

# Implement Flexible Wage System (various learning modes)

## Course Objective

This course aims to guide development of Flexible Wage System (FWS) in the enterprise in accordance with principles and concepts of FWS propagated by tripartite partners (MOM, NTUC & SNEF). It enables the acquisition of skills and knowledge required to implement wage restructuring especially in an economic downturn situation to save jobs by adjusting the wage component as an option to remain competitive and part of cost management. In turn that in good time, employees are appropriately rewarded.

## Course Outline

### ➤Execute wage restructuring strategies

- Evolution of FWS in Singapore
- 5 key principles of FWS
- Recommend wage restructuring strategies
- How to develop each component of FWS including annual variable payment (AVC) and monthly variable component (MVC)
- Definition of profit and profitability to determine company performance
- Define individual performance to reward individual based on their contribution
- Models of variable bonus adopted in various industries
- Recommend MVC criteria/guidelines that trigger interventions
- Obtain buy-in from stakeholders on wage restructuring strategies
- Integrate wage restructuring into human resource systems

### ➤Implement Interventions

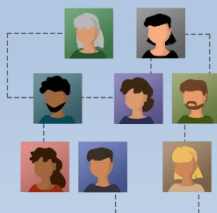
- Monitor MVC criteria/guidelines that trigger interventions
- Consult stakeholders on implementation of interventions
- Execute interventions in a timely manner
- Evaluate the impact of interventions in a timely manner

## Methodology

Lecture, Case studies, experiential learning, discussions & presentation, facilitation and sharing, critique & review.

## Target Audience

HR executive, HR or line manager who is responsible for strategic compensation and benefit, employment and retention of talent in organizations



## Trainer

Mr Toh is currently a Director of Retail, F & B Services, Hospitality & Tourism, Industrial and Workplace Partnerships Group, Singapore National Employers Federation.

Mr Toh has over 30 over years of practices in Industrial Relations (IR) and Human Resource Management (HRM). He consults hotels, clubs, entertainment, retail and trading companies on IR and HRM matters.

Mr Toh assists companies in formulating HR policies and procedures, drafting employee handbook, designing compensation and benefits and other HR systems and provide mentorship to aspiring Human Resource Managers.

He conducts, among others, workshops, seminars and training courses relating to IR, labour laws and other HRM topics. A DACE & an ACTA certified and trainer for WSQ and SFw programmes, in particular HRM and Personal Data Protection.

Mr Toh holds a Bachelor of Laws (Hons) from University of London and has taken a supplementary paper on Labour Law. He also holds a Bachelor of Arts Degree from the Nanyang University, a Graduate Diploma in Personnel Management from Singapore Institute of Management, a Diploma in Labour Studies from the Afro-Asia Institute in Tel-Aviv, Israel.

Mr Toh is effectively bi-lingual in English and Mandarin

Mr Toh is appointed as one of Tripartite Mediation Advisors by Ministry of Manpower to mediate labour dispute cases involving PMEs.

## Fees (inclusive 7% GST)

Member	\$160.50 (after subsidy but will end in Dec 2020)
Non-member	\$321.00

**Dates (In-person): 23 Nov, 30 Nov 2020**

**Time: 9am-5pm**

Venue : 60 Paya Lebar Road #13-45, Paya Lebar Square (Lobby 2), Singapore 409051

Register : [www.snef.org.sg](http://www.snef.org.sg) Click on 'Training' and Course Category 'Human Resources/ Industrial Relations'

**Dates (Online): 16 Nov, 24 Nov 2020**

Venue : via Zoom

Time: 9am-5pm

Register : [www.snef.org.sg](http://www.snef.org.sg) Click on 'Training' and Course Category 'SNEFDigital'