



**PAN
AFRICAN**

Learning and Growth Network

REMUNERATION STRATEGY AND SALARY STRUCTURING TRAINING WORKSHOP



SANDTON LODGE HOTEL
Corner 12th Avenue and River Road
RIVONIA (Edenburg on GPS)
Johannesburg,
South Africa

**2-6
JUNE
2025**

FROM
8:30
TILL 4PM

REGISTRATIONS FEES
USD2,500

FEE INCLUDES

TRAINING MATERIALS
MEALS & REFRESHMENTS DURING THE DAY
AIRPORT PICKUP AND DROP OFF
HOTEL PICKUP AND DROP OFF
DELEGATE LAPTOP
¼ DAY TOUR TO TOURIST ATTRACTION SITES

FEE EXCLUDES

DINNER AND ACCOMMODATION

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INTRODUCTION

Salary structuring can be a tough balancing act as you need to design one that meets organizational objectives and goals whilst sustaining major motivators and key competencies in job roles. Implementing salary structures, remuneration, and variable pay schemes can be challenging one. To determine salary structures, remuneration, and variable pay schemes you need credible information and thorough consideration to be able to make an informed decision.

This three-day training program - Salary Structuring, Remuneration and Variable Pay Schemes have been designed to guide you through the fundamentals, principles and design of salary structures, remuneration and variable pay schemes. We will delve into the intricacies of compensation management, focusing specifically on salary structure strategies. Through a combination of theoretical knowledge, practical case studies, and interactive exercises, participants will gain a deep understanding of effective compensation practices to attract, motivate, and retain top talent.

As you learn and understand the relevant principles and methodologies, you will then be able to interpret salary structuring, remuneration and variable pay schemes and link it to other areas of human resources. This workshop will benefit human resource and remuneration professionals who are interested in getting a constructive approach to designing and implementing salary structures and variable pay schemes that work.

TARGET AUDIENCES

- Human Resource professionals
- Financial managers
- Accountants
- Managers, supervisors, and staff from any function including finance who need to improve their understanding and usage of financial information.
- Benefits Managers
- HR Consultants
- Individuals involved in designing and managing salary structures within their organizations
- Business owners, managers, and executives who wish to gain a comprehensive understanding of compensation management principles

ATTEND THIS HIGHLY INTERACTIVE WORKSHOP AND BENEFIT BY:

- Understanding the importance of salary structure and its impact on organizational success.
- Gaining knowledge of various compensation components and their role in creating an effective salary structure.
- Identifying and selecting a salary structure that meets and contributes to organizational objectives and across the various functions
- Learning to set a remuneration strategy that underpins your organization's strategy
- Knowing how to Benchmark and match roles in the new salary structure
- Understanding legal and regulatory considerations related to compensation and salary structure.
- Examining how to Develop performance and variable pay linkages
- Knowing how to choose a suitable variable pay scheme
- Learning how to Design variable pay schemes around the key performance measure and desired competencies
- Identifying challenges/pitfalls in salary structures and variable pay schemes
- Exploring strategies for designing and implementing competitive salary structures that align with organizational goals.
- Developing skills to evaluate and benchmark compensation practices against industry standards and market trends.
- Learning methods for communicating salary structures to employees in a transparent and fair manner.
- Identifying techniques for managing compensation budgets while ensuring internal equity and external competitiveness.

METHODOLOGY:

The training program will employ a combination of interactive sessions, group discussions, case studies, practical exercises, and real-world examples to enhance participants' learning experience. The program will encourage active participation, allowing participants to apply concepts and strategies to their specific organizational contexts.



TOPICS

Introduction to Compensation Management

- Overview of compensation management and its significance in organizational success.
- Understanding the role of salary structure in attracting, motivating, and retaining employees.
- Introduction to the training program and its objectives.

Managing Compensation Budgets

- Techniques for aligning compensation budgets with organizational goals.
- Balancing internal equity and external competitiveness.
- Evaluating and adjusting compensation plans to reflect changing market conditions.
- Strategies for cost containment without compromising employee satisfaction.

Advanced Topics in Compensation Management

- Incentive and variable pay structures.
- Executive compensation and equity-based rewards.
- Emerging trends and best practices in compensation management.
- Case studies and interactive exercises to apply learned concepts.

Implementing Salary Structures

- Strategies for communicating salary structures to employees.
- Ensuring fairness and transparency in compensation practices.
- Addressing employee concerns and managing expectations.
- Legal and regulatory considerations in implementing salary structures.

Designing Effective Salary Structures

- Key components of a salary structure: base salary, incentives, bonuses, and benefits.
- Analyzing job roles and responsibilities to determine appropriate salary levels.
- Establishing salary bands and grade levels.
- Conducting market research and benchmarking to ensure competitiveness.

Certificates

On successful completion of this training course, PALGNET Certificate will be awarded to the delegates

Registration Fees

\$2,500

Fee Includes

- Training Materials
- Meals & refreshments during the day
- Airport pickup and drop off
- Hotel Pickup and drop off
- Delegate Laptop
- ½ day tour to tourist attraction sites

Fee Excludes

- Dinner and Accommodation



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Welcome to the Sandton Lodge Rivonia, we extend a very warm welcome and trust your upcoming stay or conference with us will be both enjoyable and comfortable.



The Simama Hotels Sandton Lodge Rivonia offers business services and facilities. Our 34 Suites are all strictly non-smoking and have; Air-conditioning and Heating, Tea and Coffee Facilities, DSTV Decoder, a Mini-Bar Fridge (Stocked on request) and complimentary Broadband WIFI Internet Access with Secure on-site Parking available. As part of our continued guest-safety measures and growing international trend, the Sandton Lodge Hotel is a cashless establishment, for your convenience all major Credit and Debit cards are accepted in addition to Snap-Scan and Apple-Pay facilities.