

Global Mobility and Employment Tax Job Aid

Are you talking to prospects who could benefit from a conversation with a Global Mobility or Employment Tax expert to address client's needs beyond payroll?

Blick Rothenberg is a tax, accounting and business advisory firm that puts our people and client relationships first. Our partner-led approach ensures that you receive high quality service from a team of experienced, commercial and practically focused people. Combining technical expertise with personal tax matters.

Our partners and people focus on working collaboratively with businesses and individuals. We recognise every client is unique, so we will always recommend bespoke, integrated solutions that will deliver on your specific objectives.

The Blick Rothenberg team can help with:

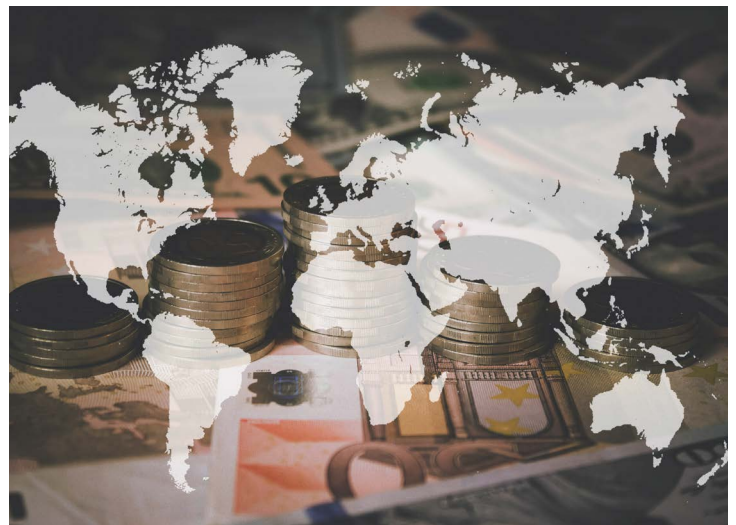
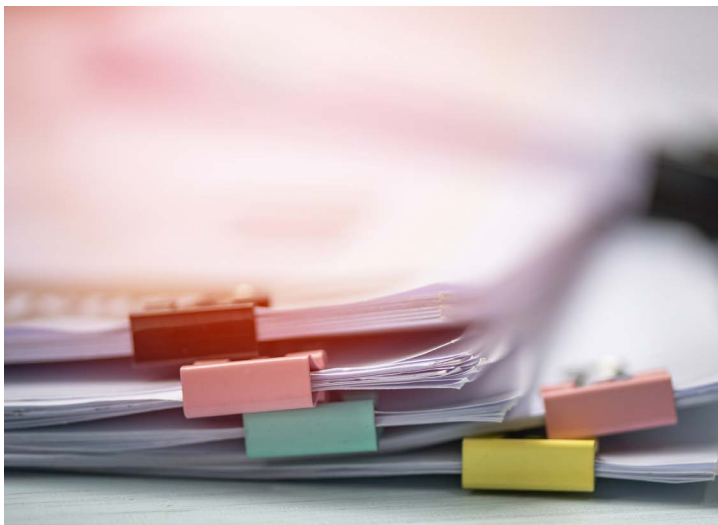
AS AN EMPLOYER

Assignment policy and planning – UK and globally

- Managing and supporting international assignments
- Tax equalisation (e.g. calculations; reconciliations; answering questions on policy)
- Tax policy planning
- Modified PAYE schemes
- Health check - global mobility and international payroll effectiveness reviews
- Social security tax / national insurance planning
- Helping clients plan international assignments and budgets

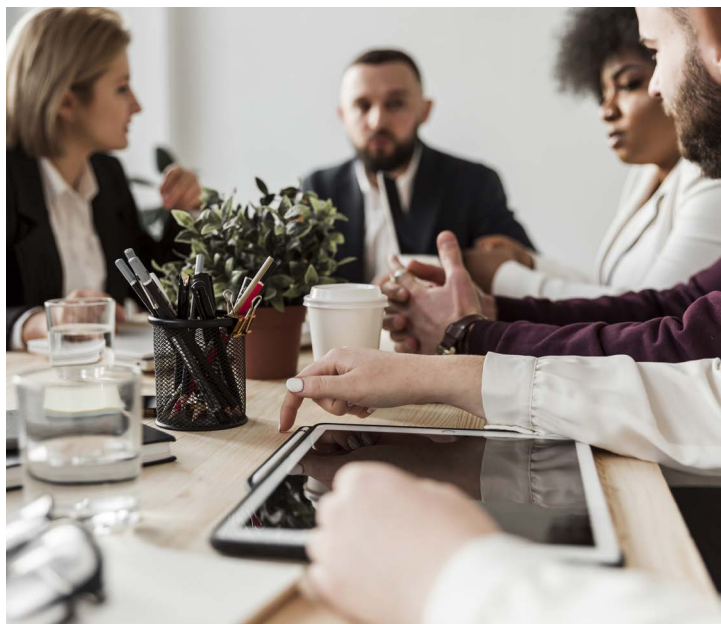
Employer tax compliance – UK and globally

- Cross-border payroll issues - 'modified' and 'shadow' expatriate payrolls
- Cross-border pension issues
- Share reporting
- Short-term business visitor reporting as now required by HMRC
- Non-resident Directors
- A1/certificates of coverage
- Advice on global remote working and use of Employer of Record (EOR). Confirming if EOR is fit-for-purpose



Employee Support (when offered/agreed by employer)

- Advice on tax planning strategy and reporting requirements
- Tax Return preparation (home and host location)
- Tax registrations
- Home and host country tax consultations
- Explaining the calculation of complex tax obligations in the home and host locations
- Explaining how it works e.g. tax equalisation where applicable (e.g. preparing hypothetical tax calculations; tax equalisation reconciliations; explaining and answering questions on policy)
- Comparison of net and gross pay on assignment
- Cross-border pension planning and compliance
- Cross-border social security tax planning (including National Insurance Contributions)
- Social security taxes, best practice, and the impact of secondments



Visit this page for more information: <https://www.blickrothenberg.com/services/employer-tax-and-compliance-services-uk-and-globally/> or email Simon Gleeson directly: simon.gleeson@blickrothenberg.com



Our approach and commitment:

- To act as a sounding board and be available for an exploratory call as/where needed.
- To keep ADP associate up to date in all communications.
- Where the topic is more complex, to brief and check in with ADP associate first to agree the best plan of action going forward.



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