



HR Matters

Namibia Newsletter

June 2018

A quarterly newsletter published by PwC Namibia providing informed commentary on current developments in the People & Organisation arena.

Compiled by:
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SOE's - Updated Remuneration Directive

In April 2017, the Minister of Public Enterprises, issued a Directive to all Public Enterprises amending the remuneration levels for CEO's and Senior management of Public Enterprises.

The Directive aims to align the remuneration and sitting allowances to an inflationary adjusted remuneration scale for CEO's and Senior managers, as well as annual fees and sitting allowances for Board Members. It is important to note the adjusted remuneration scale is inclusive of an inflation rate, therefore additional inflationary increments is not advised.

The Minister remains to emphasise that all inflationary increments to Executives and all other employees shall be subjected to financial performance, affordability and the future sustainability of the Public Enterprise.

Our remuneration and benefits consulting team can assist all state-owned enterprise to perform an annual remuneration benchmark to determine how your organization's remuneration compares with other Public Enterprises as well as with the revised remuneration scale. Once a benchmark is determined, we can assist to design a pay scale for the entire organization based on public sector market related remuneration and we will incorporate the revised remuneration Directive. We can assist to develop an appropriate remuneration structure that is linked to your market matching in order to be sound, equitable and fair, as well as affordable and sustainable.

To subscribe to this newsletter visit

<http://www.pwc.com/na/en/tax-services/subscription.jhtml>

Please contact our consultants for more information on our services.

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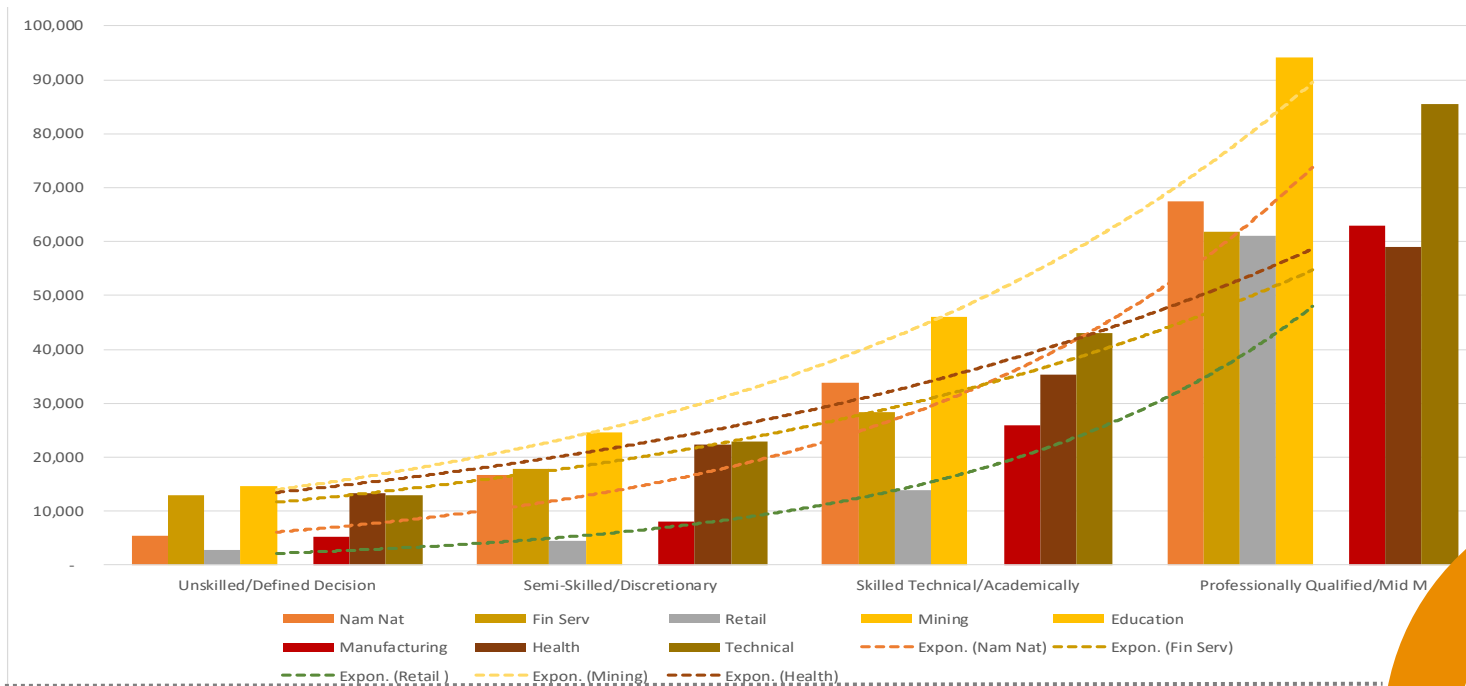
Learn @ PwC: Enroll for a short course at PwC Business School. Training calendar : www.pwc.com/na/en/events

