



**national
rewards
group inc**

National Rewards Group

Australia's leading association for human resources and remuneration management professionals

National Rewards Group Inc. (NRG) is a not-for-profit association that has been operating for over 50 years. We have a strong, nation-wide membership which provides a network for human resources and remuneration leaders, managers and practitioners from Australia's key industries to share information and discuss topics of interest in a confidential setting.

Members are from five main sectors – manufacturing, coal mining, metalliferous mining, upstream oil & gas, and energy & infrastructure.

WHAT DOES NRG DO?

We tailor our activities to meet the needs of our members, keeping them informed and providing reliable information relevant to their industry sector, including:

- Remuneration surveys covering each sector:
 - Hydrocarbons (upstream oil & gas)
 - Industrial (manufacturing)
 - Energy & Infrastructure (downstream gas, electricity, water and utilities)
 - Metals (metalliferous mining)
 - Coal (coal mining)
- Research and news about HR policies and benchmarking, and other topics of interest relating to HR and remuneration.

We hold an annual conference where members meet and network with like-minded HR professionals and leaders to develop their professional skills. NRG members interact directly with each other throughout the year to keep abreast of hot topics and developments in their industry.

MEMBER BENEFITS

As a member of Australia's leading association for HR and remuneration management, you receive:

- Networking opportunities with other remuneration professionals within your industry and a platform to share information.
- Attendance at a remuneration-focused conference that delivers professional development and supports networking opportunities.
- Access to high quality survey data, tailored to your needs.
- Participation in high quality, industry-specific remuneration and benefits surveys.



WHO CAN JOIN?

Membership of NRG is open to companies involved in the resources, energy or manufacturing industries within Australia. You must demonstrate your organisation is active in one or more of the relevant industry sectors and that you can match positions in at least one NRG sector survey.

HOW TO JOIN

Becoming a member is easy and you will be well supported through the application process. You must provide the committee with details including your company's size and scope of activities in Australia, and its ability to contribute to the benchmarking and salary surveys.

There are no joining fees or forms to complete. Annual membership is \$4,730 plus GST for the year ending June 2021. The membership fee includes participation in all surveys and one person's attendance at the annual conference. Member companies are welcome to bring extra people to the conference at a small additional cost per person. Only current members are entitled to participate in the annual conference and surveys.

GOVERNANCE AND VALUES

Our association is managed by a committee elected annually by the members and governed by NRG's constitution.

The NRG management committee guides our annual activities with the help of external service providers such as Korn Ferry, which collects and prepares our remuneration and benefits surveys.

OUR SURVEYS

Members regard our surveys as the most valuable and reliable of their kind. As they are designed largely by the members themselves, the surveys are relevant and user friendly, with confidentiality guaranteed. Each sector has its own survey covering positions defined by the sector. Other surveys covering the most common core positions, senior executive roles and HR policy and practice, are conducted across the entire membership. Survey inputs are collected in July each year, with reports and individual company-specific feedback reports published by the end of September. Additional surveys and custom analysis of data are available upon request.

OUR CONFERENCES

We hold an annual conference, normally in mid to late October. The conference program includes keynote sessions and workshops covering topical aspects of HR and remuneration practice. Each sector meets to discuss industry-specific developments and trends. Recent conferences were held in South Australia, but the 2020 conference was a very successful virtual event. We will do another virtual conference in 2021 and hope to return to our highly praised in-person format in 2022.

FOR FURTHER INFORMATION

For more details about NRG or to discuss an application for membership, please speak to one of our key contacts below or visit www.nationalrewardsgroup.com.au

Key contacts

Public Officer: Max Pontin
Ph: 0418 466 881
Email: Max.Pontin@nationalrewardsgroup.com.au

Chair: Peter Fuss, Nyrstar
Ph: 0439 675 559
Email: peter.fuss@nyrstar.com

Sectors and sector leaders

Hydrocarbons
Vidya Harikumar, Tri-Star Group. Ph: 07 3236 9800

Industrial
Steve McCammon, Ampol Limited. Ph: 0427 637 000

Energy & Infrastructure
Carrie Luzar, Alinta Energy. Ph: 0416 130 586

Coal & Metals
Peter Fuss, Nyrstar. Ph: 0439 675 559



**national
rewards
group inc**