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International Financial Reporting Standards for Compensation Professionals

As global markets become more integrated, the majority of countries outside the United States have adopted or plan to adopt International Financial Reporting Standards (IFRS), which allow companies to measure performance, make comparisons and provide greater transparency between and within countries. WorldatWork understands these standards are a critical component of the rewards practice; therefore, it is introducing a new certification training course and exam to meet the needs of its growing global rewards audience.

The International Financial Reporting Standards for Compensation Professionals course provides training and application of the basic principles and concepts of these important standards as it relates to the role of rewards and compensation/benefits professionals. This course focuses on International Accounting Standard Nineteen (IAS 19), which outlines the requirements for accounting and disclosure of employee benefits set by the International Accounting Standards Board (IASB). Participants will learn the employee benefits that are outlined in IAS 19, including wages and salaries as well as pensions, life insurance and other incentives. Participants will also learn the short-term and long-term impact of rewards decisions and the way these are reported to organizational stakeholders.

By grasping IAS 19, practitioners will be able to make more sound decisions about compensation and benefits programs, understand their costs and work effectively with business partners in accounting, finance and other areas of the organization in the design, delivery and management of total rewards programs.

In this course participants will: •Gain an overview of IFRS and the IASB

- Understand the objectives of financial reporting and how to identify and work with key stakeholders
- Learn about financial statements as it relates to your compensation and benefits work
- Understand IAS 19 short- and long-term benefits, as well as post-employment and termination benefits

Who should register

This course is for those individuals pursuing their GRP or CCP Canada or for Human Resources and Compensation Professionals who have global responsibility for compensation and rewards programs for countries outside of the U.S.

What Will You Learn

1. Introduction to the IASB and the IFRS

- a. The objectives of the IASB
- b. The structure of the standard setting body and sub-committees
- c. The conceptual framework
- d. The IAS and IFRS standards

2. Objectives of Financial Reporting

- a. Relationship between the conceptual framework and stakeholders

- b. Providing information to the stakeholders of the organization
- c. Who are the stakeholders?

3. Financial Statements

- a. Content of the key financial statements
 - i. Statement of financial position
 - ii. Statement of income
 - iii. Statement of other comprehensive income
 - iv. Statement of cash flows
 - v. Notes accompanying the accounts - the true source of information

4. IAS 19 Purpose and Scope

- a. Concept of accrual accounting
- b. Basic principle that the cost of providing employee benefits should be recognized in the period in which the benefit is earned by the employee, rather than when it is paid or payableHow is this done?

5. IAS 19 Short-Term Employee Benefits

- a. Definition
- b. Types of short-term benefit
- c. Benefits that accrue
- d. Benefits that do not accrue
- e. Profit sharing and bonus plans
- f. Accounting treatment for short-term benefits
- g. Practical examples of treatments

6. IAS 19 Types of Post Employment Benefit Plans

- a. IAS 19 Features of a defined contribution plan
 - i. Calculating the liability of a defined contribution plan
 - ii. Accounting treatment of a defined contribution plan
 - iii. Practical examples of treatment
- b. IAS 19 Features of a defined benefit plan
 - i. Calculating the liability of a defined contribution plan
 - ii. Methods of calculation including the reliance on actuarial and financial assumptions
 - iii. Discounted cash flow techniques. Issues to be addressed, such as what is the appropriate discount rate

7. IAS 19 Other long-term benefits

- a. Accounting treatment of other long-term benefits
- b. Benefits that are immediately expensed
- c. Benefits that are accrued

8. IAS 19 Termination Benefits

- a. Categories of benefits that qualify and the conditions that determine these categories
- b. Determination of the conditions for a plan
- c. Treatment of the benefits provision/payments