

Averile Ryder Reward Specialists

AFRICAN CONTINENT COUNTRIES TOTAL REWARDS SURVEY

Deadline for completed questionnaires has been extended to 11 February 2011

For non-profit organisations - staff appointed in country

Some of the countries include; Angola, Botswana, DRC, Kenya, Lesotho, Mozambique, Malawi, Namibia, Nigeria, Swaziland, Tanzania, Uganda, Zambia and Zimbabwe.

Please participate in order to make these surveys a success!

Due to an overwhelming response from organisations to purchase the above individual country African Continent Country Salary Survey Reports, **BUT** on the other hand not getting enough organisations to participate in these surveys we have extended the deadline for the submission of completed questionnaires and remuneration levels for these surveys to 11 February 2011. In addition, we have also changed the pricing structure, in order to encourage more organisations to participate. The new pricing structure is follows:

COST FOR ONE COUNTRY SURVEY REPORT FOR PARTICIPANT AND NON PARTICIPANT ORGANISATIONS

The cost for one country survey report only, including door to door courier fees, but excluding VAT @ 14% is as follows:

Report for One Country Only	Price for a Participant Organisation (In US Dollars)	Price for a Non-Participant Organisation (In US Dollars)
	\$300.00	\$450.00

Please see attached the following appendix for completion:

Appendix 1 – Questionnaire for one country (If you require a multiple country questionnaire please e-mail me on averile@rewardspecialist.co.za)

The reports for these surveys will be made available in February / March 2011. The results reflected in the report will be as at 31 December 2010. We have extensive experience in carrying out salary surveys both within South Africa and countries in the the African Continent in both the profit and non-profit sectors. Please advise us by return e-mail if you require a "statement of our capability" to carry out these surveys

Each individual African Continent Country report will include the following:

- Preamble and elements of a total rewards strategy.
- Glossary of Terminology used in the survey report(s)
- Survey sample and data source.

- Organisation Size Parameters i.e. annual turnover, annual operating budget, etc.
- Actual and projected salary increases.
- Basic salary and "total cost to company" pay scales by job category level, per country.
- Guaranteed pay elements and trends by country.
- Normal hours worked per week.
- Non-guaranteed work related allowances, i.e. reimburse travel allowances.
- Annual leave and additional annual leave benefits.
- Sick leave.
- Maternity / adoption leave.
- Family responsibility and / or compassionate leave.
- Paternity leave.
- Our concluding comments.

If preferred, we can complete the questionnaire on your behalf telephonically. E-mail: Averile on averile@rewardspecialist.co.za in order to arrange a date and time to do so.

Please note that **Averile Ryder Reward Specialists** ensures absolute confidentiality and under no circumstances will we disclose any individual organization information to any other comparator participant organisation. **THE DEADLINE FOR YOUR ORGANISATION'S DATA INPUT HAS BEEN EXTENDED TO 11 FEBRUARY 2011**

Please advice by way of return e-mail in which countries in the African Continent your organisation has operations and / or branches, and whom we should contact in order to obtain the data and / or completion of the questionnaire for these country offices. Also if you know of any other organization that would benefit from participating in [these](#) exciting new African Continent Country Surveys please would you forward their details to us or forward a copy of this e-mail to them together with the attached questionnaire.

If you have any queries or concerns regarding the questionnaire, please do not hesitate to contact **Averile Ryder Reward Specialists** on any of the telephone numbers below.

Thank you for taking the time to read this e-mail together with the attachments. We look forward to hearing from you and to receiving your completed questionnaire by return e-mail or facsimile