



An Introduction to  
**IRIS FMP & GPA Survey**

Monday, 28 June 2021

# Today's agenda on Global Payroll & HR of the Future

## Introductions



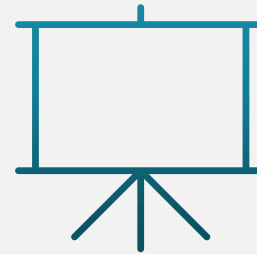
Short Introductions and an overview of the session

## Results



Insight from the GPA Survey: Global Payroll & HR of the Future

## IRIS FMP



Short overview of IRIS FMP global payroll & HR Solutions

## Q&A



Short Q&A Session with your IRIS global payroll & HR Experts

# IRIS FMP & Global Payroll Association (GPA) Survey

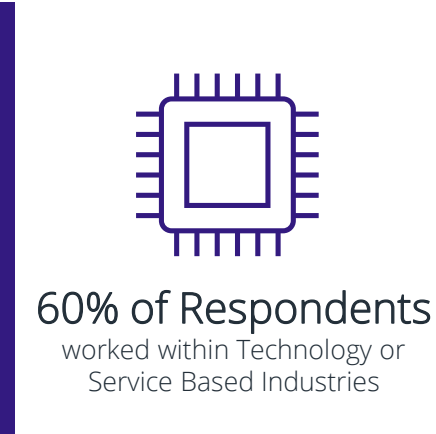
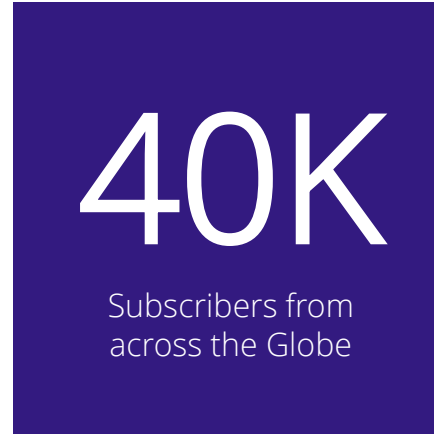
Survey conducted with GPA subscribers in May 2021, with the survey being sponsored by IRIS FMP



Global Payroll Association is the first international payroll association of its kind. We are a central hub for 'all-things payroll'. A one-stop-shop supplying comprehensive directories, interactive training and in-depth country resources. We are here to help you with your global payroll needs, no matter how complex, connecting you with the world's leading experts and offering a forum to network with other like-minded global professionals.

Global Payroll Association welcomes international payroll, HR and financial professionals of all levels.

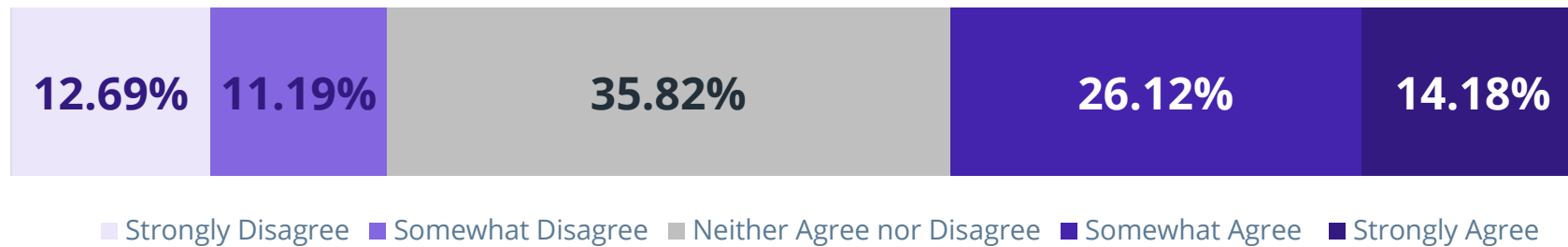
<https://globalpayrollassociation.com/>



# IRIS FMP & Global Payroll Association (GPA) Survey

Survey conducted with GPA subscribers in May 2021, with the survey being sponsored by IRIS FMP

## Q8: Did the Coronavirus (COVID-19) pandemic slow your organization's global expansion plans over the last year?



40%

of payroll & HR professionals felt the pandemic slowed down the globalization plans



## Q9: Do you feel more positive about your organization's global expansion plans, now the Coronavirus (Covid-19) vaccination programme is beginning its global roll-out?



