



HUMAN RESOURCES TRAINING

Total Rewards and Compensation Strategy Design

3 day course

Classroom, online or in-house

Course overview

Pay decisions are made under two pressures that pull apart: what the market says a person is worth and what the organisation can afford, and a reward strategy is the argument that reconciles them consistently. This course builds it. Delegates work through reward strategy and the behaviour a structure actually encourages, job evaluation and establishing internal relativities that survive scrutiny. Market benchmarking is covered, including reading survey data honestly and choosing a position against the market. Pay structures, grades and ranges follow, along with progression and the cost of movement through them. Variable pay and incentive design are addressed, including the outcomes a badly designed scheme produces. Benefits, allowances and the total package are covered. Pay equity is treated concretely. The course closes on communicating reward, on budgeting an annual review and on defending decisions to managers and staff.

What you will learn

- Set a reward strategy that encourages intended behaviour
- Evaluate jobs and establish defensible internal relativities
- Read market survey data honestly and choose a market position
- Build pay structures, grades, ranges and progression rules
- Design variable pay without producing perverse outcomes
- Assemble benefits and allowances into a total package
- Address pay equity, budget the annual review and defend decisions

Who should attend

- Compensation and benefits specialists
- HR directors and reward managers
- Payroll and finance managers involved in remuneration decisions
- HR business partners in multi country organisations
- Reward committee members

Course outline

- 01 Market worth against affordability
- 02 Reward strategy and behaviour
- 03 Job evaluation and internal relativities
- 04 Benchmarking and market position
- 05 Grades, ranges and progression
- 06 Variable pay and incentive design
- 07 Benefits, allowances and the total package
- 08 Pay equity, budgeting and communication

Upcoming dates



Dates	Venue	Format	Fee per delegate
21 to 23 September 2026	Accra, Ghana	Classroom	USD 995
26 to 28 October 2026	Nairobi, Kenya	Classroom	USD 995
28 to 30 December 2026	Lusaka, Zambia	Classroom	USD 995
8 to 10 February 2027	Durban, South Africa	Classroom	R14,950

Fees and how to register

This 3 day course is **R6,500** per delegate online, **R14,950** in the classroom in South Africa, Botswana, Namibia, Lesotho and Eswatini, and **USD 995** in the classroom elsewhere in Africa. In-house training is quotation on request. Book 2 or more delegates on this course and save 10%.

To register or request an in-house proposal, visit www.afrisciencegroup.com, email info@afriScience.co.za, or WhatsApp us on **+27 63 479 1136**.

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