

# TOTAL REWARDS 302

## COMPENSATING EXPATRIATES AND LOCALLY HIRED FOREIGNERS



### Speaker Profile

Tom Farmer is Managing Director of Freelance Total Rewards, a Singapore-based consultancy founded in 2013. Previously, Tom led Mercer's Asia Pacific Global Mobility consulting practice where he updated the firm's training on expatriate compensation and trained 85 Mercer consultants.

His clients included AIA, MasterCard, Sinopec and PTT Group (Thailand) where he developed a new global mobility policy for the national energy giant. Prior to joining Mercer, Tom developed and implemented a new global mobility policy for InterContinental Hotels Group, as Vice President, Compensation & Benefits, APAC.

He managed hundreds of expatriate assignments, repatriated over 50 expats, localized many and introduced revised policies for both traditional expatriates and a local plus package for locally hired foreigners. He has saved companies tens of millions of dollars through effective policy and implementation strategies. Tom was also a member of Worldwide ERC's Asia Pacific Committee.

### Course Objective

This course has been designed to equip HR professionals to understand and effectively support business and talent outcomes, when talent crosses borders. Traditional expatriate assignments, permanent transfers, localization and local employment of foreign talent will be covered, from both global and local perspectives.

### Target Audience

This course is intended for experienced HR, rewards or mobility managers or professionals seeking a solid foundation and proper attitudes relating to the management and remuneration of globally mobile talent..

### Learning Outcomes

By the end of the session, participants should be able to:

1. Understand and explain the purposes and objectives of moving talent across borders
2. Support business and talent management objectives through local HR practices
3. Explain the basics of expatriate assignments and traditional expatriate compensation
4. Employ non-local talent on local contracts, using pure local or local plus approaches
5. Address common employee engagement challenges associated with global mobility

**Date: Please call us for more info**  
**Time: 9am to 5.00pm**

**Limited Seats Available!**

### Course Fees

Fees Type	Full Fees : (Inclusive of 7% GST)
Normal Price	\$1284.00
<b>Early Bird Price</b> <small>*Note: Early Bird Special is only for registration received at least 1 month before course commencement</small>	\$963.00

### Price Includes:

- 1 set of course materials
- 1 Lunch, 2 tea-breaks

**TO REGISTER:**

Simply go online to [www.snef.org.sg](http://www.snef.org.sg)

Select the "Training" folder and click on the topic: *Total Rewards 302: Compensating Expatriates and Locally Hired Foreigners under: Compensation (Total Rewards and Remuneration) Hands-on Series.*

### Enquiries:

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