



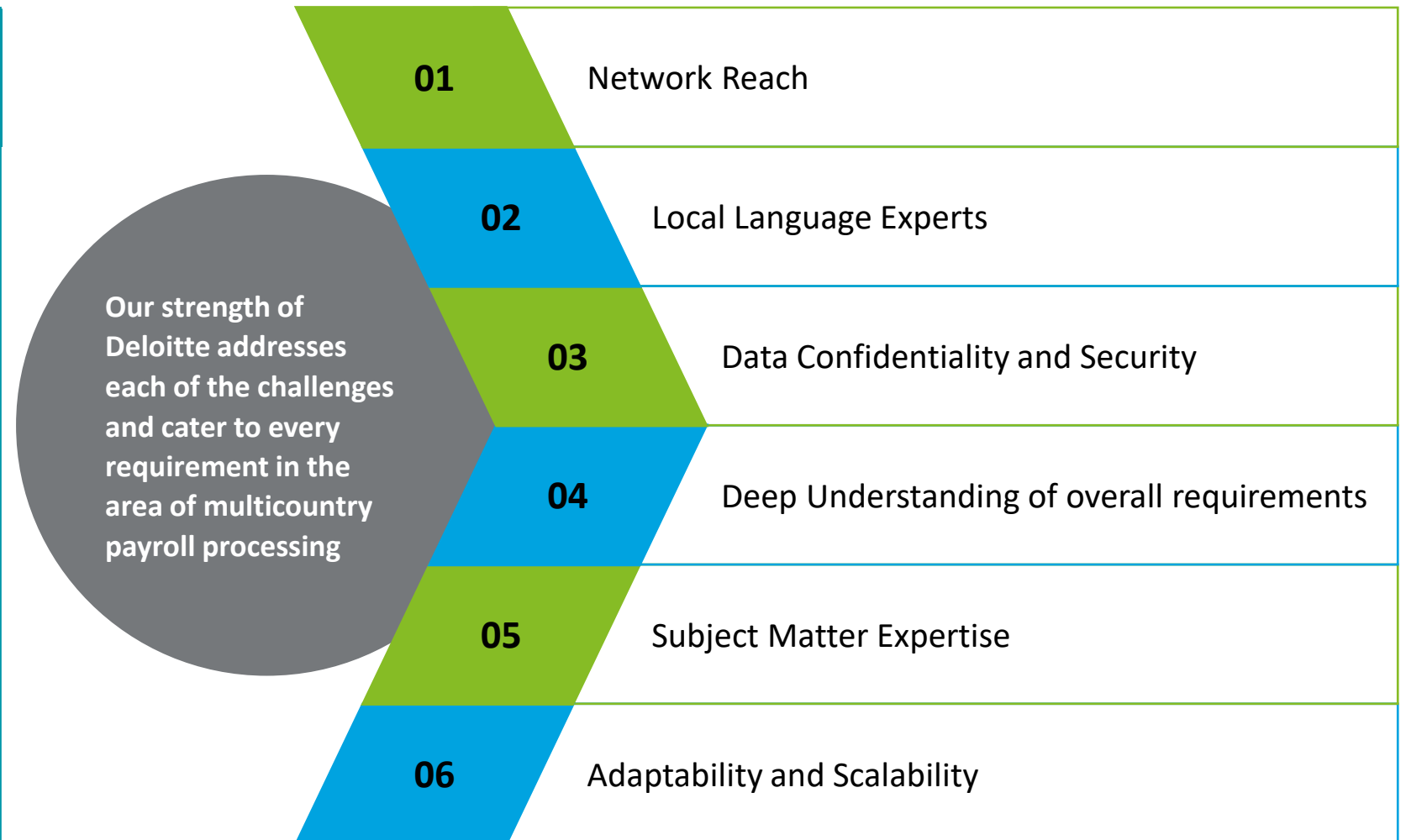
Multi Country Payroll Processing

November 2023

Global Payroll – Are you facing challenges in any of these?

