Designing a Total Rewards Plan Effective for Your Company (SFw HR)

[TGS-2019503671]

SINGAPORE NATIONAL EMPLOYERS FEDERATION

SINGAPORE WORKFORCE SKILLS QUALIFICATIONS

Course Objective

This unit addresses the skills and knowledge required to design total rewards plans and mechanisms in accordance to the organisational philosophy. Reskill employees to design rewards systems aligned with organisational philosophy and upskill them to evaluate, refine, and communicate them effectively.

Relevance to Employment

Equips HR professionals and managers with the ability to align compensation and benefits with organisational strategy

Target Audience

Human resource professionals/practitioners, managers, directors

*Learner(s) is/are required to be proficient in English (writing, speaking, listening and reading) as the training and assessments are conducted in English.

Fees, Funding & Absentee Payroll (AP)

A. SkillsFuture (SF) Funding (Baseline)		B. SF Enhanced Training Support for SMEs	C. SF Mid-career Enhanced Subsidy
[Non-SME-sponsored & Individuals] **Singapore Citizen (SC) aged ≤ 39, Singapore Permanent Resident (SPR) & LTVP+ holder**		**SME-sponsored SC, SPR & LTVP+ holder**	**Employer-sponsored & Self-sponsored SC aged ≥ 40**
Fee	= $502.00	Fee	= $520.00
SF Funding (50%)	- $260.00	SF Funding (70%)	- $364.00
GST 9% of Fee	+ $46.80	GST 9% of Fee	+ $46.80
Fee Payable	= **$306.80**	**Fee Payable**	= **$202.80**

AP: $4.50 per hour, capped at $100,000 per enterprise per calendar year

Key Takeaways

1. Assess total rewards practices
-Review compensation philosophy, organisational policies, and market/industry trends
-Translate organisational strategy into total rewards design principles
2. Design total rewards plans and policies
-Apply principles for compensation and benefits structures
-Develop plans, mechanisms, and policies aligned with business goals
3. Implement total rewards design
-Engage stakeholders to secure buy-in
-Communicate rewards programmes clearly and effectively
4. Evaluate and refine total rewards design
-Apply evaluation models and develop systems to track effectiveness
-Use data and statistical tools for analysis
-Conduct cost-impact assessments and monitor internal and external influences

Methodology | Assessment Mode(s) | Certification

Methodology: It is a competency-based learning with assessment. Case studies, experiential learning, discussions and presentations

Assessment Mode(s): Written Assessment, Project Assignment and Oral Interview

Certification: Learner will be awarded the Statement of Attainment for HRS-HRM-4022-1.1 Total Rewards Philosophy Development upon successful completion of the course.

Definition of SMEs:

(i) Registered or incorporated in Singapore
(ii) Employment size of not more than 200 or with annual sales turnover of not more than $100 million

Funding Eligibility

In order to enjoy the funding, learner needs to fulfill the following requirements:

1. Singapore Citizen, Singapore Permanent Resident (SPR) or Long Term Visit Pass Plus (LTVP+) Holder.
2. Not a full-time national serviceman (under company-sponsored).
3. Has successfully completed assessment & certified as competent.
4. Have not enjoyed funding for the same course before. For company-sponsored participants, training is fully sponsored by companies, which are registered or incorporated in Singapore
5. For company-sponsored training, Singapore Citizen or Singapore Permanent Resident (SPR) learner must be registered under the direct employer who is registered or incorporated in Singapore, and contributing CPF for the learner

For training conducted outside working hours, AP funding is given to the employers to defray the overtime pay that was paid to their employees. Hence to qualify for AP funding, employers must have in place Human Resource (HR) policy which provides for the payment of overtime pay to employees for these training hours and pay their employees overtime pay for these hours, in accordance with the HR policy

Schedule | Venue | Contacts

Dates [2026]: 3-4 Jun, 23-24 Sep, 2-3 Dec

Duration: 2-day, 9am-6pm (16 hours)

At least 75% course attendance is required

SNEF @ Paya Lebar Square

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You may also scan here to obtain more details of this course via MySF portal

Achievement of SNEF CLC | Registration

GRADE 1

Training Provider Quality Assessment Rating (2025)
Highest possible grade awarded to training providers.

Click / Scan here to download our Excel registration form