

## Compensation (Total Rewards & REMUNERATION) HANDS ON SERIES FOR HR PROFESSIONALS – Promotional rates for 2019

# COMPENSATION

### Compensation Principles and Practices (Comp 101) [Click!](#)

- √ Provide Solid Foundation to HR Professionals (C&B)
- √ Covers concepts, core processes, tools, methods and communication principles unique to pay

Promotion Price:  
\$642/- (incl 7% GST)

Training dates:  
31 Jul, 11 Sep

### Intensive 2 days Job Evaluation, Benchmarking and Structures (Comp 102 – Hands on) [Click!](#)

- √ Evaluate a job to determine grade
- √ Conduct market analysis on pay position and recommend salary budget
- √ Develop salary range structure
- √ Market price a job to determine market value

\* Participants are required to bring their laptops for both training days (Comp 102 only)

Promotion Price:  
\$749/- (incl 7% GST)

Training dates:  
1 / 2 Aug, 12/13 Sep

### Manage the Annual Salary Review (Comp 201) [Click!](#)

- √ Use of Market Data – Midpoint updates
- √ Salary Budgeting & Facilitating approvals
- √ Merit matrix Development
- √ Developing Manager worksheet and Rolling up manager submissions for next level review

Promotion Price:  
\$963/- (incl 7% GST)

Training dates:  
(1) 30 Aug (2) 15 Nov

### Pay for Performance between Old and New Standard (Comp 202) [Click!](#)

- √ Examines the trend to drop ratings
- √ Explain drivers, enablers and barriers of moving away from use of ratings
- √ Assess organization's readiness for managing performance without ratings
- √ Redesign salary matrix

Promotion Price:  
\$963/- (incl 7% GST)

Training dates:  
(1) 20 Sep (2) 22 Nov

# TOTAL REWARDS

### Total Rewards 302 (New!): Compensating Expatriates and Locally Hired Foreigners [Click!](#)

- √ Explains basis of expatriate assignments and traditional expatriate compensations
- √ Address employee engagement challenges

Promotion Price:  
\$963/- (incl 7% GST)

Training date:  
27 Sep



### 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" section and click on the topic of the course under Compensation (Total Rewards & Remuneration) Hands on Series

You can contact SNEF to REGISTER, or reserve a seat for you or your people Or simply email Darren Lim at: [darren\\_lim@snef.org.sg](mailto:darren_lim@snef.org.sg) or [trg@snef.org.sg](mailto:trg@snef.org.sg) - Or call Darren Lim at 6827 6930.