

# **Certified Compensation and Benefits Specialist Program**

Public Sector  
London (UK)  
25 - 29 Aug 2025

UK Training

# **PARTNER**

A close-up photograph of chess pieces on a checkered board. In the foreground, a large, ornate gold king piece stands prominently. To its left, a smaller silver pawn is visible. Further back, another silver pawn is positioned. The background features concentric circles, creating a sense of depth and focus on the king piece.

## Certified Compensation and Benefits Specialist Program

**Ref:** 321573\_135433 **Date:** 25 - 29 Aug 2025 **Location:** London (UK) **Fees:** 4400 **Euro**

### Course Description

This comprehensive 5-day course equips HR professionals with the knowledge and skills to design, implement, and manage effective compensation and benefits programs. Participants will learn to create competitive pay structures, develop attractive benefits packages, and align total rewards strategies with organizational goals. Through case studies and practical exercises, attendees will gain hands-on experience in addressing real-world compensation and benefits challenges.

### Learning Objectives

- Develop and implement strategic compensation plans aligned with organizational objectives
- Design competitive and cost-effective benefits packages
- Analyze market data to establish equitable pay structures
- Create performance-based incentive programs
- Understand legal and regulatory compliance in compensation and benefits
- Evaluate the effectiveness of total rewards strategies

### Course Modules

#### Day 1: Foundations of Compensation and Benefits

- Introduction to total rewards concepts
- Strategic role of compensation and benefits
- Compensation philosophy and strategy
- Legal and regulatory environment

#### Day 2: Job Analysis and Evaluation

- Job analysis techniques
- Job evaluation methods
- Developing job descriptions
- Creating job families and career paths

#### Day 3: Base Pay and Salary Structures

- Market pricing and salary surveys
- Designing pay grades and ranges
- Pay for performance systems
- Variable pay and incentive programs

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.

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## Day 4: Employee Benefits and Perks

- Types of employee benefits
- Designing competitive benefits packages
- Health and welfare benefits
- Retirement and savings plans

## Day 5: Total Rewards Strategy and Communication

- Integrating compensation and benefits
- Work-life balance initiatives
- Communicating total rewards to employees
- Measuring and evaluating program effectiveness

## Practical Wins for Participants

- Ability to design a competitive pay structure using market data
- Skills to create a comprehensive benefits package tailored to organizational needs
- Techniques for developing performance-based incentive programs
- Strategies for effectively communicating total rewards to employees

A graphic of a chessboard with several chess pieces. A large gold king piece is prominent in the foreground, with a silver pawn and a silver knight behind it. The board has a checkered pattern, and there are concentric circles in the background.

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