HELPING YOU DEPLOY YOUR STAFF ON CROSS-BORDER ASSIGNMENTS

Today’s economy is becoming more and more international, leading to a continued increase in demand for globally mobile employees. Deploying staff on global assignments can create escalating challenges for managing the risks arising from tax, social security, immigration, payroll and corporation tax considerations. To be able to respond to these challenges, global mobility policies and processes often need to be implemented and/or reviewed from several different areas of expertise.

SPECIALIST SERVICES TO MEET YOUR REQUIREMENTS

Whether you are a multinational enterprise with a large expatriate population or deploying your first international assignee, the Mazars Global Mobility Services team can provide flexible support to help you manage the challenges relating to global mobility filing and reporting obligations.

We can also provide practical expertise to support you in the deployment and management of internationally mobile staff.

Expatriate and employer tax compliance
- Complying with local regulations regarding home/host income tax returns, mandatory registrations in the host country and dealing with tax authorities are important to minimise unexpected risks and liabilities.

Expatriate and employer tax advisory
- National tax laws and international tax treaties have to be taken into account when planning for global mobility assignments to determine an optimal position for the employee and the employer.

Strategy and policy design
- It is advisable to develop a competitive and tax efficient global mobility policy with standardised terms and conditions of various secondment types. As the variety of assignment models continues to increase it is critical to have an understanding of the latest local interpretations on emerging trends to structure cost-effective policies in order to achieve specific mobility goals.

International social security
- Without prior planning employees generally fall to be socially insured in the host location. This may not necessarily be the optimal position for employee or the employer and may lead to additional liabilities. Careful advance planning regarding an assignees social security should be undertaken to understand the best position for employee and employer in light of the domestic rules and any treaties between two countries.
International employee payroll
- The aim is to ensure that correct and complete data is collated and processed via the relevant payroll on a timely basis. However, you need to ensure you are aware of legislative changes and compliance on all payroll matters so that you operate the correct salary withholdings and make the appropriate local reporting.

Pension plans
- When an employee is working abroad the home country pension plan may not be tax efficient in the host country. Ensuring you understand the cross-border tax treatment of your pension plans will ensure you are able to reduce any additional tax burden to a minimum.

Risk and cost management consulting
- It is important to manage your global mobility risk and cost effectively, by undertaking a regular evaluation of tax-saving opportunities including guidance on how to avoid fines, penalties and unnecessary fees by streamlining processes and documentation and policy development.

Immigration
- As a general rule the more attractive a country is as a destination, the more difficult and variable the laws, regulations and policies governing border control will be. It is important to be aware of work permit or visa requirements and to start the application procedures well in advance.

Equity incentives
- It is crucial to determine how an assignee might be assessable to local taxes on the vesting or exercise of an interest in an employment related equity incentive scheme from which the employee receive a benefit before, during or after assignments. It is important not to overlook the employer reporting obligations in each country for these types of schemes.

Technology to support global mobility
- Using an effective tool to track, manage and report global mobility data helps to ensure you can manage process risk and management information whilst monitoring your global mobility deadlines, and capturing business travel data in real time.
MAZARS IS AN INTERNATIONAL, INTEGRATED AND INDEPENDENT ORGANISATION SPECIALISING IN AUDIT, ADVISORY, ACCOUNTING, TAX AND LEGAL SERVICES. AS OF JANUARY 1, 2015, THE GROUP OPERATES IN 73 COUNTRIES, AND DRAWS ON THE EXPERTISE OF 15,000 PROFESSIONALS TO ASSIST COMPANIES AND PUBLIC BODIES, AT EVERY STAGE IN THEIR DEVELOPMENT.

HOW CAN MAZARS HELP?

Do you want to discuss how you can manage your global mobility challenges?
Please engage in a conversation with our dedicated professionals who have a wealth of experience and local knowledge and are able to give you independent and practical advice tailored to solutions that meet your requirements.

CONTACT
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For more information on our global mobility services, www.mazars.com