64%

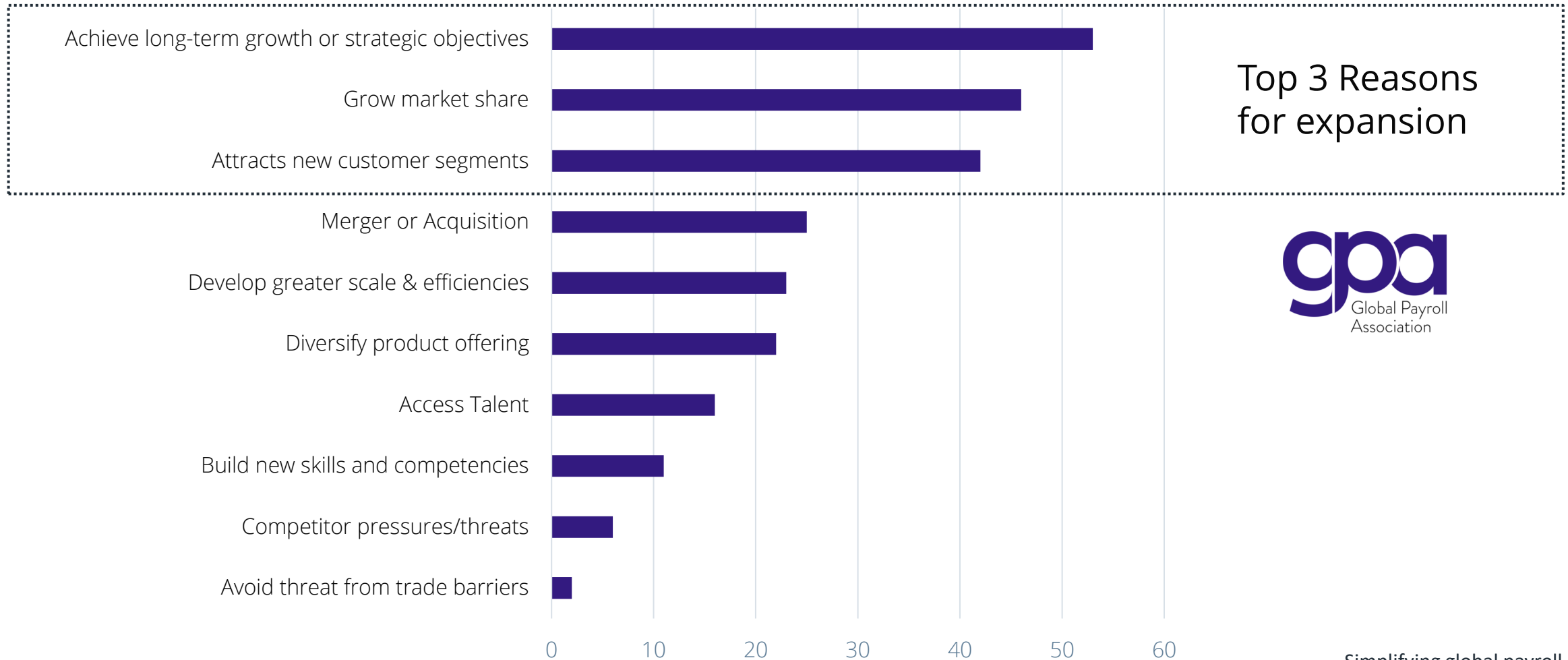
of payroll & HR professionals feel more positive about their global expansion plans as a result of the vaccination programme



