

CERTIFICATE IN COMPENSATION MANAGEMENT

5-DAY ACCREDITED CERTIFICATION

Master the strategy behind pay - not just the mechanics.

If you're involved in remuneration, this isn't optional - it's essential.

This **intensive, accredited 5-day certification** equips participants with the expertise to **design, implement, and manage compensation strategies** that drive business results.

WHY ATTEND?

- Learn how to **align compensation with business goals**
- Stay ahead of **market trends and regulations**
- Gain practical tools to **make confident, defensible decisions**
- Build credibility as a **Reward Specialist**

WHO SHOULD ATTEND?

- Remuneration / Reward Professionals
- HR Professionals
- Finance Managers / Directors
- Line Managers involved in pay decisions
- Anyone serious about a career in **Reward Management**

WHY CCM?

- **Accredited, recognised certification** (local & international credibility)
- Delivered by **industry experts**
- Practical, real-world application
- No professional body membership required
- Earn the **CCM designation**

PROGRAMME FORMAT:

- 5-day (in-person or virtual)
- Instructor-led & guided self-study
- Assessment-based certification
- Full attendance required

PROGRAMME MODULES:

- Total Remuneration Management
- Base Pay Structure & Management
- Job Evaluation
- Costing Pay Systems
- Performance Management
- Variable Compensation
- Reward for Specific Employee Groups
- Administration & Evaluation

WHY THIS MATTERS?

Compensation is an organisation's **biggest investment - and biggest risk.**

Get it wrong:

- Lose top talent
- Create internal inequity
- Undermine performance

Get it right:

- Attract and retain the right people
- Align pay with performance
- Build a **sustainable, competitive reward strategy**

THE OUTCOME:

Walk away with the confidence, credibility, and capability to lead compensation strategy - not just support it.

**ACCREDITED
THROUGH:**



iHRME

Institute for Human Resource Management Education



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WHAT PARTICIPANTS WILL MASTER:



CCM

1

Total Remuneration Strategy
(beyond just salaries)

2

Designing and managing
pay structures

3

Job evaluation and
internal equity

4

Costing and managing
pay systems

5

Performance and variable
pay alignment

6

Reward strategies for
different employee groups

7

Evaluating and optimising
compensation frameworks

ENROLL

ENRICH

EMPOWER



Eligibility requirements

It is advised
that delegates
should have at
least either of
the following:

Any tertiary
certification /
qualification
in HR

OR

1 year's
experience as
a remuneration
analyst



Successful completion
of examination

Mark of
75%
(Pass)

Full
attendance
during the
programme

Completion
of all
assignments
& programme
content



ENQUIRE NOW!

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**ELEVATE YOUR IMPACT.
ADVANCE YOUR CAREER.**