Requirements for handling global payroll

- Understanding of Complex and Varying local legislations
- Linguistic Proficiency on local payroll nuances
- Upgraded Global Technology
- Consistency on policy and process framework
- Multiple Vendor Management
- Integrability to various other HR applications
- Transition
- One screen dashboard for all countries



Multi Country Payroll Processing

What is it?

- MCPP is an offering to process the payroll of multiple jurisdictions
- It aims at delivering payroll advice seamlessly customised to client requirements
- It leverages the technology from alliance partner and expertise from member firms
- It offers flexibility on the platform, model and deployment phase



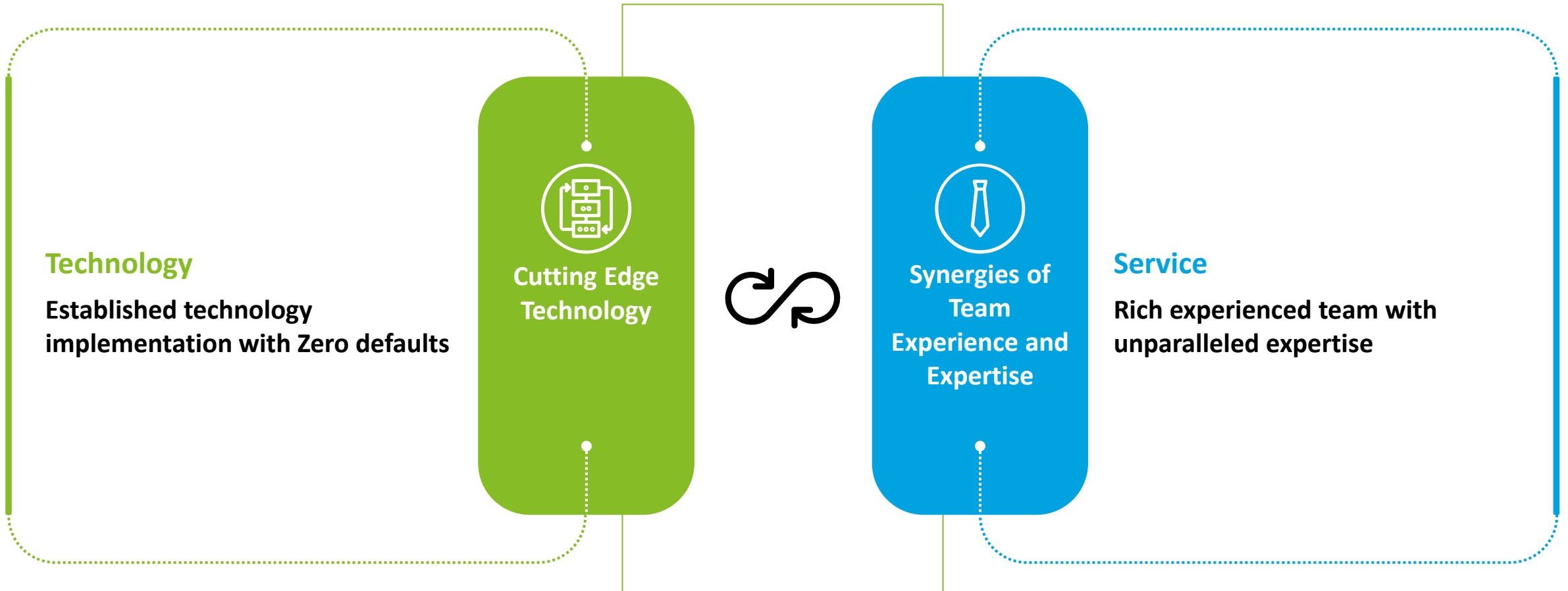
Where could we help?

