

# Global Compliance Services\*

## Payroll Services

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PRICEWATERHOUSECOOPERS 

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### Market Drivers

- Trends towards outsourcing of non-core competencies and towards a single service provider.
- Centralization of the finance and HR function in a Shared Service Center (SSC).
- Expanding into new markets/ territories.
- Constantly changing payroll compliance requirements across all jurisdictions.
- No qualified payroll staff in territory.
- Need to update specialist software to interface with accounting systems.
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### Your Challenge

- Focus on core activities.
- Implement a payroll service from a single service provider with a multi-territory approach.
- Ensure consistent service levels, with agreed performance criteria across the organization.
- Improve connectivity with a web-based data management tool.
- Facilitate performance evaluation and monitoring statutory/fiscal compliance.
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### Our Solution

- International network – local expertise.
- A specialist payroll services business.
- Unique fully managed outsourced payroll service.
- Accessible and reliable up-to-the-minute information.
- European co-ordination of a multi-territory service.
- Dedicated specialist payroll teams across the world – expert service and advice.
- Competitive fixed fees.
- One language.
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### Results

- Accurate and timely payroll output –local commitment.
- Frees resources from process and compliance burden to focus on strategic issues.
- International, one-stop solution.
- Scalability and flexibility and the ability to cope with a constantly changing business.
- Quality technical support and access to local specialists.
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### Isn't it time you took a fresh look at payroll?

Advances in technology and globalization over the last decade have prompted organizations to rationalize scarce resources. Resource shifting from non-core to core activities is nowadays a common boardroom agenda item. Decisions to outsource activities such as payroll are only taken when a trusted partner can be found.

Researching the market to find the right partner who can deliver a reliable, efficient and cost-effective service is not taken lightly and requires looking behind the glossy image of many well-known service providers. We believe you should make sure your business has properly evaluated the costs and benefits of outsourcing all or part of the payroll function.

Our clients' drivers for outsourcing vary. Some outsource the payroll to free up resources, including human capital, and allow their organizations to focus on and engage in projects that add value to the business. Other international companies find payroll outsourcing the ideal solution to multi-territory representation, particularly where they are entering new markets or where movement of expatriates is frequent.

Tapping the pool of knowledge of a specialized partner ensures local compliance with employment legislation, social security regulations and income tax withholding law from the start, leaving the organization to focus on its primary business objectives.

### Our unique approach

Payroll services are offered internationally by the Global Compliance Services network. The service encompasses payroll processing, payroll administration, HR administration and compliance services. A unique fully managed payroll service.

The service level depends on our client's circumstances and needs – and is tailored to each client so that the solution meets their requirements.

Our service can be supported through an advanced, PwG developed, web-based database, the Global Compliance Solutions database, which:

- Provides clients with a monitor for compliance activities and results, throughout the entire organization.

- Enables clients to oversee the performance in service levels of PricewaterhouseCoopers.
- Acts as a depository for, and allows clients on-line access to, key information and documents.

### What can we do for you?

We deliver fully managed payroll services encompassing processing, compliance, payroll and HR administration to multi-territory organizations. Elements of the service are:

- Reliable and accurate payroll calculations and processing.
- Fast, reliable and well managed transition from existing provider or in house team.
- Accurate and timely preparation of the payroll journal for accounting purposes.
- Arrange timely payment of wages, salaries and deductions.
- Compliance with statutory filing deadlines.
- Dealing with other third party providers: social security and tax authorities, medical and life insurance agents, etc.
- Permanent access to a team of experienced specialists with local expertise.
- Access to the Global Compliance Solutions database to view corporate and statutory compliance and management information.

### What are the key benefits?

- An international or pan-European contractual framework with a single service provider which has strong local territory service, support and expertise.
- Multi-territory co-ordination at the head office location, if desired.
- International contracting arrangements.

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- Connectivity through web-based technology to deliver management information.
- Adding additional compliance services: Corporate Tax, Accounting, and Corporate Statutory Compliance – provided seamlessly and delivered via additional modules of the Global Compliance Solutions database.

### Is our approach right for you?

Lets talk about it. Our payroll services client's range from groups with a start up presence in a few countries to some of the world's largest organizations. Our solutions are tailored to individual clients needs, so before we can put a proposal to you we need to understand how we can best work together to deliver what you are looking for.

### What will it cost?

Clearly that will depend on the scope of the work and the approach we would agree to take. What we can say now is we will give you a firm price and stick to it.

How can we commit to this? If a payroll services arrangement is to be successful it requires careful scoping of the work required in order that respective responsibilities are clear to both parties. We have an international network of local country specialists who undertake this scoping work and liaise with your local country operations to agree how best to work together. This detailed scoping and service planning work enables us to give firm prices, which offer clients value for money, but which are also realistic prices which can be sustained over the duration of an Payroll services arrangement.

### Why should you choose PricewaterhouseCoopers as your service provider?

- The Global Compliance Services network is present internationally with a strong payroll service capability.
- An unrivalled track record in payroll services.
- Continuous development in payroll services processes and technology, including web-enabled solutions.

### Contact a Payroll Services specialist

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