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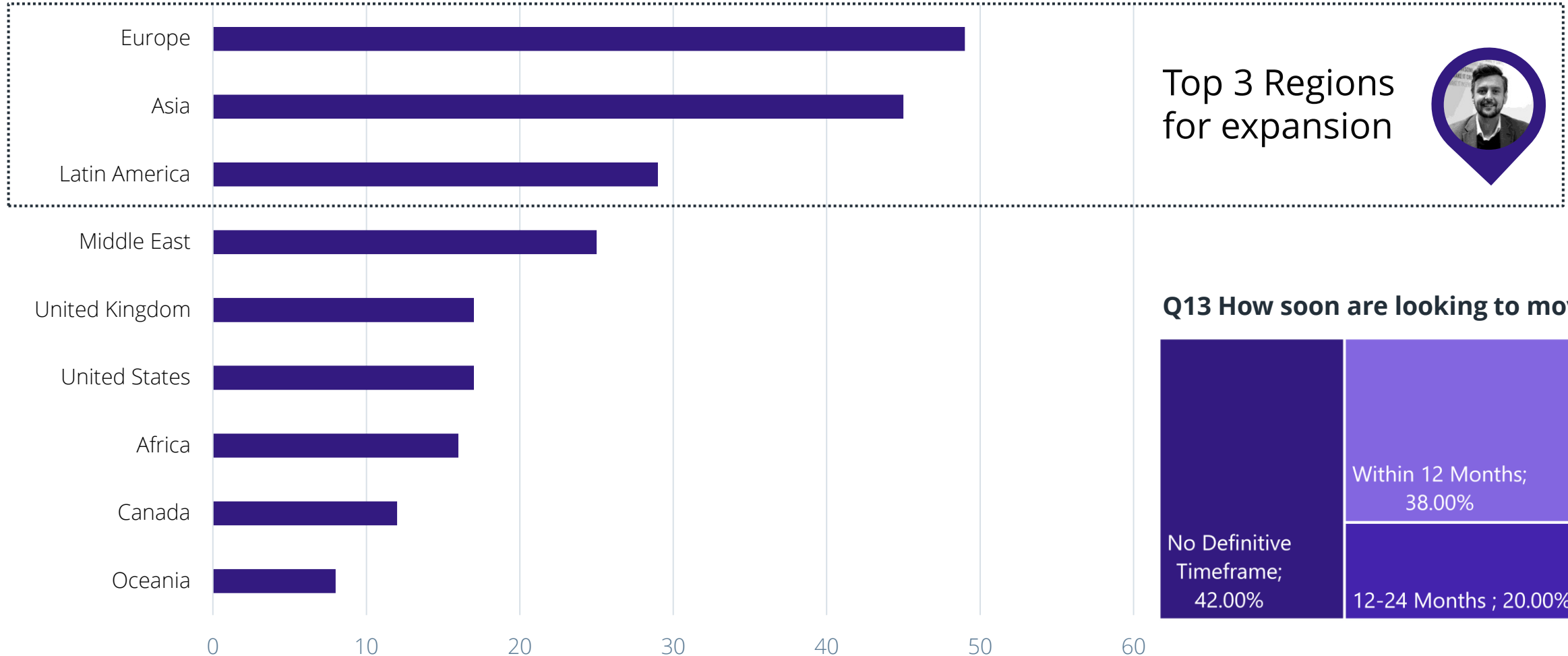
## Q10 Why are you looking to expand into new territories / countries?



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