

PAYING ACROSS BORDERS



Speakers:



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Agenda

- **Challenges of International Payroll**
- **Payroll Challenges for Expat Staff**
- **Outsourcing - Due Diligence**
- **Case Study**

CHALLENGES OF INTERNATIONAL PAYROLL



The Challenges of International Payroll



The Challenges of International Payroll



DIFFERENT COUNTRIES – DIFFERENT RULES



Employment Law,
Tax,
Social Security



Employee
and
Employer Issues



One Size
Does Not
Fit All

The Challenges of International Payroll

DIFFERENT EMPLOYEES



Locals

- Collective Agreements
- Local Employment Law
- Withholding Obligations

Expats

- Net Pay Agreements
- Regrossing
- Social Security

The Challenges of International Payroll



EMPLOYEE EXPECTATIONS



Local Knowledge:
Employee Vs Employer



Payment
Frequency



Gross/Net

The Challenges of International Payroll

MULTIPLE PROVIDERS



Multiple Reports in
Multiple Languages

Local Public
Holidays

Different Working
Weeks

Different Time Zones

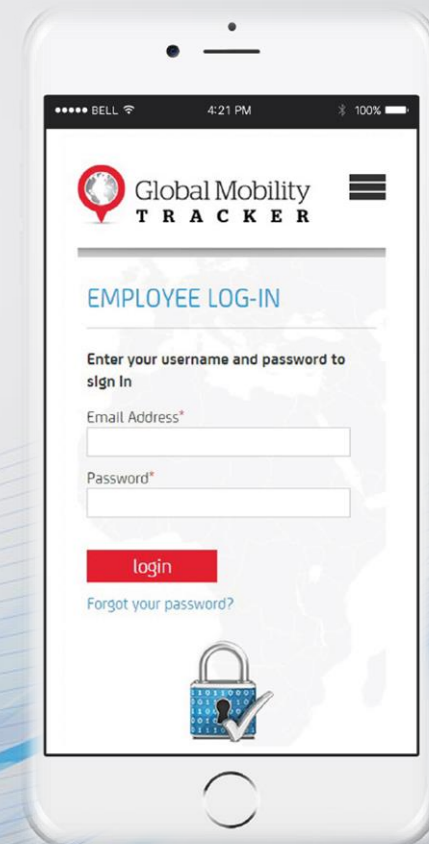
Administration
Burden

The Challenges of International Payroll



TRACKING

- Modern Challenge
- Mobile Workforce
- Employer Care of Duty
- Payroll Reporting Obligations
- Tools Available to Assist



The Challenges of International Payroll

ON TIME DELIVERY AND PAYMENTS



- Agreed Payroll Calendar and SLA
- Employer Internal Communication
- Payment Approval Process
- Timing of Cross Border Payments
- FX Issues

The Challenges of International Payroll



COMPENSATION PACKAGES


- Equity/Cross Border Equity
- Treatment of Business Expenses
- Travel and Subsistence
- Fringe Benefits
- Medical and Pension



PAYROLL CHALLENGES FOR EXPAT STAFF



Payroll Challenges for Expat Staff

- 
- Home and Host Country Compliance
 - Shadow Payrolls/ Withholding Tax Requirements
 - Home Country Withholding
 - Tax Equalization/Tax Protection
 - Hypothetical Tax Deductions
 - Double Taxation Relief – Tax Returns
 - Social Security Documentation

OUTSOURCING – DUE DILIGENCE



Due Diligence for an International Provider



Payroll Provider/
HR System
Interface



Review Data
Security



Tax and
Compliance
Knowledge

Due Diligence for an International Provider



Insurance



Governance



Reporting
Capabilities

Due Diligence for an International Provider



Single Point
of Contact



Implementation
Timelines



Global Payment
Solution

CASE STUDY

Case Study: Financial Services company in NYC



The Client:

- A leading organisation in the Capital Markets Industry
- Providing software products and technical consulting

Case Study: Financial Services company in NYC



The client engaged Taxback International to provide a suite of International Payroll solutions.

Requirements:

- Employer registrations and payroll set up in numerous locations across the globe.
- Monthly payroll management in each location.

Case Study: Financial Services company in NYC



Set Up:

- Taxback International completed detailed reviews on: company structure, employee backgrounds, current systems and employer needs.
- We streamlined the payroll process: 1 point of contact across all global locations.
- Tax and payroll experts performed all necessary employer and employee set up.