- Assistance in payroll transition
- Assistance in review of positions adopted and the payroll calculations
- Assistance in determining the efficient payroll model for the countries to be covered
- Processing of the payroll (local and expat)
- Last mile support in respective jurisdiction
- Entity specific positions for new updates
- Representation on behalf of the local entity

Unlock value by discovering new opportunities with Deloitte's network of experts and its technical capabilities

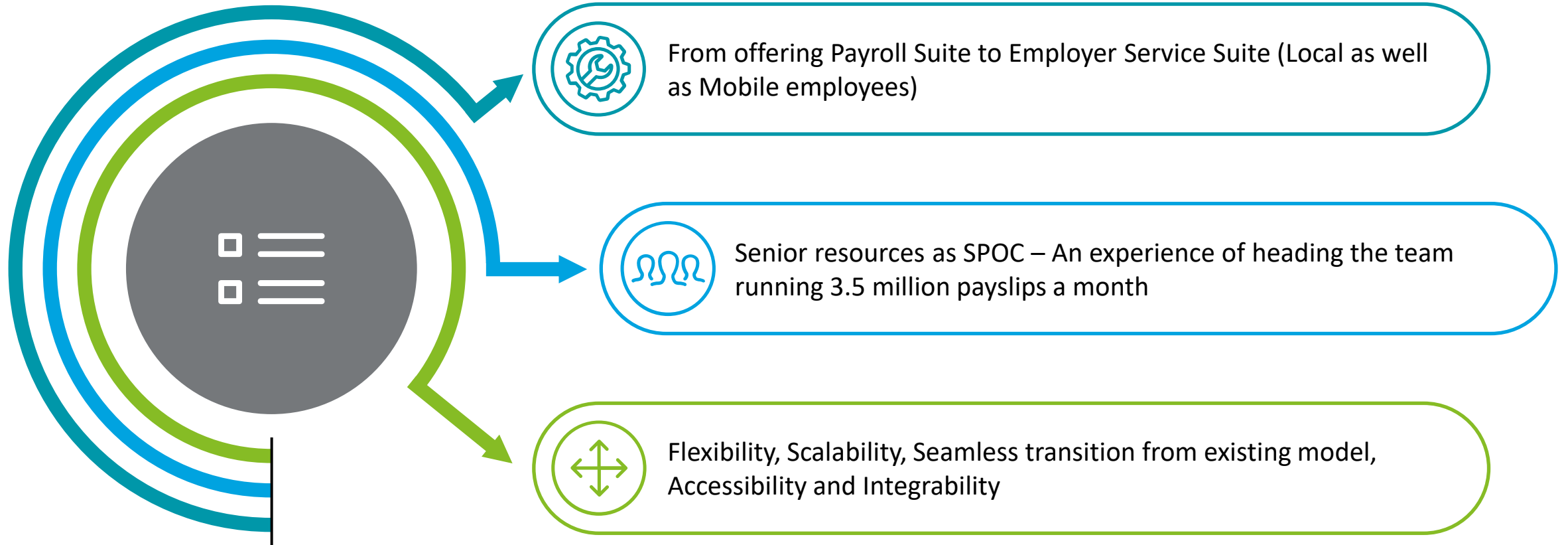
With Deloitte's expertise **achieve more from less** to focus on what adds value to your business

Why MCPP?



Why Deloitte MCPP?

We are not an aggregator! We are the Employer Compliance Partners



[Details](#)

