

Immigration



The Challenge

To support their global growth strategies, it is becoming increasingly important for multinational companies to deliver talent efficiently, where it is needed and in a timely manner. Worldwide regulatory changes are increasing the challenges to obtaining permission to work.

Deloitte's experience working with local regulators, immigration authorities, and multi-jurisdictional committees provides indispensable insights that help facilitate streamlined management of essential issues. This expertise helps ensure that immigration compliance requirements are managed effectively and efficiently.

Key scenarios when to contact us:

- Immigration support for foreign local hires, assignees or business travellers
- Internal or external immigration audits or authority spot checks
- Strategic immigration advice
- Consult on efficient and streamlined internal immigration processes, including potential for automation



The Solution

We help you to create a robust, efficient immigration programme that ensures compliance.

Compliance

We help organisations to implement an efficient immigration compliance process, including training their stakeholders to reduce internal processing time for obtaining required documents and approvals.

Advisory

We update our clients about changes in immigration requirements, facilitate meetings with the local authorities, and advise on complex cases such as work permits for start-up companies.

Strategy

We advise on immigration strategy, and assist with internal immigration awareness initiatives and reviewing salary elements, to ensure cost efficiency with regard to minimum salary requirements.

BENEFITS

- Experienced local immigration team with strong relationship to the immigration authorities
- Holistic immigration solutions that consider tax, social security and labour law aspects
- Technology for tracking, reporting, saving and sharing documents, status updates



Client case study

Client/Industry: A major retail business company with globally over 28,000 employees.

Challenge: To ensure that frequent business travellers are identified before travelling to Switzerland and obtain the required work authorization in time.

Solution: Through an internal audit, workshops and webcast training, stakeholders were informed about relevant immigration requirements and the resulting assignment costs.

Outcome/impact: As a result of the internal communication the company had a clear understanding of the immigration requirements and assignment costs per employee. A process has been put in place to identify frequent business travellers before they travel to Switzerland, and pre-checks have been put in place to assess whether the planned work can also be performed remotely in the home country, to save cost and maintain immigration compliance.

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Contact us for all questions relating to immigration.



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