

## Working: Unleashed

Harness the power of remote work

### Global mobility reset

Demand for remote work has been rising for years. But the global pandemic turned it from request to requirement almost overnight. You need the right policies and infrastructure in place today to support it to take advantage of the benefits it presents.



**Variation:** Your processes need to accommodate an array of remote working arrangements, such as permanent remote requests, hybrid schedules, applying for a role that is traditionally location based, and even workers who may want to regularly change locations.



**Guidelines:** Requests from all parts of your organization need to be evaluated individually based on their potential impact on the organization as a whole.



**Compliance:** The potential talent, tax, and payroll implication of remote work can be significant. Going from a few offices to a swath of homes makes compliance more complex.

### Taking on the potential talent and tax implications of remote work

Deloitte can help you analyze your current remote workforce approaches. We can also help you develop and execute a future-forward remote work strategy that aligns with business objectives: Employees may benefit from increasing their well-being, job satisfaction, and work-life balance while the business lowers overhead costs and becomes more attractive to top talent.



**Strategy:** Chart a long-term remote work plan that helps your workers thrive. We custom-build your strategy based on your answers to key questions such as:

- Which roles are you willing to make remote?
- What are you willing to do to sustain productive virtual teams?
- What support would your remote workers need?



**Policy:** Your remote work policy addresses eligibility requirements, compliance practices, expense management, and more. Consider:

- Which roles and seniority levels will have remote work options?
- Will compensation and benefits change for a remote worker?
- Can you limit risk and adhere to regulatory and tax compliance?

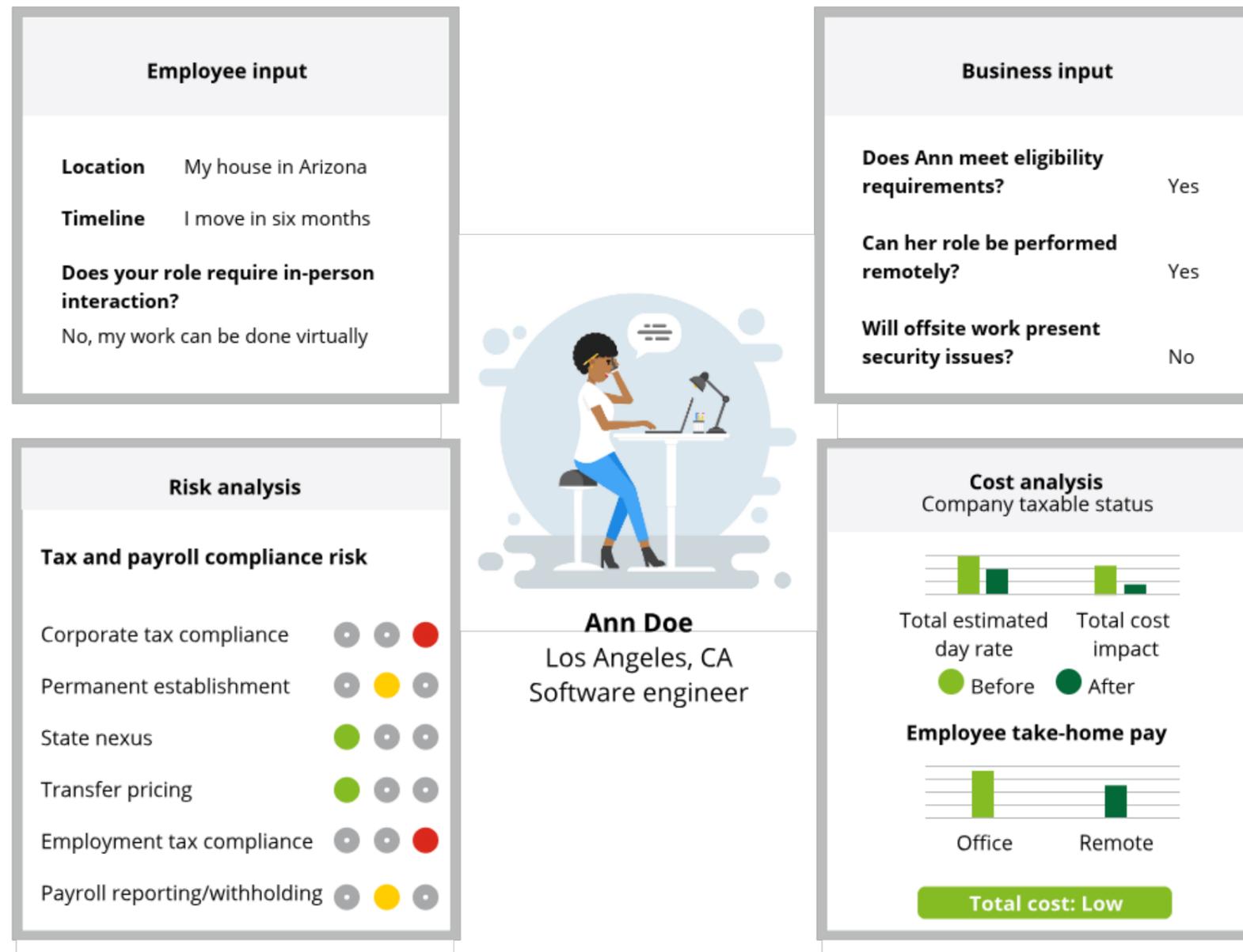


**Operations:** Your operational plan addresses how you will implement change and provide ongoing administration of strategy and policy. It will need to answer key questions such as:

- Who plays a role in approving remote work?
- How will communication happen?
- What technology and tools can effectively enable remote workers?

## The intersection of talent and technology

Human insights with cutting-edge technologies can help you achieve the potential benefits of remote work. It starts by identifying where your people are today and allowing workers to pre-clear their desired arrangement. Our proprietary, custom-built technology uses key employee and employer information to analyze the request from various risk and cost analysis perspectives so you can determine if it fits your remote work plan.



## The Deloitte difference



**Mobility is a capability.** Deloitte's Global Employer Services have long helped clients address the tax implications of remote work and navigate periods of disruption and uncertainty.



**From "doing digital" to "being digital."** During our three-year Tax in 2020 initiative, we doubled our investment in technology innovation.



**Putting all of Deloitte to work for you.** Remote work is so much more than tax. Our tax and human capital specialists team together to deliver research, analytics, and insights.

## Ready to unleash the power of remote work?

Start aligning your strategy, policy, and operations not only to aid your compliance, but also to potentially create a more happy, diverse, and productive workforce.

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