PwC's REMchannel® Namibia Stats

With every month's publications, we analyse data from our subscriber database. Here are some statistics from the survey as published in **July 2018**

All this information and more is available at your finger tips if you subscribe to REMchannel® the largest online salary survey in Namibia.

Leading Industries in Namibian Market



For more info contact mari-nelia.hough@pwc.com or [click here](#) to visit our website and please join our survey today!

38,490
Active Namibia
data points

REMchannel®
Salary Survey
Subscriber stats:

101
Namibian Companies
subscribed

18
of Namibian
Industry Circles

REMchannel® Market Trends - Retail and FMCG Sector

12 July 2018

Windhoek, PwC Windhoek office, 344 Independence Avenue

Time: 07h30 - 10h00

The following topics will be discussed, based on our REMchannel data:

- Findings on remuneration package composition for the retail sector
- Reported pay adjustment for the past 12 months and expected pay adjustment
- Remuneration trends for the retail sector and how the sector compares to other industries and our neighboring countries.

Future proofing your business

Source: PwC SA HR Quarterly - 2nd Edition June 2018

Your business strategy informs the human capital strategy, which further dictates the operational requirements of your business. The drivers of your business requirements are your people. How do you go about determining the skill sets and requirements of your people? It is good business practice to provide all employees with a relevant, accurate and current **job profile**. Job profiles form the foundation of your core Human Capital (HC) functions and it is therefore imperative that you **get it right**.

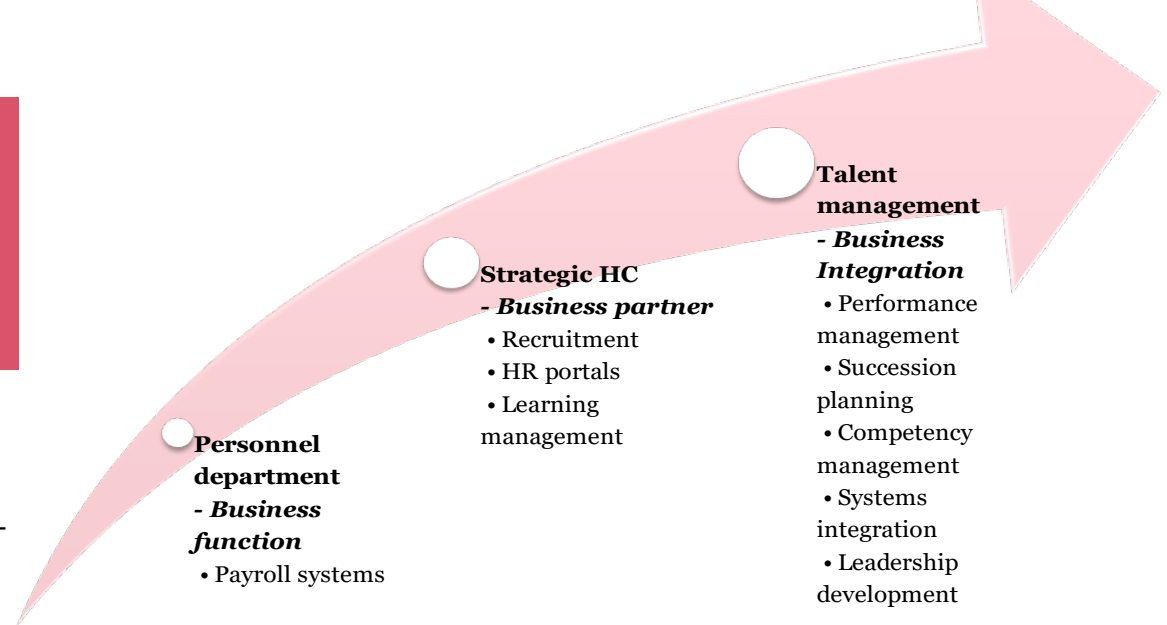
We have been witness to how the human capital role has evolved from being a “personnel officer” to being a “strategic partner”. It is evident that organisations have realised that their best investment is with their people. Over the years, human capital has formed centres of excellence in pursuit of employee satisfaction and moreover retaining and growing top talent. Thus, the employee lifecycle, in retrospect, has equally evolved where the human capital centres of excellence form an integral part of the employee lifecycle such as recruitment & selection, training & development, talent management, and reward and/or compensation.

