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# Our Capabilities

## Global Mobility Services

Sending employees on assignment can be a very costly exercise. Without planning, it can cost multiples of the amount needed to employ in the home country. It can also trigger unintended tax consequences that can negatively impact a Company's ability to effectively carry on and expand its business operations across different jurisdictions.

By working closely with clients in the early stages of assignment planning, we can ensure that assignments are structured to maximise opportunities for tax and social security planning for both employer and employee.

Such planning can be of equal importance for those employees who are not considered assignees but who frequently commute to other jurisdictions (for example, working on projects within Africa).

### Challenges facing the business

- Budgeting and controlling costs arising as a result of the deployment of employees to other countries across the African continent and beyond for both short and long-term assignments.
- Ensuring both home and host country compliance is completed and payments made on a timely basis for the assignee workforce.
- Having a robust tracking mechanism in place for business commuters to/ from South Africa, in particular, for employees engaged on projects in other African countries.
- Ensuring that assignments are structured to take optimal advantage of potential tax and social security planning ideas in both home and host country locations.
- Having an international mobility policy model (including tax policy) that meets the needs of the business irrespective of the locations its employees are deployed to and regardless of duration.

### What we can offer

- Assistance with budgeting and cost management for both long and short term assignments.
- Co-ordination of both home and host country assignee tax return compliance, ensuring tax returns and payments are made on a timely basis from both a corporate and personal perspective.
- Assignee home and host country tax orientation briefings.
- Bespoke training for clients on all aspects of the assignment lifecycle.
- Home and host country payroll solutions.
- Effective assignment structuring, covering suitable employment arrangements and remuneration delivery.
- Advising on tax efficient delivery of cash and non-cash based remuneration.
- Review of incentive and pension arrangements to ensure efficiencies are optimised and potential additional tax liabilities are avoided where possible
- Design and review of customised international mobility policy (ies) based on best practice and specific needs of the business. For example, policies that cover both short and long term assignments; business commuters and employees who permanently relocate to another jurisdiction.
- Tax equalisation/ protection policy design and review.



# The questions you need to ask...



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