



**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.
- Participation in 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 supported by the Public Officer through the application process. You will provide NRG some basic 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 \$4,895 plus GST for the year ending June 2023. The fee includes participation in all surveys and one participant at the annual conference (if it is held in person). Member companies are welcome to bring extra people to the conference at a small additional cost per person. Only current financial 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 at 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. Following several conferences in the Barossa Valley, South Australia, our 2020 and 2021 conferences were very successful virtual events. The 2022 conference will be virtual, but many members hope to return to our highly valued in-person format soon.

## 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](http://www.nationalrewardsgroup.com.au)

### Key contacts

Public Officer: Max Pontin  
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Chair: Irina Makukh, Origin Energy  
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### 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  
Selina Natha, AGL Energy, ph. 0405 040 144

Coal & Metals  
Peter Fuss, Nyrstar, ph. 0439 675 559