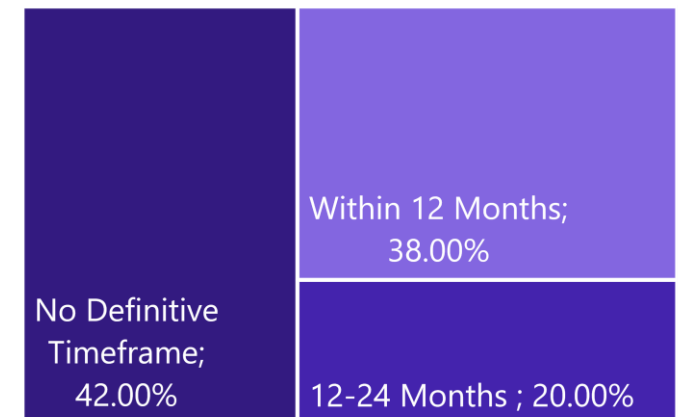
## Q11: Which Countries or Regions are you looking to move into?



Top 3 Regions for expansion



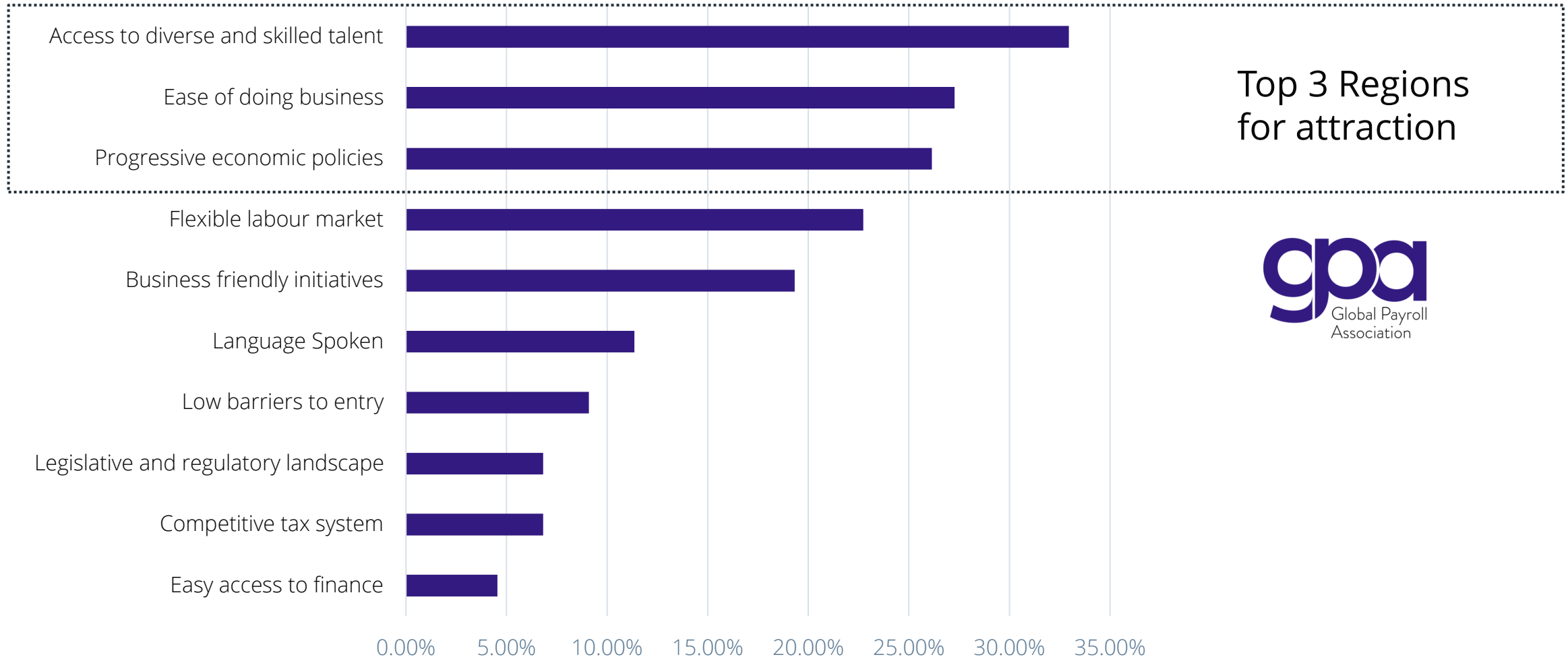
## Q13 How soon are looking to move?



