ACCOUNTING AND FINANCE

Accounting for Employee Benefits and Pension Obligations Training Course

Comprehensive Course Syllabus, Practical Modules & Upcoming Schedules

PROGRAM SPECIFICATIONS & HIGHLIGHTS

DURATION
5 Days Practical Hands-on

DELIVERY MODES
In-Person Class & Live Virtual

CERTIFICATION
Accredited Certificate of Completion

INTAKES / DATES
Multiple Cohort Schedules Included

PREPARED FOR:

Valued Participant

Email: training@datastatresearch.org | Issued: November 24, 2026

Academic & Professional Training Year: 2026

Accounting for Employee Benefits and Pension Obligations Training Course

Accounting and Finance • 5 Days Intensive • Accredited Certification

Course Overview

Accounting for Employee Benefits and Pension Obligations Training Course provides comprehensive knowledge and practical skills for managing employee compensation, retirement benefits, pension schemes, and long-term employee-related financial commitments.

Key Skills & Software Tools Covered

MS Word • Microsoft Excel • SAP S/4HANA Finance • and Oracle NetSuite ERP.

Upcoming Training Schedules

Confirmed cohort intakes and venues. Both physical in-person classroom and live virtual online seats are available.

TRAINING DATES	LOCATION / VENUE	FORMAT / DURATION	INVESTMENT (FEE)
30 Nov 2026 – 4 Dec 2026	Nairobi	Classroom / 5d	**$1,500 USD / KES 110,000**
7 Dec 2026 – 11 Dec 2026	Nairobi	Classroom / 5d	**$1,500 USD / KES 110,000**
14 Dec 2026 – 18 Dec 2026	Nairobi	Classroom / 5d	**$1,500 USD / KES 110,000**
21 Dec 2026 – 25 Dec 2026	Nairobi	Classroom / 5d	**$1,500 USD / KES 110,000**
28 Dec 2026 – 1 Jan 2027	Nairobi	Classroom / 5d	**$1,500 USD / KES 110,000**
4 Jan 2027 – 8 Jan 2027	Nairobi	Classroom / 5d	**$1,500 USD / KES 110,000**
11 Jan 2027 – 15 Jan 2027	Nairobi	Classroom / 5d	**$1,500 USD / KES 110,000**
18 Jan 2027 – 22 Jan 2027	Nairobi	Classroom / 5d	**$1,500 USD / KES 110,000**
25 Jan 2027 – 29 Jan 2027	Nairobi	Classroom / 5d	**$1,500 USD / KES 110,000**
1 Feb 2027 – 5 Feb 2027	Nairobi	Classroom / 5d	**$1,500 USD / KES 110,000**
8 Feb 2027 – 12 Feb 2027	Nairobi	Classroom / 5d	**$1,500 USD / KES 110,000**
15 Feb 2027 – 19 Feb 2027	Nairobi	Classroom / 5d	**$1,500 USD / KES 110,000**
22 Feb 2027 – 26 Feb 2027	Nairobi	Classroom / 5d	**$1,500 USD / KES 110,000**
1 Mar 2027 – 5 Mar 2027	Nairobi	Classroom / 5d	**$1,500 USD / KES 110,000**
8 Mar 2027 – 12 Mar 2027	Nairobi	Classroom / 5d	**$1,500 USD / KES 110,000**
15 Mar 2027 – 19 Mar 2027	Nairobi	Classroom / 5d	**$1,500 USD / KES 110,000**
22 Mar 2027 – 26 Mar 2027	Nairobi	Classroom / 5d	**$1,500 USD / KES 110,000**
29 Mar 2027 – 2 Apr 2027	Nairobi	Classroom / 5d	**$1,500 USD / KES 110,000**
5 Apr 2027 – 9 Apr 2027	Nairobi	Classroom / 5d	**$1,500 USD / KES 110,000**
12 Apr 2027 – 16 Apr 2027	Nairobi	Classroom / 5d	**$1,500 USD / KES 110,000**
19 Apr 2027 – 23 Apr 2027	Nairobi	Classroom / 5d	**$1,500 USD / KES 110,000**
26 Apr 2027 – 30 Apr 2027	Nairobi	Classroom / 5d	**$1,500 USD / KES 110,000**

