

Financial HR Analytics

A strategic approach to employment tax



As companies grow and become more global in scope, employment issues become more complex and more costly. One of the most serious challenges that all businesses face today is being compliant with every tax and social security law. Deloitte Financial HR Analytics helps employers minimise the costs and maximise the opportunities inherent in payroll and HR systems, by turning data into strategic management information.

Responding to the challenge of employers

Keeping track of employment costs and complying with ever-changing legislation is a challenge at the best of times. Employers have to strike a balance between competitive compensation and cost control. They also have to develop effective policies and procedures to fulfil legal and reporting obligations. Add to that the need to meet strategic business objectives, and it's no surprise that many companies need help in managing their payroll and HR administration.

Moving from data to decisions

Deloitte's Financial HR Analytics is an advanced business intelligence solution that helps you explore ways of reducing a significant business cost and ensure compliance with wage tax, international tax and social security legislation. Whether it's identifying reward packages for key employees, designing an expense reimbursement policy or assessing the impact of (potential) changes to legislation, you want to be confident of operating in the most tax and cost-efficient manner possible. Financial HR Analytics is a stand-alone program that pulls together real-time data from across the company, compares it to external data and produces information to support compliance, cost control and decision making.

Monitoring and controlling tax data with ease

Navigate through the payroll, personnel and finance data to identify the risks and opportunities associated with human resources. Deloitte's powerful analytical software collects data from multiple sources and analyses it according to your needs and circumstances. Static reports are a thing of the past. The user-friendly dashboard lets you interact with data, ask questions and produce state-of-the-art graphics whenever you wish. This lets you:

- develop commercially-appropriate and tax-effective remuneration packages
- meet local and international regulations and reporting obligations
- monitor your tax-free employees' reimbursement budget
- control major cost drivers such as sick leave, expense claims and pensions contributions
- track business resources provided to employees (laptops, phones, etc)

Financial HR Analytics is an indispensable part of your company's Tax Control Framework. By monitoring your financial HR data continuously, you can minimise your tax bill, avoid penalties and contribute to your company's overall strategy.

Why Deloitte?

Deloitte's globally connected network of member firms brings together world-class tax capabilities and extensive local tax expertise. Its range of Global Employer Services offers best-practice solutions for HR and payroll processes, helping companies improve their business results by optimising their human capital. What's more, its suite of tax analytical solutions allows Deloitte to be a co-ordinated provider of tax information, from transfer pricing, corporate taxation and VAT to customs and payroll tax.

We'd like to hear from you

Contact us today for a free demonstration of Financial HR Analytics:

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