# IRIS FMP & Global Payroll Association (GPA) Survey

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## Q12 Why do you consider these locations to be attractive?



Top 3 Regions  
for attraction



# IRIS FMP & Global Payroll Association (GPA) Survey

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## Q15 What do you consider the biggest payroll & HR challenges/barriers when entering new countries or territories? (Please rank your top 3 challenges)



Top 3 Challenges

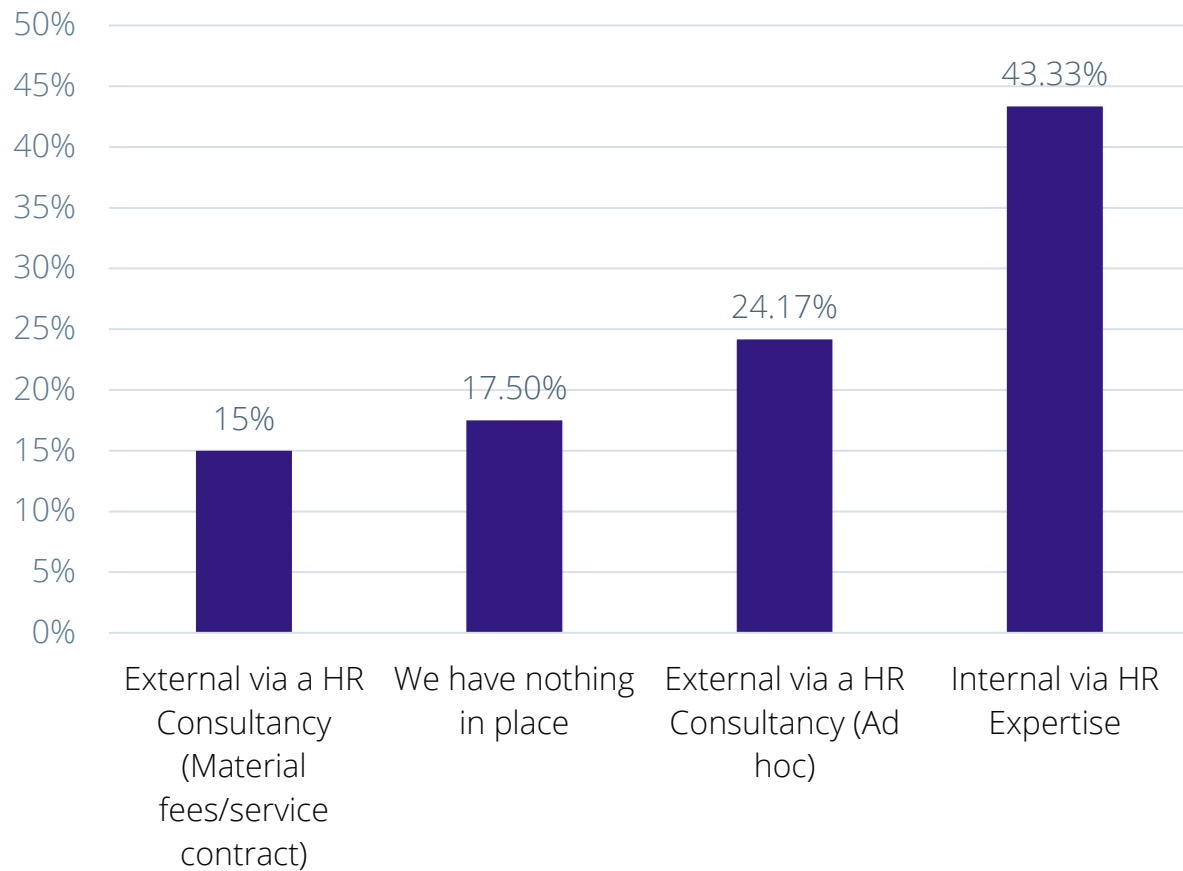




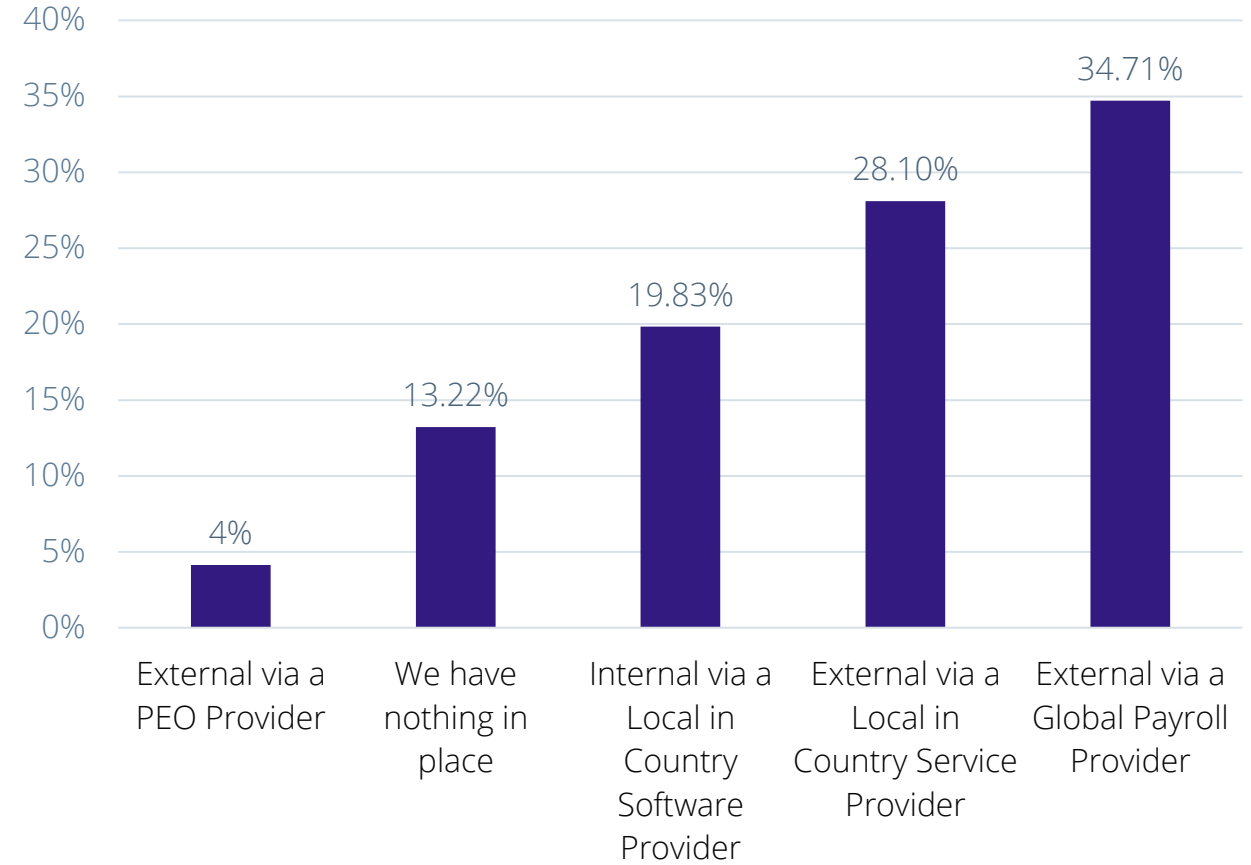
# IRIS FMP & Global Payroll Association (GPA) Survey

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## Q16 How do you currently receive International HR Support?



