



# Total Rewards & Remuneration Series for HR Professionals



**\*Note: Early Bird Special is only for registration received at least 1 month before course**

Track	Strategic Level	
Total Rewards	<p><b>Total Rewards 302 (New!): Compensating Expatriates and Locally Hired Foreigners</b> <a href="#">Click!</a></p> <ul style="list-style-type: none"> <li>✓ Explains basis of expatriate assignments and traditional expatriate compensations</li> <li>✓ Address employee engagement challenges</li> </ul> <p><b>Full Price: \$1284.00 (incl 7% GST)</b> <b>Early Bird: \$963.00 (incl 7% GST)</b></p>	<p><b>Training dates (2019):</b> 24 May and 27 Sep</p> 

Track	Specialist Level	
Compensation	<p><b>Compensation Principles and Practices (Comp 101)</b> <a href="#">Click!</a></p> <ul style="list-style-type: none"> <li>✓ Provide Solid Foundation to HR Professionals (C&amp;B)</li> <li>✓ Covers concepts, core processes, tools, methods and communication principles unique to pay</li> </ul> <p><b>Full Price: \$749.00 (incl 7% GST)</b> <b>Early Bird: \$642.00 (incl 7% GST)</b></p> <p><b>Training dates (2019):</b> 23 Jan, 8 May, 31 Jul, 11 Sep</p> <p><b>Intensive 2 days Job Evaluation, Benchmarking and Structures (Comp 102 – Hands on)</b> <a href="#">Click!</a></p> <ul style="list-style-type: none"> <li>✓ Evaluate a job to determine grade</li> <li>✓ Conduct market analysis on pay position and recommend salary budget</li> <li>✓ Develop salary range structure</li> <li>✓ Market price a job to determine market value</li> </ul> <p><b>Full Price: \$963.00 (incl 7% GST)</b> <b>Early Bird: \$749.00 (incl 7% GST)</b></p> <p><b>Training dates (2019):</b> 24/25 Jan, 9/10 May, 1 /2 Aug, 12/13 Sep</p>	

Track	Advanced Level	
Compensation	<p><b>Manage the Annual Salary Review (Comp 201)</b> <a href="#">Click!</a></p> <ul style="list-style-type: none"> <li>✓ Use of Market Data – Midpoint updates</li> <li>✓ Salary Budgeting &amp; Facilitating approvals</li> <li>✓ Merit matrix Development</li> <li>✓ Developing Manager worksheet and Rolling up manager submissions for next level review</li> </ul> <p><b>Full Price: \$1284.00 (incl 7% GST)</b> <b>Early Bird: \$963.00 (incl 7% GST)</b></p> <p><b>Training dates (2019):</b> 8 Mar, 30 Aug and 15 Nov</p> <p><b>Pay for Performance between Old and New Standard (Comp 202)</b> <a href="#">Click!</a></p> <ul style="list-style-type: none"> <li>✓ Examines the trend to drop ratings</li> <li>✓ Explain drivers, enablers and barriers of moving away from use of ratings</li> <li>✓ Assess organization’s readiness for managing performance without ratings</li> <li>✓ Redesign salary matrix</li> </ul> <p><b>Full Price: \$1284.00 (incl 7% GST)</b> <b>Early Bird: \$963.00 (incl 7% GST)</b></p> <p><b>Training dates (2019):</b> 17 May, 20 Sep and 22 Nov</p> 	

## Facilitator Profile

Tom Farmer is Managing Director of Freelance Total Rewards, a Singapore-based consultancy founded in 2013. Formerly with Hewitt and Mercer, Tom has more than 10 years consulting experience, on top of 20 years of corporate experience. He has consulted more than 150 companies on compensation practices. His blogs on total rewards topics have been read by more than 10,000 people in 120 countries. Tom was Vice President, Compensation and Benefits for InterContinental Hotels group for the Americas and Asia Pacific regions, with global responsibility for its global annual merit review process for 120 countries. He recently provided interim salary review management for a client with 11,000 employees in 18 countries.



**TO REGISTER:** Simply go online to [www.snef.org.sg](http://www.snef.org.sg) and Select the “Training” folder and click on the topic of the course under Compensation (Total Rewards & Remuneration) Hands on Series

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