3 May 2027 – 7 May 2027	Nairobi	Classroom / 5d	**$1,500 USD / KES 110,000**
10 May 2027 – 14 May 2027	Nairobi	Classroom / 5d	**$1,500 USD / KES 110,000**
17 May 2027 – 21 May 2027	Nairobi	Classroom / 5d	**$1,500 USD / KES 110,000**
24 May 2027 – 28 May 2027	Nairobi	Classroom / 5d	**$1,500 USD / KES 110,000**
31 May 2027 – 4 Jun 2027	Nairobi	Classroom / 5d	**$1,500 USD / KES 110,000**
7 Jun 2027 – 11 Jun 2027	Nairobi	Classroom / 5d	**$1,500 USD / KES 110,000**
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26 Jul 2027 – 30 Jul 2027	Nairobi	Classroom / 5d	**$1,500 USD / KES 110,000**
2 Aug 2027 – 6 Aug 2027	Nairobi	Classroom / 5d	**$1,500 USD / KES 110,000**
9 Aug 2027 – 13 Aug 2027	Nairobi	Classroom / 5d	**$1,500 USD / KES 110,000**
16 Aug 2027 – 20 Aug 2027	Nairobi	Classroom / 5d	**$1,500 USD / KES 110,000**
23 Aug 2027 – 27 Aug 2027	Nairobi	Classroom / 5d	**$1,500 USD / KES 110,000**
30 Aug 2027 – 3 Sep 2027	Nairobi	Classroom / 5d	**$1,500 USD / KES 110,000**
6 Sep 2027 – 10 Sep 2027	Nairobi	Classroom / 5d	**$1,500 USD / KES 110,000**
13 Sep 2027 – 17 Sep 2027	Nairobi	Classroom / 5d	**$1,500 USD / KES 110,000**
20 Sep 2027 – 24 Sep 2027	Nairobi	Classroom / 5d	**$1,500 USD / KES 110,000**
27 Sep 2027 – 1 Oct 2027	Nairobi	Classroom / 5d	**$1,500 USD / KES 110,000**
4 Oct 2027 – 8 Oct 2027	Nairobi	Classroom / 5d	**$1,500 USD / KES 110,000**
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* Corporate discounts and customized cohort scheduling are available for teams of 3 or more participants.

Course Curriculum & Modules

Accounting for Employee Benefits and Pension Obligations Training Course

Introduction

Accounting for Employee Benefits and Pension Obligations Training Course provides comprehensive knowledge and practical skills for managing employee compensation, retirement benefits, pension schemes, and long-term employee-related financial commitments. The course explores International Accounting Standard (IAS) 19, employee benefit accounting, defined benefit plans, defined contribution plans, actuarial valuations, pension liabilities, and financial reporting requirements. Participants will develop expertise in employee benefit measurement, recognition, disclosure, and compliance while strengthening financial transparency, corporate governance, and strategic workforce cost management.

The training also examines emerging trends in pension administration, actuarial risk management, retirement planning, employee welfare accounting, and financial statement analysis. Through international case studies, practical exercises, and real-world scenarios, participants will learn to evaluate pension obligations, calculate employee benefit liabilities, manage post-employment benefits, and apply International Financial Reporting Standards (IFRS). The course equips finance professionals, accountants, auditors, and human resource specialists with practical approaches to improving financial reporting accuracy, regulatory compliance, and sustainable employee benefit management.

Course Objectives

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

- Understand IAS 19 and international employee benefit accounting standards.
- Apply IFRS requirements for employee benefit recognition and measurement.
- Differentiate defined benefit and defined contribution pension plans.
- Calculate employee benefit expenses and pension liabilities.
- Understand actuarial valuations and assumptions.
- Evaluate post-employment benefit obligations.
- Manage short-term and long-term employee benefits.
- Analyse pension fund assets and financial obligations.
- Apply discount rates and present value calculations.
- Strengthen pension accounting compliance and governance.
- Prepare accurate employee benefit financial disclosures.
- Identify and manage actuarial and investment risks.
- Improve financial reporting through effective pension obligation management.

Organizational Benefits

- Improved compliance with IAS 19 and IFRS requirements.
- More accurate employee benefit financial reporting.
- Better management of pension liabilities and obligations.
- Enhanced financial transparency and accountability.
- Improved actuarial risk assessment and control.
- Stronger pension fund governance and administration.
- Reduced financial reporting errors and compliance risks.
- Better retirement benefit cost forecasting.
- Improved strategic workforce financial planning.
- Increased stakeholder confidence in financial statements.

Target Audiences

- Financial accountants and reporting professionals.
- Chief financial officers and finance managers.
- Internal and external auditors.
- Human resource managers and specialists.