Are your job profiles a reflection of the new employee lifecycle?

As an organisation’s strategy shifts based on market forces, so too should job profiles be updated to reflect the new reality. Year on year, new career paths are forming and roles emerging from fast-paced technological progression and agile ways of working.

The only way to monitor and apply these changes into your job profiles is through consistent review to sense-check your profiles against what is happening on the ground. It is important to review your job profiles at least quarterly or annually as everything around us is changing, proving yet again that the one constant is change.

Does your job profiling approach reflect human capital as personnel officers or strategic partners?



REMprofile®, the latest addition to the PwC Research Services product suite, provides a leading approach to job analysis and profiling with a focus on feeding into the various human capital centres of excellence – reflecting the evolution of the employee lifecycle. Being your preferred human capital business partnering tool, REMprofile® allows you to create job profiles in the shortest amount of time whilst forming a basis for the core human capital functions referred to above.

Making informed decisions

Effective profiles aid in making informed choices when developing talent and in constructing fair and internally-consistent performance management processes. Furthermore, a sound profiling approach assists in establishing transparent and fair reward philosophies, therefore defending your pay practices. Having a well-founded profile methodology and profiling system that delivers on your organisational objectives is critical in future-proofing your business.



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Knowledge Share | PwC Surveys

Sales Compensation Training

- Diane Auld

8 August 2018

PwC Business School,

344 Independence Avenue, Windhoek

[Click here](#) for more details

This one day course teaches key sales compensation design principles in a highly practical way with business examples, and application of each stage to a realistic case study. Aspects covered in detail during the course of the workshop are the following:

- Drivers of Sales Compensation Design
Business, sales / go to market strategy, sales channels and customers, types of products / services sold, content of sales jobs
- Sales Incentive Design Factors
Eligibility, target total compensation levels, pay mix, leverage, performance measures, commission vs bonus schemes, performance levels and ranges, threshold, target, excellence, cap, ramps, performance / payout periods, quota practices / territory assignments, sales crediting, special incentives
Practical application to case study after each design stage
- Construction of a Sales Compensation Matrix
- Testing and Implementation
Sales incentive modelling and refinement, communication, implementation, review and assessment

Target Audience: Practitioners in the remuneration field who are responsible for or play a key role in designing, reviewing and implementing sales commission schemes in their organisations.

Excel Skills for Remuneration

Practitioners - Diane Auld

6-7 August 2018

PwC Business School,

344 Independence Avenue, Windhoek

[Click here](#) for more details

Save Hours, Even Days – Every aspect of daily compensation work made easy!

Remuneration Practitioners depend on Excel daily to format and analyse large amounts of data. This is a hands on practical two-day workshop covering the following aspects:

- Customising Quick Access Toolbars
- Formatting Data
- LOOKUP, IF and SUM formulas
- Checking Data
- Subtotaling Remuneration Data
- Comparative Formulas and Conditional Formatting
- Statistics for Remuneration data
- Charts and Graphs
- Goal seek and Pivot tables
- Scattergrams and Trend Lines

Target Audience: Remuneration, HR or Payroll Specialists, Assistants or Managers, who would like to improve their Excel skills, and dramatically increase their productivity levels when working with remuneration data in Excel.

2018 Employee Benefits Survey

Publication - end of July 2018

What is it - This comprehensive piece of research provides organisations with the ability to benchmark the competitiveness of benefits such as leave, housing, travel allowances and retirement funding and communicate the market practices effectively to employees.

The research for 2018 was finalized and we will host a launch event closer to the end of July 2018. Keep a lookout on our Facebook page for more information.

Non-Executive Directors Remuneration

What are non-executive directors paid in the Namibian market?

In Namibia, it has been a challenge to obtain benchmark data for non-executive Director remuneration. It therefore gives us great pleasure to launch Namibia's first Non-Executive Director remuneration survey.

The survey will focus on:

- Board composition – selection criteria, race and gender
- Committee composition – race and gender
- Quantum of board and committee meetings
- Quantum of board and committee remuneration
- Board and committee benefits and variable remuneration
- Board and committee incidental allowances

Please [contact us](#) if you are interested to partake.



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