



21st Century

sustainable remuneration in a changing world



10

things that distinguish us in the reward arena

- 1** *We are reputable and highly experienced* - one of the largest full-spectrum specialist Remuneration and Reward consultancies in Africa, with national and international capability. We have more than 60 skilled employees, and service over 1700 clients.
Our interventions deliver **outstanding value for money**.
- 2** *We follow a strict code of professionalism*. Our consultants are technically skilled, qualified, well-trained and experienced. Our services are grounded in technical knowledge which is well recorded and substantiated.
- 3** *We are client-focused* - paying close attention to each client's perceived needs, sensitivities and special requirements whilst adhering to the Institute of Management Consultants' Code of Conduct.
- 4** *We operate with transparency*, sharing with the client any unexpected findings, facts or opinions which may be revealed in the course of an assignment.
- 5** *We provide best of breed practices*.
Our solutions are **pragmatic, usable and easy to administer** once the project has been completed.
- 6** *We use a range of innovative electronic and web-based products* to support our consulting services.
- 7** We place a large emphasis on **sustainable remuneration, skills development and corporate social investment** and are focused on your organisation's strategy at all times... assisting you to achieve your business objectives, drive your company's performance, engage and retain your staff and comply with legislation.
- 8** We service a **comprehensive geographical area**, including Angola, Botswana, Lesotho, Mozambique, Namibia, South Africa, Swaziland, Zambia, Zimbabwe, Central and East Africa and South-East Asia.

Confidentiality Promise

Our business rests on commitment to confidentiality of data.

Thus, under no circumstances would any individual information or any company-specific information be disclosed to any other participant.

Our business depends on our commitment to this promise.



RewardOnline

Our SALARY SURVEY has been AUDITED and VALIDATED by EY

You can trust our results to be accurate, valid and relevant, from data collection right through to survey reports.

Consulting Services & Products

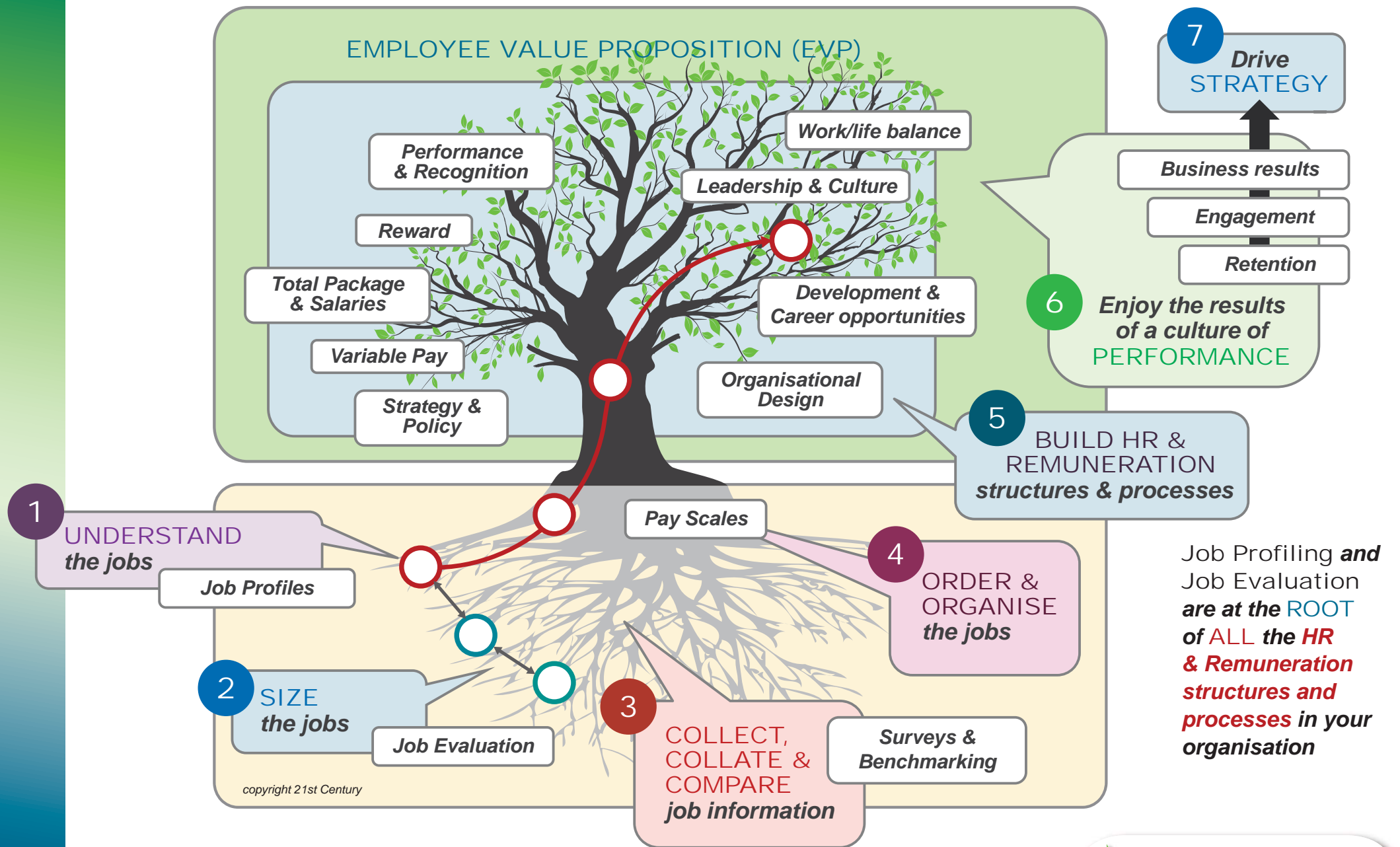
- **Alternative reward** schemes
- **Attraction and retention** strategies
- **Benchmarking** reward systems and market pay practice (all levels of staff)
- **Broadbanding** and **multiskilling**
- **Career development** and **talent management**
- **Compliance with legislation**
- **In-house benchmarking**
- **Job evaluation** – implementation, mediation, arbitration, expert witness
- **Job profiling**
- **Long-term incentive** schemes
- **National salary surveys** via "RewardOnline", our real-time web-based national salary survey
- **Performance management** and appraisals
- **Remuneration committees**
- Remuneration and HR **strategy and policy**
- **Salary and pay structures / pay scale design**
- **Short-term incentive** schemes (executive, shop - floor and sales)
- **Skills audits**
- **Succession planning** and policies
- **Tax structuring** and **Total Package** conversions

RewardED
growing reward & remuneration skills

(In-house programmes can be tailor-made to suit specific company needs)

Our RewardED training courses and workshops cover all aspects of Reward and Remuneration, from basic introductory programmes right through to intensive focused specialist programmes.

Remuneration, HR and Reward - how does it all fit together?



Our philosophy



-  +27 11 447 0306
-  +27 11 788 1832
-  info@21century.co.za
-  www.21century.co.za
-  www.rewardonline.co.za

*PO Box 973, Saxonwold, 2132,
Johannesburg, South Africa*

sustainable remuneration in a changing world