

# Global mobility services

Employee mobility plays an increasing role in business strategy and talent development across many of today's organisations. Understanding and managing the tax and compliance risks inherent in global mobility, in a cost effective and efficient way can present serious challenges for many businesses. Regulations covering tax and social security vary across the world which means that all international mobile employees and their employers need to meet very specific and complex tax and social security rules.

## Do any of the following apply to your business?

- Do you have employees working in multiple international locations?
- Do you have overseas employees on secondment within your company?
- Do you have business visitors to Ireland from overseas offices?
- Do you ensure that both home and host country compliance is completed and payments are made on a timely basis for internationally mobile employees?
- Do you structure assignments to take optimal advantage of potential tax and social security planning ideas in both home and host locations?

## Exploring worldwide opportunities - how can Grant Thornton help you?

As a member of Grant Thornton International Ltd (GTIL) we have the scale to deliver co-ordinated advice and identify opportunities for tax and social security planning. Our tax specialists work together to bring a fresh perspective to complex multi-jurisdictional issues and help employers create a clear, transparent approach to their global mobility assignments. Through our global network of member firms, we support both companies and individuals, providing insightful solutions to minimise the tax burden for both parties. We offer a personalised approach and we understand that the "one-size-fits-all" approach does not work for organisations of differing scales and complexities.

## We offer a wide range of services, including:

### Managing costs for employers:

- effective assignment structuring for both long and short term assignments, covering suitable employment arrangements and compensation delivery;
- tax efficient delivery of cash and non-cash based remuneration;
- tax equalisation/protection policy design and review;
- tracking of short term business travellers;
- advice in relation to the Special Assignee Relief Programme (SARP) in Ireland and the Foreign Earnings Deduction (FED); and
- advice on the taxation of removal/relocation expenses.

### Compliance services:

- registration and operation of payroll systems for overseas employers;
- preparation of Irish tax returns;
- computation of hypothetical tax calculations and preparation of tax equalisation calculations;
- negotiating tax effective clearance with Revenue;
- liaising with the local tax authorities and assisting with tax litigation;
- assistance in social security matters; and
- one point of contact.

## Contact

Please contact a member of our team below for further information and discussion.

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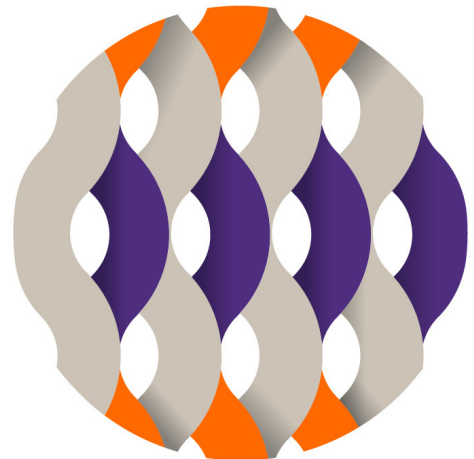
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