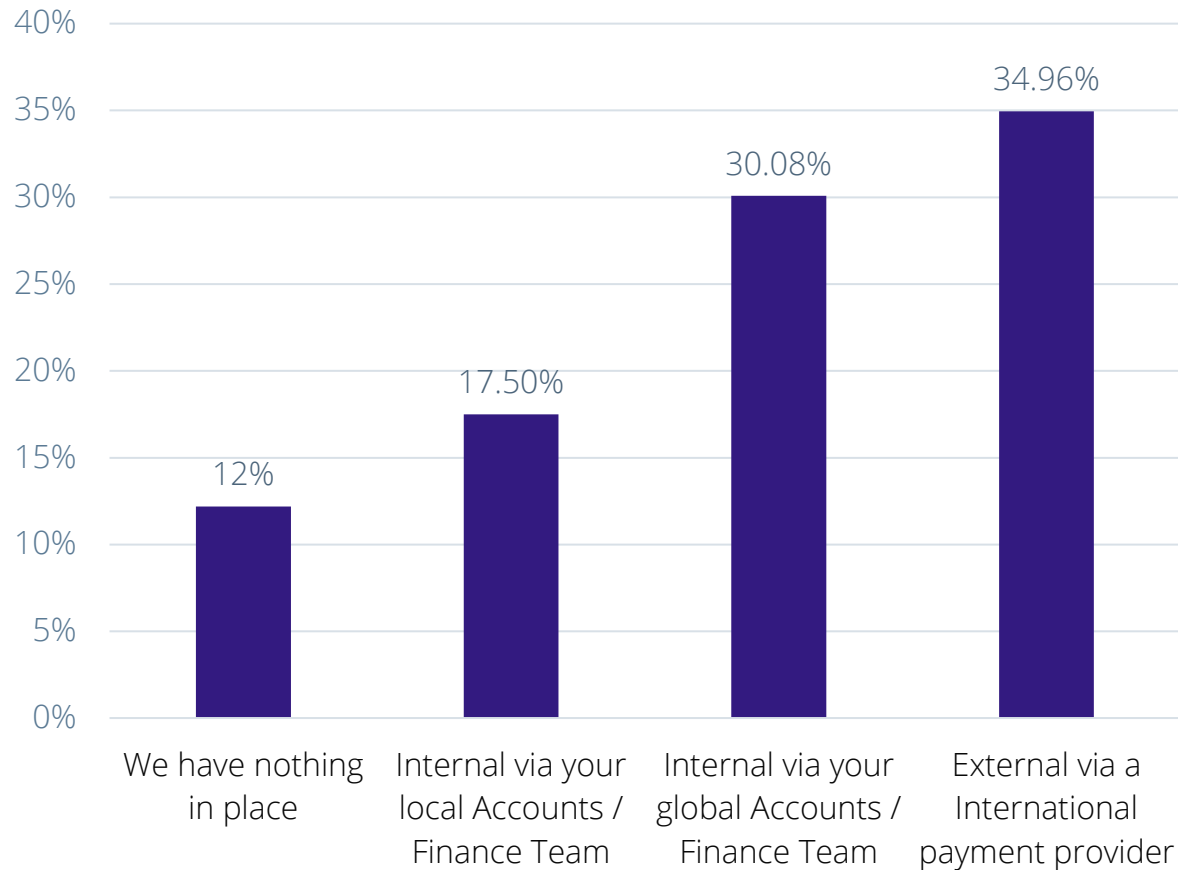
## Q17 How do you currently receive International Payroll & Payment Processing Support?



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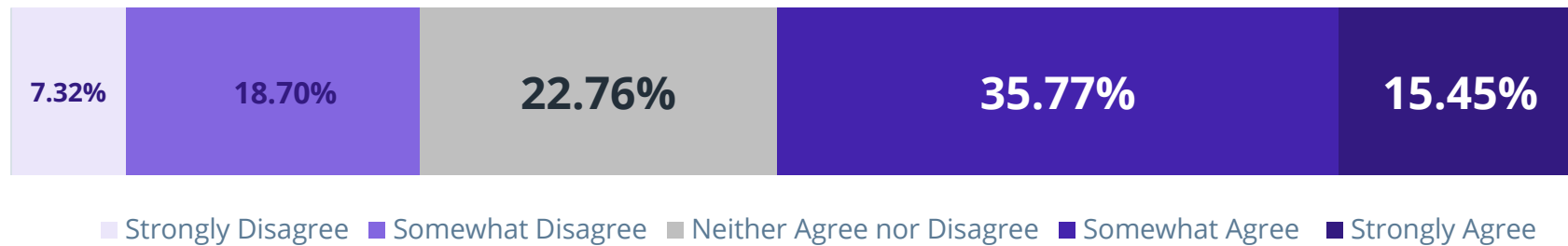
## Q18 How do you currently process your International Payroll & Payment Disbursements?



# IRIS FMP & Global Payroll Association (GPA) Survey

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## Q19 I feel like my organization's global payroll, benefits, payment & HR processes are aligned and work well together?



51%

Of respondents feel there organization processes are aligned and work well together



## Q20: I see the benefit in outsourcing payroll, benefits, payments & HR services with one single global payroll & HR provider?



