

## Compensation Packages and Payrolls Structure

*Kigali (Rwanda)*

*13 - 17 October 2025*

UK Training

**PARTNER**

## Compensation Packages and Payrolls Structure

Code: HR28 From: 13 - 17 October 2025 City: Kigali (Rwanda) Fees: 3300 Pound

### Introduction

Effective employee management and motivation are closely tied to employee reward systems. There is a strong correlation between organizational success and the effectiveness of reward systems, demonstrating that how employees are rewarded should be directly linked to their overall value to the organization. This program, Compensation Packages and Payroll Structures, focuses on the essential elements of employee rewards, proposes a holistic approach to reward systems, and provides delegates with sufficient input to get started in this fascinating area of HR. By the end of this course, participants will have the tools to create and implement effective payroll systems and compensation strategies.

### Course Objectives

By the end of the course, participants will be able to:

- Understand the concepts and functions of reward systems.
- Identify the elements of reward systems.
- State the purpose of reward systems from both organizational and employee perspectives.
- Compare different types of salary structures and payroll systems.
- Evaluate the impact of performance-related pay.
- Understand the uses of various types of benefits and allowances.
- Analyze factors influencing International pay and expatriate rewards.
- Develop compensation analysis and strategies for executive compensation.

### Course Outlines

#### Day 1: Introduction to Reward Systems

- Defining the roles of HR and line management in reward systems.
- Overview of reward systems: What are they, and why do they matter?
- The elements of reward systems.
- Reward management: Key strategies and philosophies.
- Labour markets and economic theories influencing payroll structures.
- Reward philosophies, strategies, and policies.
- Factors affecting pay levels and the payroll process.

#### Day 2: Salary Structures

- Defining salary structures and their purpose.
- Graded pay structures and their role in compensation.
- Broad-banding and its application in the payroll department.

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

UK Training  
**PARTNER**

- Job range structures and job family structures.
- The concept of pay curves and pay spines.
- Integrated pay structures and their significance in payroll management.

### Day 3: Rewarding Individuals and Teams

- Understanding performance-related pay PRP.
- The role of PRP as a motivator in the organization.
- Performance management and its link to reward systems.
- Blue-collar incentives and the impact of performance-based rewards.
- Skill and competency-based pay.
- Team rewards and how they connect to organizational performance.

### Day 4: Benefits, Allowances, and Pensions

- Exploring non-financial rewards and their role in the compensation structure.
- Various benefits and allowances.
- Pension schemes and retirement plans within compensation packages.
- Employee benefits strategies and policies.
- Flexible benefit systems and their growing importance.
- Location and subsistence allowances, overtime, and shift payments.
- Standby and call-out allowances.

### Day 5: International and Expatriate Considerations

- International pay: What it means for global operations.
- Expatriates rewards: Understanding the specifics of compensating employees working abroad.
- Home vs. host-based pay systems.
- Managing global reward systems.
- Final consolidation exercise to review the course material.
- Developing personal development plans for the future.

### Why Attend This Course: Wins & Losses!

- Improved compensation strategies: Learn how to design compensation packages linked to employee performance and organizational goals.
- Performance-based motivation: Gain insight into how performance-related pay can drive productivity and engagement within teams.
- Salary structure understanding: Deepen your understanding of salary structures and their role in creating fair and competitive pay systems.
- Executive compensation analysis: Master executive compensation plans and strategies for optimizing leadership rewards.
- International pay systems: Learn how to structure global payroll systems to meet the needs of international and expatriate employees.

### Conclusion

This course provides participants with the tools and strategies needed to effectively manage and design compensation packages and payroll systems that align with organizational goals. You will gain the skills to optimize

A graphic of a chessboard with several chess pieces (a king, a queen, a rook, and a knight) in gold and silver, set against a background of concentric circles.

UK Training  
**PARTNER**



employee reward systems, implement performance-based pay strategies, and create competitive and fair salary structures. Join us to learn how to develop a compensation analysis and craft executive compensation plans that foster success at every level of your organization.

A graphic of a chessboard with several pieces (a king, a pawn, and a knight) on it, set against a background of concentric circles. The text 'UK Training PARTNER' is overlaid on the board.

UK Training  
**PARTNER**

Head Office: +44 7480 775 526  
Email: [Sales@blackbird-training.com](mailto:Sales@blackbird-training.com)  
Website: [www.blackbird-training.com](http://www.blackbird-training.com)



## Blackbird Training Cities

### Europe



Malaga (Spain)



Sarajevo (Bosnia and Herzegovina)



Oporto (Portugal)



Glasgow (Scotland)



Edinburgh (UK)



Oslo (Norway)



Annecy (France)



Bordeaux (France)



Copenhagen (Denmark)



Birmingham (UK)



Lyon (France)



Moscow (Russia)



Stockholm (Sweden)



Podgorica (Montenegro)



Batumi (Georgia)



London (UK)



Istanbul (Turkey)



Amsterdam



Düsseldorf (Germany)



Paris (France)



Barcelona (Spain)



Munich (Germany)



Geneva



Prague (Czech)



Vienna



Rome (Italy)



Brussels



Madrid (Spain)



Berlin (Germany)



Lisbon (Portugal)



Zurich



Manchester (UK)



Milan (Italy)



## Blackbird Training Cities

### USA & Canada



Los Angeles (USA)



Orlando, Florida (USA)



Online



Phoenix, Arizona (USA)



Houston, Texas (USA)



Boston, MA (USA)



Washington (USA)



Miami, Florida (USA)



New York City (USA)



Seattle, Washington (USA)



Washington DC (USA)



In House



Jersey, New Jersey (USA)



Toronto (Canada)

### Africa



Baku  
(Thailand)



Maldives (Maldives)



Doha (Qatar)



Manila (Philippines)



Bali (Indonesia)



Bangkok



Beijing (China)



Singapore (Singapore)



Sydney



Tokyo (Japan)



Jeddah (KSA)



Riyadh (KSA)



Melbourne  
(Indonesia)



Dubai (UAE)



Kuala Lumpur (Malaysia)



Kuwait City (Kuwait)



Pulau Ujong (Singapore)



Jakarta



Amman (Jordan)



Beirut

UK Training  
**PARTNER**



## Blackbird Training Cities

### Asia



Kigali (Rwanda)



Cape Town



Accra (Ghana)



Lagos (Nigeria)



Marrakesh (Morocco)



Nairobi (Kenya)



Zanzibar (Tanzania)



Tangier (Morocco)



Cairo (Egypt)



Sharm El-Sheikh (Egypt)



Casablanca (Morocco)



Tunis (Tunisia)



## Blackbird Training Clients



UK Training  
**PARTNER**



## Blackbird Training Categories

### Management & Admin

Professional Skills  
Finance, Accounting, Budgeting  
Media & Public Relations  
Project Management  
Human Resources  
Audit & Quality Assurance  
Marketing, Sales, Customer Service  
Secretary & Admin  
Supply Chain & Logistics  
Management & Leadership  
Agile and Elevation

### Technical Courses

Hospital Management  
Public Sector  
Special Workshops  
Oil & Gas Engineering  
Telecom Engineering  
IT & IT Engineering  
Health & Safety  
Law and Contract Management  
Customs & Safety  
Aviation  
C-Suite Training



 International House 185 Tower Bridge  
Road London SE1 2UF United Kingdom

 +44 7401 1773 35  
+44 7480 775526

 [Sales@blackbird-training.com](mailto:Sales@blackbird-training.com)

 [www.blackbird-training.com](http://www.blackbird-training.com)

UK Training

**PARTNER**