Case Study: Financial Services company in NYC



Monthly payroll benefits:

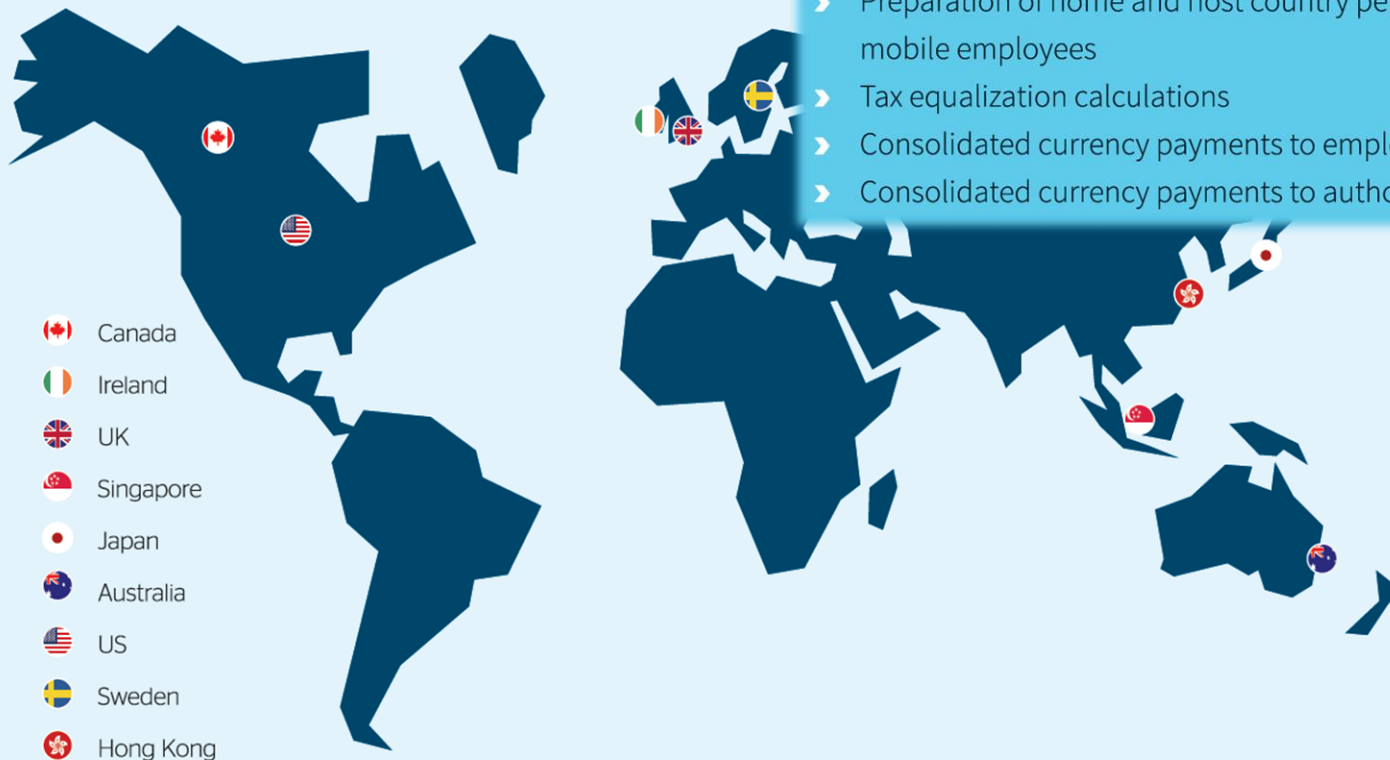
- Calculations and payslips for employees.
- Company transfers dollar payment to us, we make necessary onward transfers to all locations in local currency.
- Soft copy payslips provided to employee.
- Answer employee and employer queries as required.
- Employee year end and leaver documentation prepared as needed.

Case Study Overview

SERVICE PROVIDED

- › Employer and employee tax, payroll and social security obligations advice
- › Finance & HR briefings on international taxation and payroll compliance
- › Operation of monthly payroll in multiple jurisdictions
- › Operation of monthly shadow payroll in host locations
- › Preparation of social security calculations and returns
- › Preparation and filing of monthly, quarterly and annual employer returns
- › Preparation of home and host country personal tax returns for internationally mobile employees
- › Tax equalization calculations
- › Consolidated currency payments to employees and issuing of their payslips
- › Consolidated currency payments to authorities.

Assignee Destinations



Paying Across Borders

Q&A Session

