



VARIABLE PAY & INCENTIVE SCHEME DESIGN

The bottom line of variable pay - keys to organisational success

What is covered

- Definitions and differences
- The business case for implementing variable pay and incentive schemes Design considerations
- How to select the most appropriate scheme
- The common formulae used and the main features of each scheme
- Typical incentive scheme headings - an aid to scheme design
- Critical success factors and lessons learned

Your takeaways

The course will address the attraction of variable pay, the link to “pay at risk” and some implementation considerations. You will leave with the knowledge and understanding of the mechanics and underlying principles and rules that are required to design effective schemes

Pre-requisites: You need to have a background in Remuneration & Finance.

Conducted by Prof. Dr. Mark Bussin



Prof. Dr. Mark Bussin, BSc, HDPM, MM, M.Com, D.Com GRP CCP FIOD

Mark is an experienced Remuneration and management consultant and business owner, and is an academic at 6 different universities. He is an Adviser to the Government of South Africa and Kenya, and he continues to serve on and advise numerous Boards, Audit and Compensation Committees (including Impala Platinum Holdings Limited, a listed company and second largest platinum mine in the world) and Standard Bank, to name a few. With a firm understanding of business, management, and board level decision making, Mark is a practicing consultant whose services are engaged by government and corporate entities. Previously, he was an ex-shareholder of Price Waterhouse London, and has held management roles in MNCs in Resources, FMCG and Financial Services industries.

As the Chairman of 21st Century (Pty) Ltd, one of the largest Remuneration and HR consultancies in Africa, he leads a team of more than 60 specialists, serving over 1700 clients – including non-profit organisations, private companies, government, parastatals and over two thirds of the companies listed on the Johannesburg Stock Exchange.

Mark supervises and lectures to MBA, Master’s and Doctoral thesis students in the area of Leadership, Strategy, HR, Reward, Compensation and Performance. He is also an author of several books (some prescribed by universities) and has published or presented 65 academic articles and over 450 popular papers. He is often sought by the media to appear on television, radio, and in the press for expert views as he was a commissioner in the Presidency.

He has been visiting Singapore and Asia over the past 10 years to speak at conferences, and to facilitate several courses and Masterclasses. He is also a board and faculty member for WorldatWork USA, and is certified as a Global Reward Professional (GRP) and Certified Compensation Professional (CCP).

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*all fees subject to prevailing GST

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14 August 2020
two 3-hour session:
9am & 2pm

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