaping the Co-op's global rewards approach,

collaborating on the design and implementation of impactful programs that align with strategic business goals and support the Co-op's diverse, global workforce.

Before joining Fonterra, Erica was Rewards Manager at Clear Channel International in the United Kingdom, where she collaborated with teams across Europe, Asia, and Latin America to implement rewards strategies and frameworks across varied cultural and commercial contexts. Between Clear Channel and Fonterra, Erica has managed rewards across more than 40 countries!

Erica began her career at Z Energy in New Zealand, building expertise in rewards, performance management, people analytics, and HRIS, building a well-rounded foundation as an HR professional.



## STEVE ZINSLI

Founder & CEO, Extraordinary

Steve Zinsli is the founder and CEO of Extraordinary, a centralised employee benefits platform that enables organisations to distribute, manage, and report seamlessly.

At the heart of the platform is the Extraordinary Card – a digital Mastercard that powers four flexible modules: Corporate Gifting, Tax-free Public Transport, Peer-to-Peer Rewards & Recognition, and Controllable Allowances.

Before launching Extraordinary, Steve scaled a clinical business to 120 staff across 15 locations, gaining deep experience in operational efficiency and building culture at scale. A lifelong learner, he draws inspiration from leaders such as Steve Jobs and Jocko Willink, and outside of work, balances his time with reading, training, and exploring what drives extraordinary outcomes.

# MEMBERSHIP

## INDIVIDUAL

**\$1,600 +GST\***

## ORGANISATION

**\$2,750 +GST\***

\*25% discount for Not for Profit Organisations and Government Owned Organisations

## CONFERENCE DELEGATE RATES

**Individual RemNet Member:** Individual member attends FREE

If you have a colleague who would also like to attend, contact us to upgrade from Individual to Organisation membership (without a pro-rata for the part year) to receive a second attendee FREE.

Otherwise second and further attendees pay the non-membership conference rate (\$1,850+GST per attendee).

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### Organisation Member:

Two attendees FREE  
\$750 + GST per attendee thereafter

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### Non-Member:

\$1,850 + GST per attendee  
**Not for Profit** \$1,387.50 + GST per attendee

OR join RemNet now for a lower price than 1x non-membership conference attendee ticket!  
Attend the conference for FREE and receive the additional benefits of an annual membership.

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### Networking Functions:

No charge for registered attendees

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**CONTACT US**  
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## CONNECT WITH US!

We host many FREE social Connect Events throughout the year for RemNet members!

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