



Global Employer Services

Risk.Talent.Rewards.

The success of every organisation is directly linked to its people. Today's global environment challenges companies to think strategically about harnessing the energy and ingenuity of a geographically and culturally diverse workforce. Deloitte professionals help multinational organisations assess, improve and ultimately transform their global mobility, global rewards, global talent and performance management programs. We draw upon the diversity of the Deloitte network's experience and insight to provide clients with leading edge planning that incorporates a practical perspective on implementation and ongoing operations. Well designed, well managed programs allow companies to quantify return on investment (ROI) and make more strategic decisions about how best to achieve talent management objectives.

International human resources

Whether creating a company's first international program for employees, re-examining the operational effectiveness of an existing program, taking a second look at a current provider or transitioning the administration of a program to address regulatory concerns, Deloitte's International Human Resources professionals can help. We work with companies to administer the financial and compensation elements of their global mobility programs. Our approach aligns international assignment program goals with overall human resource and corporate strategies. We offer specialised experience in policy design, benchmarking and administration coupled with delivery skills to contribute significant value to the employer which allows them more time to focus on enhancing the employee's international assignment experience.

International assignment services

An important corporate legal and reputational risk that global employers must contend with is ensuring they and their employees are aware of and comply with local compliance requirements. A successful international assignment program requires companies to strike a balance between competitive compensation and cost control, always taking care to have effective policies and procedures for regulatory compliance. Deloitte can help with this complex challenge through our extensive knowledge of tax laws across jurisdictions and our specialised compliance and consulting skills and software. Our professionals help companies coordinate various elements related to a globally mobile workforce, to address worldwide compliance with employees' individual and payroll reporting and filing requirements.

Compensation and benefits

Organisations seek to design and operate compensation and benefit programs in a cost-effective, tax efficient and compliant manner – for the employer as well as employees. Deloitte professionals help align compensation and benefits programs with a company's overall talent and corporate strategies and the marketplace needs. We help address a complex array of tax matters at various stages of a company's lifecycle, including mergers, acquisitions, divestitures, right-sizing, and general restructuring. Beyond compliance, our integrated team of specialists can help explore opportunities to transform global employment programs, such as, discerning the total rewards that critical employees want and need; identifying incentives for employees to successfully carry out company business and talent plans; and exploring ideas that provide a cost-efficient ROI.

Technology

Technology provides the efficiencies, controls and business intelligence that allow our clients to raise service levels to their assignees, vendors and management. Deloitte is a recognised leader in the design, development, and implementation of innovative expatriate services technology that can significantly streamline program administration and leverage international employee data. We have helped many global organisations integrate technology into their international assignment programs and become e-enabled. Our web-based tools can enhance customer service, speed up transactions and monitor quality and accountability. Through our next generation GlobalAdvantage Portal, users can access our tools and customise their experience with interactive, dynamic functionality.

For more information, please visit www.deloitte.com/mt/ges

Tax factsheet

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