



*Training Course:  
Compensation Packages and Salary Structure*

*5 - 9 July 2027  
Cape Town (South Africa)  
DoubleTree by Hilton Cape Town - Upper Eastside*

## Training Course: Compensation Packages and Salary Structure

Training Course code: HR3041 From: 5 - 9 July 2027 Venue: Cape Town (South Africa) - DoubleTree by Hilton Cape Town - Upper Eastside Training Course Fees: 6350 € Euro

### Introduction

Effective [reward management](#) is one of the most powerful levers organizations possess to influence employee performance, engagement, and retention. There is a strong, evidence-based correlation between [organizational success and well-designed compensation systems](#), making it essential for HR professionals to move beyond administrative pay practices toward [strategic, value-driven reward frameworks](#).

This program, [Compensation Packages & Salary Structure](#), provides a comprehensive and practical foundation in designing, implementing, and managing modern compensation systems. It adopts a [holistic Total Rewards approach](#), integrating financial and non-financial elements to ensure alignment between employee contribution and organizational objectives.

Participants will explore various salary structures, performance-related pay systems, benefits strategies, and international compensation practices. The program equips professionals with the tools required to design [competitive, equitable, and performance-driven reward systems](#) that support business growth and workforce motivation.

### Program Objectives

By the end of this program, participants will be able to:

- Understand the core concepts and strategic importance of reward systems
- Identify and apply the key components of [Total Rewards frameworks](#)
- Analyze the purpose of reward systems from both organizational and employee perspectives
- Compare and design different types of [salary structures and pay models](#)
- Evaluate the effectiveness of [performance-related pay PRP](#)
- Design benefits and allowance structures aligned with workforce needs
- Understand international compensation challenges, including expatriate rewards
- Develop practical approaches for implementing and managing compensation systems

### Target Audience

- HR Professionals and HR Managers
- Compensation and Benefits Specialists
- Payroll and Reward Analysts
- Finance professionals involved in workforce budgeting
- Line Managers involved in reward decision-making
- Anyone responsible for designing or managing compensation systems

## Training Outline

### Day 1: Introduction to Reward Systems

- Program overview and objectives
- Roles of HR and line management in reward management
- Fundamentals of reward systems and Total Rewards
- Key elements of reward:
  - Financial rewards
  - Non-financial rewards
- Reward management frameworks
- Labor market dynamics and economic theories
- Reward philosophies, strategies, and policies
- Factors influencing pay levels internal & external

### Day 2: Salary Structures & Pay Design

- Definition and purpose of salary structures
- Types of pay structures:
  - Graded pay structures
  - Broad-banding
  - Job family structures
  - Individual job ranges
- Pay curves and internal equity
- Spot rate and pay spine systems
- Integrated pay structures
- Workshop: Designing a salary structure

### Day 3: Rewarding Performance & Teams

- Performance-related pay PRP concepts
- PRP as a motivation tool
- Linking performance management with reward systems
- Incentive schemes for different workforce segments
- Skill-based and competency-based pay
- Team-based rewards and collective incentives
- Aligning reward systems with organizational performance
- Case study: Performance-driven reward systems

### Day 4: Benefits, Allowances & Total Rewards Strategy

- Non-financial rewards and recognition programs
- Employee benefits and allowances:
  - Health and insurance
  - Transportation and housing
- Pension and retirement schemes
- Designing benefits strategies and policies
- Flexible benefits systems
- Allowances:

- Overtime and shift allowances
- Stand-by and call-out pay
- Location and subsistence allowances
- Workshop: Designing a benefits package

#### Day 5: International Compensation & Expatriate Rewards

- Principles of international compensation management
- Expatriate reward frameworks:
  - Home-based approach
  - Host-based approach
- Managing global pay equity and competitiveness
- Challenges in international reward systems
- Integrating compensation into global HR strategy
- Final workshop: Designing a comprehensive reward system
- Personal development planning
- Program review and feedback

## Registration form on the Training Course: Compensation Packages and Salary Structure

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Cape Town - Upper Eastside **Training Course Fees:** 6350 € Euro

Complete & Mail or fax to Global Horizon Training Center (GHTC) at the address given below

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### Person Responsible for Training and Development

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### Payment Method

- ☐ Please find enclosed a cheque made payable to Global Horizon
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