Global Compensation and Payroll Services (GCPS)

Transformation and Managed Services

Making mobility easy:
By managing the compensation and benefits of globally mobile employees

1 What is Global Compensation and Payroll Services (GCPS)?

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Digitally enabled experience

Global Compensation and Payroll Services (GCPS) through its modular approach covers the end-to-end global process, the local compliance – and everything in between. It is about:

* Process, roles and responsibility definition and implementation
* Collecting, validating and storing quality data
* Reporting both for internal and external compliance purposes

2 Why Global Compensation and Payroll Services (GCPS)?

GCPS

Tax
Increase compliance, mitigate risk, and broaden knowledge and exposure to global issues

Immigration
Boost compliance for your mobile workforce, as Tax and Immigration authorities increasingly work together

Human Resources
Streamline operational efficiency, highlight technology needs, connect global resources, and improve employee/expatriate experience

Legal
Gain greater insight into global employment and pay regulations

Finance
Achieve cost transparency, with improved accuracy in forecasting, accruals, and intercompany cross charges

Internal Audit
Enhance internal controls, quality, and operational efficiency

Payroll
Improve operational efficiency, pay accuracy, and global payroll compliance

Payroll reporting and delivery is one of the most visible and complex operational processes for global organizations. GCPS creates an ecosystem for efficient reporting and robust compliance.

What Client Challenges does Global Compensation and Payroll Services (GCPS) address? The 4 C'S

Compliance

- Due to **rising costs of non-compliance,** realising and maintaining compliance with internal and external regulations is a major challenge for businesses.

- Ensuring **quality and availability of compensation and payroll data** is one of the main challenges to ensure compliance.

Complexity

- High numbers of entities, policies and assignees multiply the Global Mobility programs' complexity.

- Support functions such as payroll are outsourced; however, they are local payroll experts and may not understand the complexity of global payroll management.

- Regulators, organisations and customers demanding data safety and security is becoming more complex as the world becomes more digital.

Cost

- It is still a challenge for businesses to put automation and digitisation in practice and to reach the potential benefits of **data centralisation.**

- Organisations face challenge with internal reporting requirements which could be addressed **through dashboarding** due to lack of data centralization.

- Businesses often **lack oversight of their international mobility policies and programs,** thus making consistent management impossible.

Centralisation

- An important aspect of an efficient compensation and payroll management is quantifying the cost to the organization. Business lacks data to know the overall cost of sending an assignee on an assignment hence leading to incorrect budgeting and financial analysis.

GCPS solves Complex payroll issues for a variety of assignments

Global Transfers

Commuters

Wage reporting in multiple jurisdictions

Treaty requirements

Workday tracking

Varying taxability of assignment-related benefits

Consideration of taxability in multiple jurisdictions

Business Travelers

Rotators

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GCPS Modular Structure

In order to match the different requirements of our clients we have developed a modular approach providing the flexibility to select the areas the client wants to focus on. Module 1, 2 and 3 can apply stand alone. Country Payroll Processing and Host Shadow Payroll Calculation is provided as a value added service within Module 2, requested, With implementation of the services, we can take an incremental approach, something we have supported other clients to do successfully.

It is highly configurable so you can choose whether to implement an "off the shelf" or more tailored version.

Module 1

Global Compensation and Payroll Management Process Gap Analysis

Module 2

Global Compensation and Payroll management

Module 3

Year end reporting

Module 4

1. Dashboards
2. Cross Charge Reporting and Global Pay Statement

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