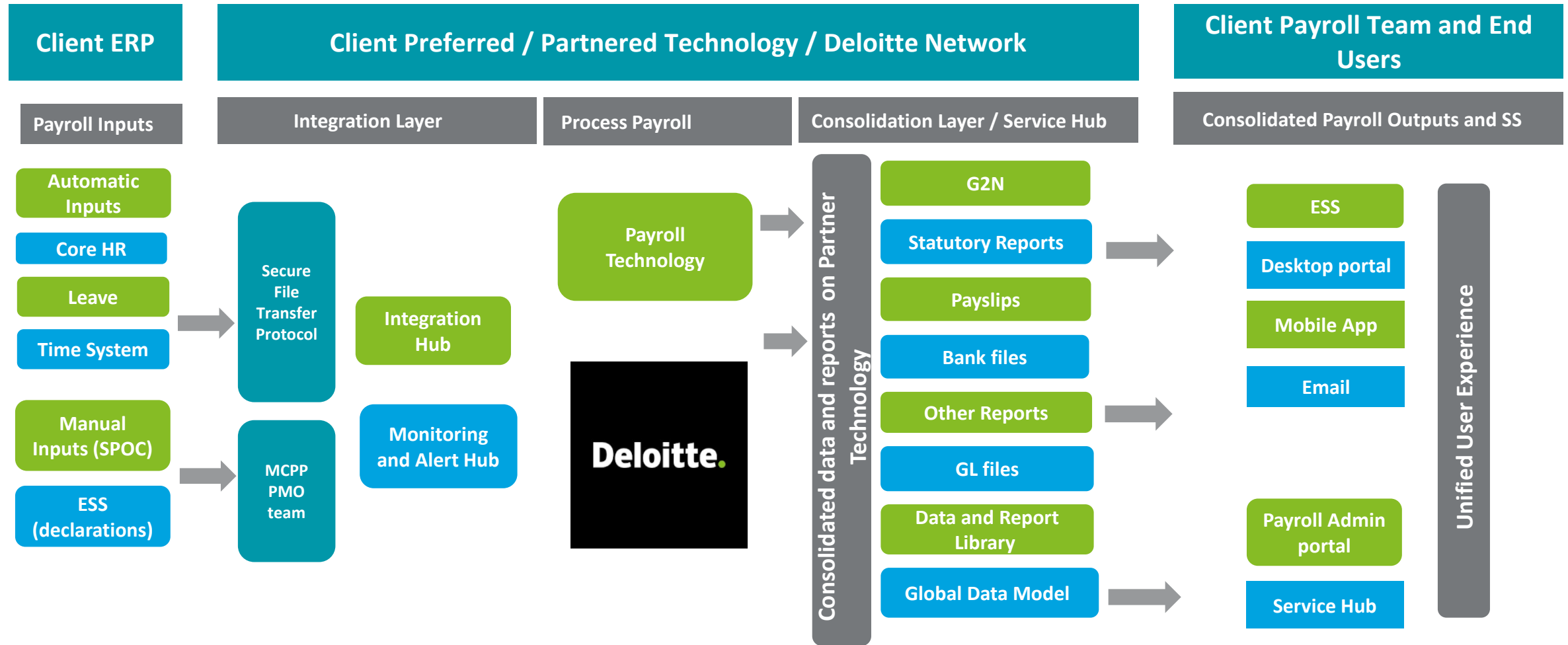
Why Deloitte MCPP?

- 1 SPOC** ➤ Single Focus Team to coordinate with various internal/external stake holders on behalf of the client wiping away the hurdles of multiple vendor management and bringing in the **service** element
- 2 Network Expertise** ➤ **Expertise and experience** of Deloitte network and allied Technology in handling payroll matters and being up to date Local Deloitte firms to cater to in country filing requirements bring in twin advantage
- 3 Flexibility** ➤ Adaptable to client requirements and prevalent regulations offering solution through blend of **preferred technologies and Deloitte** member firms for local as well as **mobile employees' payroll**
- 4 Consistency** ➤ With SPOC, consistency is ensured in overall **payroll processing, deliverables, framework and regulatory submission**
- 5 Compliance** ➤ Tested Compliance Management adhering to local requirements from employer front – **income tax, social security, employment laws impacting payroll, taxes on profession and other specific employer levies**
- 6 Credentials** ➤ Strong team with rich experience in processing payroll and technology implementation, established relationship globally as well as locally with the client
- 7 Others** ➤ Low up-front investment, scalable with additional jurisdictions as and when required, Integrable with any of the HR applications and inhouse system set up, constant upgradation, local language support, Dashboard architecture, periodic MIS reporting

Operate MCPP

How does the Payroll Operate work?