66%

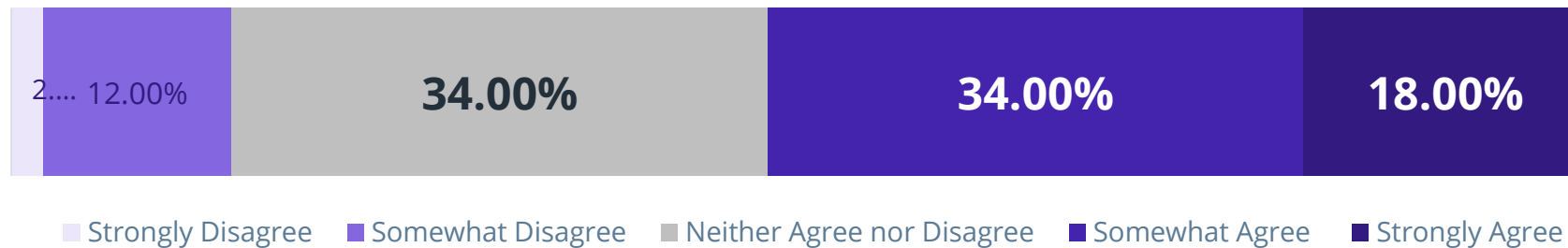
They see benefit in outsourcing to one single global payroll & HR provider



# IRIS FMP & Global Payroll Association (GPA) Survey

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## Q21: Our global payroll & HR processes are optimised to give new hires 'great' on-boarding experience?



# 52%

of payroll & HR professionals agree their payroll & HR processes are optimised for a 'Great' on-boarding experience

## Q22: When on-boarding a new hire/s, would you agree that they feel like they are part of 'one business'?



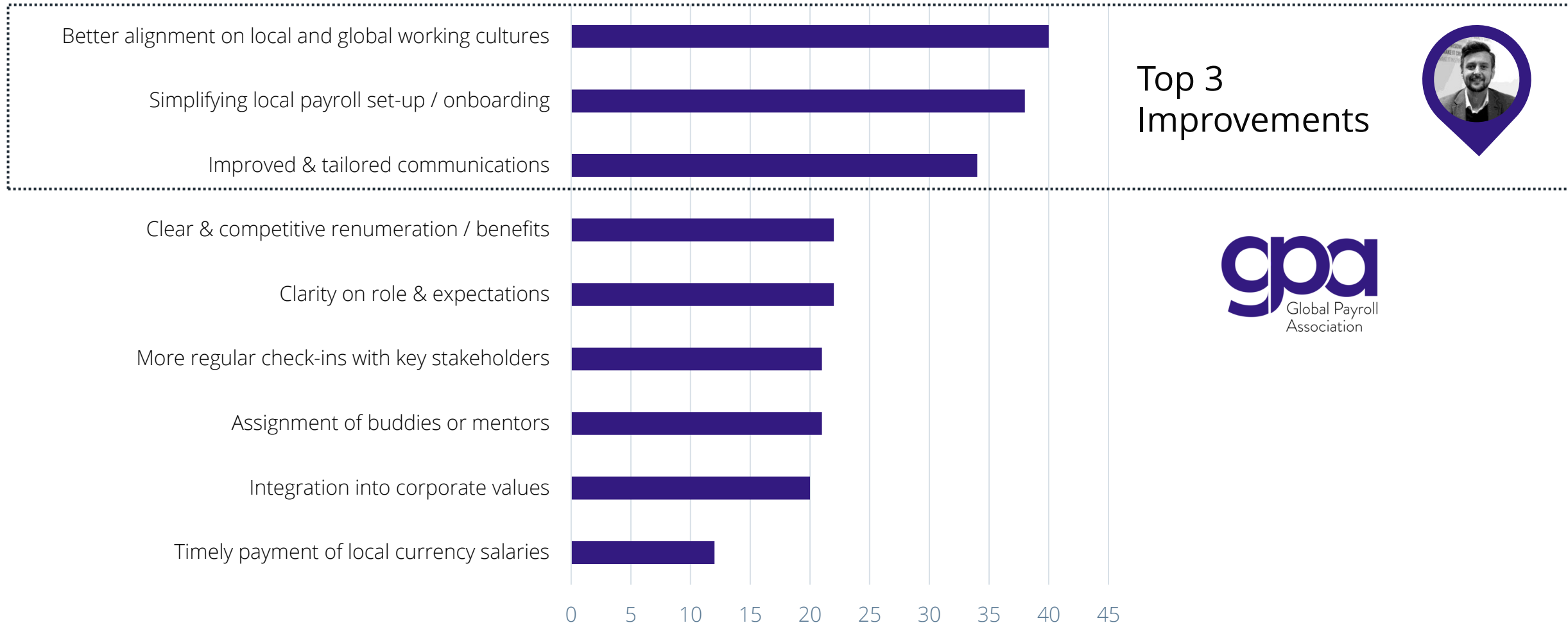
# 67%

of new hire/s are felt to be part of 'one business' when onboarded.

