

Helping you manage your international assignments



For many international companies, maintaining a globally mobile workforce continues to be a commercial necessity. However, in the current economic climate, many companies are feeling the pressure of growing assignment costs, not least due to the impact of increasing tax and social security rates in the UK and overseas.

At RSM Tenon we can help you identify cost savings in the management of your internationally mobile employees and also offer a cost effective solution to supporting them.

Managing a global workforce is a challenge. Not only are global employers required to be compliant with tax and social security requirements in all countries in which they operate but in such a competitive environment they also need to be able to respond quickly to the challenges and opportunities created overseas.

As part of this, global employers need to give their international assignees appropriate support to deal with the personal tax and social security issues arising from their assignments. Tax and social security regulations differ markedly from country to country and the management of international assignees is complex and time consuming.

Controlling cost is also important. Getting the right balance between the value and cost of using international assignees is key to the success of international operations and projects.

Effective compliance

To manage risk, companies need to ensure that they have effective support in place to deal with both the employer and employee compliance issues associated with cross border moves. This is where we can help. Our comprehensive expatriate tax compliance services are delivered on a joined-up global basis and include:

- UK and overseas tax return preparation
- Advice on the tax reporting associated with entry into new territories
- Assistance with employer and employee social security compliance
- UK PAYE and overseas withholding assistance and advice
- Advice on the compliance obligations with respect to short-term business visitors
- Support in managing the corporate tax implications of cross border moves

Getting the best from your mobile workforce

Managing international assignees is much more than compliance alone. Global employers have to be ready to meet the challenges that await their globally mobile workforce if they want to be one step ahead in a fiercely competitive market for global talent. A proactive approach for dealing with a mobile workforce will help maintain that competitive edge. RSM Tenon has the expertise to provide:

- In-country arrival and departure briefings so that your assignees understand the tax implications of their assignment
- Advice and support with regard to the implementation and operation of international assignment policies
- Guidance on the entire international assignment process, from drafting assignment letters and setting-up cross border payrolls, through to post assignment departure formalities
- Training for your in-house staff in order that they can better understand the practical tax and social security implications of cross border assignments

Reducing the cost of international assignments

Finally, control of the costs associated with international assignments is key to the ongoing success of any international projects or operations. We have a wealth of experience in helping companies manage costs and our services in this regard include the following:

- Cost projection calculations to assist with budgeting for international assignees
- UK and overseas tax saving ideas for both the company and assignees
- Advice on the tax issues and costs associated with pension and share incentive arrangements for international employees
- Cost reduction reviews

Our approach to international assignments

RSM Tenon offers an integrated approach which will help global employers determine how best to manage and utilise an international workforce. We focus on delivering a tailored solution designed to meet the strategic needs of the business and maximise cost efficiencies. We pride ourselves on providing a quality service to you and your international employees at a price which delivers outstanding value for money.

The term "partner" is a title for senior employees, none of whom provide any services on their own behalf.

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