Technology and Network firms



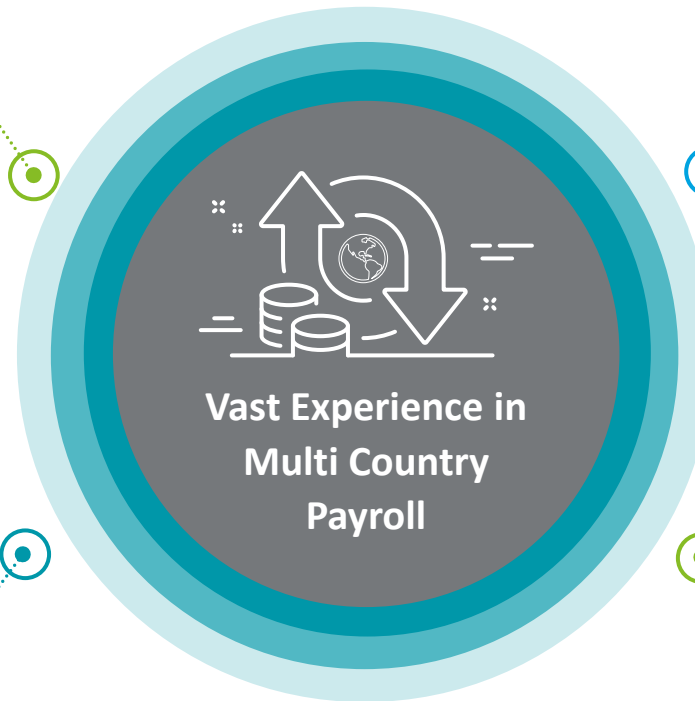
Team's Experience – MCPP SPOC

Strong Senior Management

Team lead by senior resource with vast experience in multi country payroll with experience of around 25+ years in global payroll.

Handled Large scale deliverables

Headed the delivery of more than 3.50 million pay slips per month across globe including last mile activities.



Experience in handling various countries

- Lead team of professionals handling delivery for global customers having presence across APAC, MENA, ANZ, India and South-east Asia
- Handled implementation of payroll platform for countries like Japan, China, and South Africa.

Integrated Approach: Tax Domain Knowledge + Technology

Handled interface of payroll with most of the HR systems (workday, Oracle, People soft, Successfactors)

Deloitte MCPP

Administration

- How to add more countries as the company keeps expanding / supporting payroll functions?
- How to handle numerous payroll vendors? Is there a one stop solution?

Single Vendor – Single Platform Solution
Scalable to additional countries
Dashboard management

Employee Experience

- Can the employee queries be handled instantly – any query management resolution?
- Can there be manned help desk to clarify complex tax positions?
- Can there be any reminder to employees on proof submission

AI enabled query management solution for queries with basic to moderate complexity
Local subject matter experts for complex / fact specific query resolution

Global payroll – Challenges and considerations

Each Country has its own regulations governing payroll

- How can different payroll engines be set up?
- How can the legislative changes be tapped onto payroll?
- How to handle last mile services in all locations?
- The forms are in regional language. What to do in the absence of inhouse native speaker?

MIS

- Would there be a variance analysis management dashboard?
- Is there a repository of queries asked by the employees for management analysis?

Integrability to core HR applications/Time and Attendance modules
Secured DTi – eRoom for data exchange

Enhancements

- The company has multiple applications to handle core HR, Time and Attendance, Expense / benefit reimbursement ? Can it all be integrated?
- Data privacy regulations mandate procedure for processing / storage of payroll data. How to secure the same?

Network Reach – Global network of Deloitte Member firms
Subject Matter Experts with linguistic proficiency
Regular Technological and Technical Updates
Advising on technical tax/ social security positions



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