- Pension fund administrators and trustees.
- Actuarial analysts and consultants.
- Payroll and compensation specialists.
- Financial controllers and corporate finance professionals.

Course Duration: 5 days

Course Modules

Module 1: Fundamentals of Employee Benefits Accounting

- Employee benefit classifications and accounting principles.
- Overview of IAS 19 and IFRS requirements.
- Short-term, long-term and post-employment benefits.
- Recognition and measurement principles.
- Financial reporting responsibilities.
- Case Study: Employee benefit accounting practices in multinational corporations.

Module 2: Defined Contribution and Defined Benefit Plans

- Characteristics of defined contribution schemes.
- Structure of defined benefit pension plans.
- Employer and employee contribution responsibilities.
- Accounting differences between pension arrangements.
- Plan administration and financial implications.
- Case Study: UK corporate pension scheme comparison.

Module 3: Recognition and Measurement of Employee Benefits

- Recognition of employee benefit expenses.
- Measurement of accrued employee obligations.
- Salary, bonuses and leave entitlement calculations.
- Present value measurement techniques.
- Employee benefit liability assessment.
- Case Study: Employee compensation accounting in a global manufacturing company.

Module 4: Pension Obligations and Actuarial Valuations

- Actuarial valuation methodologies.
- Discount rates and demographic assumptions.
- Mortality, salary growth and employee turnover.
- Present value of defined benefit obligations.
- Actuarial gains and losses.
- Case Study: Pension liability valuation in a multinational corporation.

Module 5: Pension Plan Assets and Investment Risks

- Measurement of pension plan assets.
- Pension asset returns and investment performance.
- Asset-liability management strategies.
- Investment and funding risks.
- Pension asset ceiling requirements.
- Case Study: Dutch pension fund investment and risk management.

Module 6: Post-Employment and Other Long-Term Benefits

- Retirement and medical benefit obligations.
- Long-service awards and deferred compensation.
- Other long-term employee benefit measurement.
- Termination benefits and recognition requirements.
- Financial implications of retirement commitments.

- Case Study: Employee retirement benefit management in a South African corporation.

Module 7: Financial Reporting, Disclosure and Compliance

- Presentation of employee benefit expenses.
- Disclosure of defined benefit plan information.
- Statement of financial position reporting.
- Reconciliation of pension obligations.
- Audit requirements and regulatory compliance.
- Case Study: IAS 19 pension disclosures in international annual reports.

Module 8: Pension Risk Management and Strategic Planning

- Pension funding strategies and sustainability.
- Managing actuarial and longevity risks.
- Pension obligation forecasting and budgeting.
- Internal controls and pension governance.
- Emerging trends in pension accounting technology.
- Case Study: Pension reform and retirement sustainability in Japan.

Training Methodology

- Interactive presentations and expert-led discussions.
- Practical exercises on IAS 19 calculations.
- International pension accounting case studies.
- Group assignments and financial reporting simulations.
- Actuarial valuation and pension liability workshops.
- Real-world scenarios and knowledge assessment.

Register as a group from 3 participants for a Discount

Send us an email: info@datastatresearch.org or call +254724527104

Certification

Upon successful completion of this training, participants will be issued with a globally- recognized certificate.

Tailor-Made Course

We also offer tailor-made courses based on your needs.

Key Notes

a. The participant must be conversant with English.

b. Upon completion of training the participant will be issued with an Authorized Training Certificate

c. Course duration is flexible and the contents can be modified to fit any number of days.

d. The course fee includes facilitation training materials, 2 coffee breaks, buffet lunch and A Certificate upon successful completion of Training.

e. One-year post-training support Consultation and Coaching provided after the course.

f. Payment should be done at least a week before commence of the training, to DATASTAT CONSULTANCY LTD account, as indicated in the invoice so as to enable us prepare better for you.

Certification & Learning Methodology

- Hands-on practical delivery with real-world datasets, case studies, and lab exercises.
- Post-training mentorship, access to class resources, and customized follow-up support.
- Participants who successfully complete the course receive an accredited Datastat Certificate of Completion.

How to Enroll & Reserve Your Seat

1. Online Registration: Visit https://datastatresearch.org/courses/accounting-for-employee-benefits-and-pension-obligations-training-course to register online.
2. Email Booking: Send participant details to training@datastatresearch.org for official invoice & reservation.
3. Support & Assistance: Inquire via phone +254 724 527 104 | +254 734 969 612.