

Developing Total Rewards Strategy to Maximise Business (SFw HR)

Participants will be awarded the **Statement of Attainment for HRS-HRM-5022-1.1** upon completion of the course

- ❖ **50% Course Fee Subsidy, capped at \$15/hr (SC aged ≤ 39/SPR)**
- ❖ **90% Course Fee Subsidy, capped at \$50/hr (SC aged ≥ 40/ SMEs)**
- ❖ **Absentee Payroll**
90% of hourly basic salary, capped at \$10/hr. Eligibility period: 1 May – 31 Dec 2020

Course Objective

The course will address the skills and knowledge required to develop and manage remuneration and benefits system of an organization. It covers the development of a competitive remuneration and benefits strategy and supporting employees to implement the strategy.

Target Audience

Human resource managers and directors

Course Outline

- **Alignment of organisation needs with reward strategy**
 - Introduce the need for a total reward strategy
 - Introduce considerations to total reward strategy
 - Examine relationships of the considerations to total reward strategy
 - Develop reward strategy
- **Implementation of reward strategy**
 - Introduction to elements of reward strategy
 - Implement the different elements of the rewards strategy
 - Alignment between remuneration plans and program
 - Introduce professional or industry codes of practices that standards related to total rewards
- **Evaluate reward strategy**
 - Introduce criteria to evaluate success of reward strategy
 - Compare and analyse criteria to determine business viability
 - Examine staff's behaviour against articulated organizational philosophy
 - Projecting future total rewards design over time
 - Planning and refining future reward strategy

Methodology

It is a competency-based learning with assessment. Case studies, experiential learning, discussions & presentation, facilitation and sharing, critique & review.

SME	NON-SME	SELF-SPONSORED	Full Course Fee	Training Grant	Amount Payable
- All SC & SPR	- SC aged ≥ 40		\$609.90	-\$513.00	= \$96.90
	- SC aged ≤ 39		\$609.90	-\$270.00	= \$339.90
	- All SPR				

All prices stated are inclusive of 7% GST

- SC** : Singapore Citizen
- SPR** : Singapore Permanent Resident
- : Not Applicable
- WTS** : Workfare Training Support Scheme
- SMEs** : Defined as companies with:
 - (i) at least 30% local shareholding; AND
 - (ii) Group annual sales turnover of not more than \$100 million OR Group employment size of not more than 200 employees.

Funding Eligibility

In order to enjoy the funding, participants need to fulfill the following requirements:

1. Singapore Citizens or Permanent Residents (PR) of Singapore
2. Attain at least 75% course attendance
3. Successfully complete assessment & certified as competent
4. Has not enjoyed funding for the same course before. **Note: This course is equivalent to Develop Strategies for Total Remuneration (HR-PRB-503E-1).**
5. For company-sponsored participants, training is fully sponsored by companies, which are registered or incorporated in Singapore

Please refer to SNEF website for available dates
 Duration : 2 days, 9am to 6:30pm (17 hours)
 Assessment : Separate day (1 hour)
 Course Venue : SNEF Corporate Learning Centre @ Tanglin

Register online at SNEF website www.snef.org.sg
 Click on 'Training' and Course Category '**Human Resource / Industrial Relation**'

Enquiries:

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