

Mobility compensation

Innovative, leading knowledge and experience that enables organizations to effectively address global compensation and tax reporting objectives while enhancing the employee experience and overall financial transparency to the business



Your challenge

Global payroll operations for a mobile workforce (e.g. employees who work outside their home country) have become increasingly complex, while certain tax authorities around the world seek to increase revenue through additional taxation and more stringent enforcement of

wage and tax reporting requirements. As part of this increased scrutiny, the market is experiencing a spike in payroll audit activity and reputational risk.

For many organizations, remuneration data required for payroll and tax reporting is collected globally across multiple internal and third party sources in various formats and languages. The complexity of the payroll collection process is also compounded by compliance requirements that may differ not only by the local jurisdiction, but also by individual employee. Organizations and their mobile workforce are becoming increasingly visible to revenue authorities who require strict compliance with payroll reporting requirements, thereby creating challenges for internal functions such as Mobility, Tax,

Payroll and Finance. Furthermore, efforts to enhance the overall mobile employee experience by providing timely and accurate payroll can be particularly challenging.

Deloitte can help.

Our approach

Deloitte's Global Employer Services practice offers a spectrum of services to assist global organizations in their efforts to proactively address the challenges of the global compensation process and payroll compliance environment for their mobile workforce.

We provide in-depth, hands-on knowledge and experience, offering a broad-based suite of services to enhance payroll operations for your mobile workforce. We can help identify potential risks and opportunities your organization and employees may face by assessing your current state payroll operations and delivery model on a global basis. By understanding your organization and your long-term objectives, we offer innovative approaches to facilitate operational efficiency, address risk, and enhance stakeholder experience. Our flexible, scalable approach means that we tailor our services to address your evolving needs and circumstances. We can assist you during the various phases of the global mobility compensation lifecycle process from start to finish.

- Are you confident that your home country and assignment location payrolls are in compliance with the employer tax laws in each location?
- Are you able to produce accurate payroll and shadow payroll instructions?
- Is there a formal infrastructure in place to support the timeliness and accuracy of payroll for your mobile workforce?
- Do you have visibility to your total assignment spend for your mobile workforce on a global basis?
- Does your mobile workforce understand all the components of their pay?

In summary, our approach to global mobility compensation provides value by:

- Addressing global payroll and tax reporting objectives while enhancing the employee experience, operational efficiency and financial transparency in the organization
- Integrating assignee data from numerous sources and systems into a single technology platform that can be accessed globally to address local country compliance requirements and streamline payroll delivery
- Accessing real-time assignment costs, allowing leadership to strategically address mobility program effectiveness and return on investment, as well as global business and talent imperatives
- Increasing payroll timeliness and accuracy to enhance employee satisfaction

The Deloitte difference

Our global network brings together cross-functional, local, and global specialists in payroll, employment tax, individual tax compliance, mobility compensation, and process enhancement. Our specialists, along with our robust service

delivery approach, uniquely position Deloitte to bring global data to your organization through our:

- Globally centralized approach using Deloitte’s effective, in-house technology platform
- Global coordination services to facilitate streamlined, end-to-end global compensation reporting and payroll operations
- No “one size fits all” approach—services are scalable and customized to address the challenges faced across the spectrum of the broader compensation lifecycle
- Real-time reconciliation of payroll instructions to actual pay delivered to enhance quality of service and employee experience
- Integration of assignee data from numerous sources and systems to support mobility, compensation, compliance, and data management
- Technology with built-in logic allowing for compensation analysis for policy terms and conditions
- Ability to provide real-time data analytics to gain insight and foresight with global compensation data, such as identifying total Mobility spend, trends in policy, and overall program return on investment.

Highlights of Deloitte’s Mobility Compensation services include:

Global payroll ‘health check’	Identify potential areas of opportunity and risk within the organization, including employer and employee wage, tax, and payroll findings and observations
Benefit program analysis	Determine employment tax obligations globally for health, welfare, and pension plans focused on your mobile employee population
Payroll set-up	Facilitate mobility program payroll set-up and implementation for expansion into new countries, integration of multiple payroll systems, as well as support migration to new HRIS and/or payroll technology platforms
Global coordination	Implement a centralized, global coordination model to manage the collection of compensation and benefits in kind data to facilitate payroll and individual tax compliance processes
Assignment compensation package design	Calculate mobile employee assignment allowances and supplemental mobility remuneration for payroll implementation, including compensation package updates for cost of living updates as well as employee ‘life events’
Global payroll instructions	Coordinate payroll instructions in home and assignment locations that includes taxability identification, including reporting of remuneration for wage and tax reporting purposes (i.e. shadow payroll)
Tax remittance and pay delivery	Facilitate the tax remittance process on the company’s behalf, as well as delivery of net pay (as permitted in certain countries)
Global pay statement	Prepare employee’s global pay statement to communicate net pay delivery in home and assignment locations, as well as to utilize for the individual tax compliance process
Payroll reconciliation	Perform ongoing, end-to-end reconciliation from payroll instruction through delivery
Total compensation cost reporting	Provide total compensation cost reporting at the individual and program level to facilitate the assignment approval, budgeting, and accrual process
Real-time data analytics	Perform real-time analytics of mobility program information to allow leadership transparency to mobility metrics, as well as to drive strategic initiatives for the business