

Compensation Packages and Payrolls Structure Masterclass

Human Resource
Toronto (Canada)
01 - 05 Sep 2025

UK Traininig

PARTNER



Compensation Packages and Payrolls Structure Masterclass

Ref: 321499_127672 **Date:** 01 - 05 Sep 2025 **Location:** Toronto (Canada) **Fees:** 4700 **Euro**

Course Description

This comprehensive 5-day course focuses on the essential elements of employee reward systems and payroll structures. Participants will learn to design, implement, and manage effective compensation packages that align with organizational goals and market trends. The course covers reward philosophies, salary structures, performance-related pay, benefits, and international considerations.

Learning Objectives

- Develop a strategic approach to compensation management
- Design and implement effective salary structures
- Create performance-based reward systems
- Analyze and integrate market pay data
- Understand legal and ethical considerations in compensation
- Manage international and expatriate compensation issues

Course Modules

Day 1: Introduction to Reward Systems

- Reward management fundamentals
- Compensation philosophies and strategies
- Labor markets and economic theories
- Factors affecting pay levels

Day 2: Salary Structures

- Job analysis and evaluation
- Types of pay structures
- Developing pay grades and ranges
- Integrating market data

Day 3: Performance-Based Rewards

- Performance-related pay systems
- Skill and competency-based pay
- Team rewards
- Linking rewards to organizational performance

A graphic of a chessboard with several chess pieces (king, queen, rook, knight, and pawns) in gold and silver. The text 'UK Training PARTNER' is overlaid on the board.

UK Training
PARTNER

Day 4: Benefits and Allowances

- Types of employee benefits
- Designing flexible benefit systems
- Pension schemes
- Special allowances and overtime

Day 5: International and Strategic Considerations

- International pay strategies
- Expatriate compensation
- Legal and ethical considerations
- Strategic alignment of reward systems

Practical Wins for Participants

- Ability to design a comprehensive compensation strategy
- Skills to create and manage pay structures
- Knowledge to implement performance-based reward systems
- Expertise in aligning compensation with organizational goals

Blackbird training cities



Amman (Jordan)



Amsterdam (Netherlands)

Accra (Ghana)

Annecy (France)

Baku (Azerbaijan)

Bali (Indonesia)

Bangkok (Thailand)

Bangkok (Thailand)

Barcelona (Spain)

Batumi (Georgia)

Beijing (China)

Beirut (Lebanon)

Berlin (Germany)

Birmingham (UK)

Bordeaux (France)

Boston, Massachusetts (USA)

Brussels (Belgium)

Cairo (Egypt)

Cape Town (South Africa)

Casablanca (Morocco)

Cascais (Portugal)

Copenhagen (Denmark)

Doha (Qatar)

Dubai (UAE)

Düsseldorf (Germany)

UK Training
PARTNER



Blackbird Training Category



Human Resource



Audit & Quality Assurance



Finance, Accounting, Budgeting



Marketing, Sales, Customer Service



Secretary & Admin



Law and Contract Management



Project Management



IT & IT Engineering



Supply Chain & Logistics



Management & Leadership



Professional Skills



Oil & Gas Engineering



Health & Safety



Telecom Engineering



Hospital Management



Customs & Safety



Aviation



C-Suite Training



Agile and Refinement



Blackbird training Clients



MANNAI Trading
Company WLL,
Qatar



Alumina Corporation
Guinea



Booking.com
Netherlands



Oxfam GB International
Organization,
Yemen



Capital Markets
Authority,
Kuwait



Waltersmith Petroman Oil Limited
Nigeria



Qatar National Bank
(QNB),
Qatar



Qatar Foundation,
Qatar



AFRICAN UNION ADVISORY
BOARD ON CORRUPTION,
Tanzania



KFAS
Kuwait



Reserve Bank of
Malawi,
Malawi



Central Bank of Nigeria
Nigeria



Ministry of Interior
Kingdom of Saudi Arabia
KSA



Mabruk Oil Company
Libya



Saudi Electricity
Company,
KSA



BADAN PENGELOLA
KEUANGAN Haji,
Indonesia



NATO
Italy



ENI CORPORATE
UNIVERSITY,
Italy



Gulf Bank
Kuwait



General Organization for
Social Insurance
KSA



Defence Space Administration
Nigeria



National Industries
Group (Holding),
Kuwait



Hamad Medical
Corporation,
Qatar



USAID
Pakistan



STC Solutions,
KSA



North Oil company,



EKO Electricity



Oman Broadband



UNITED NATIONS
UN.



Authority for

UK Training
PARTNER



LONDON TRAINING PROVIDER



www.blackbird-training.com



training@blackbird-training.com



+44 7480 775526 / +44 7401 177335