# IRIS FMP & Global Payroll Association (GPA) Survey

Survey conducted with GPA members in May 2021 and sponsored by IRIS FMP

## Q23 Where do you feel the global payroll & HR functions could improve the new hire onboarding experience? (select your top 3)



Top 3 Improvements



# IRIS FMP & Global Payroll Association (GPA) Survey

Survey conducted with GPA subscribers in May 2021, with the survey being sponsored by IRIS FMP

## Q24: Do you feel as if a poor 'global' on-boarding experience can impact a new hires ability to perform within their role?

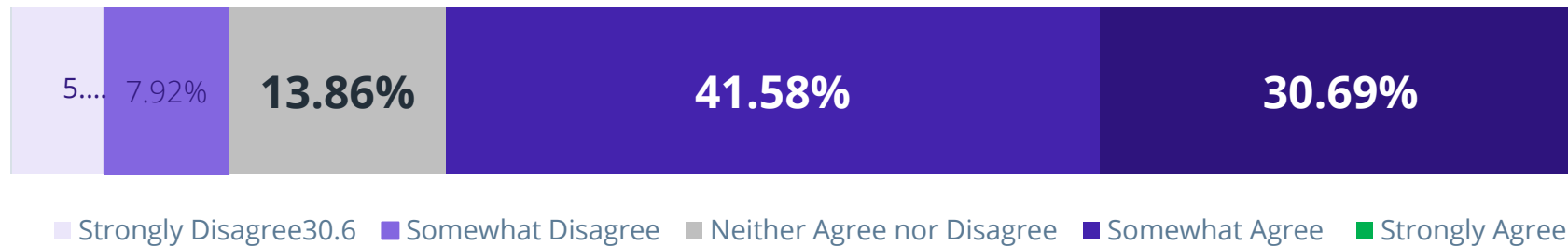


# 79%

Of payroll & HR professionals agree that a poor 'global' on-boarding experience can impact a new hires ability to perform in role.



## Q25: Do you agree that support from a single global payroll & HR provider could streamline the efficiencies of your onboarding experience and allow new hires to perform quicker in role?



# 72%

of payroll & HR professionals agree that support from a single provider of payroll & HR could streamline the efficiencies of on-boarding and allow a 'new hire' to perform quicker.



# IRIS FMP & Global Payroll Association (GPA) Survey

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- **Overwhelming positivity (64%) around global expansion due to the vaccination programme**
- **Just over half (51%) of organizations feel their payroll & HR processes work *'well together'***
- **Vast majority (66%) see benefits of outsourcing payroll, benefits, payments & HR to a single provider**
- **Just over half (52%) of organizations feel their payroll & HR processes work *'well together'***
- **Vast majority (72%) of organizations feel support from a single payroll & HR provider would allow a hire to perform quicker in role**

# About IRIS FMP



# Trusted Market Leader in Global Payroll & HR Services

IRIS is a trusted leader in international payroll & HR services for businesses looking to expand globally

**90,000**

HAPPY CUSTOMERS FROM ALL INDUSTRY SECTORS ALL ACROSS THE GLOBE

**88**

COUNTRIES WHERE WE CAN DELIVER 'IN-COUNTRY' PAYROLL & HR SERVICES



**6.9B**

OR 90% OF THE GLOBAL WORKFORCE COVERED BY OUR PAYROLL & HR SOLUTIONS

**\$282M**

IN GLOBAL PAYMENT DISBURSEMENTS PAID PER ANNUM BY IRIS

**EST. 1978**

OVER SIX DECADES HELPING CUSTOMERS GROW WITH OUR PAYROLL & HR SOLUTIONS

Endorsed by recognised brands, partners & associations



# Simplifying global payroll & HR



IRIS FMP is a trusted partner in international payroll, benefits, payments & HR solutions for organizations expanding globally



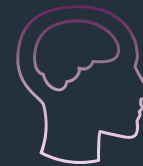
## Simplified, Accelerated People Engagement

Seamlessly, compliantly onboarding your organization and people to rapidly unlock your talent investment by reducing their time to value.



## Trusted Excellence in Global Payroll & Benefits

We take the complexity away from local pay & benefits, ensuring your growing global workforce are paid accurately on-time, every time



## Global Expertise, Local Knowledge

Our qualified & experienced global payroll & HR specialists work in partnership with you to maximize your global workforces full potential

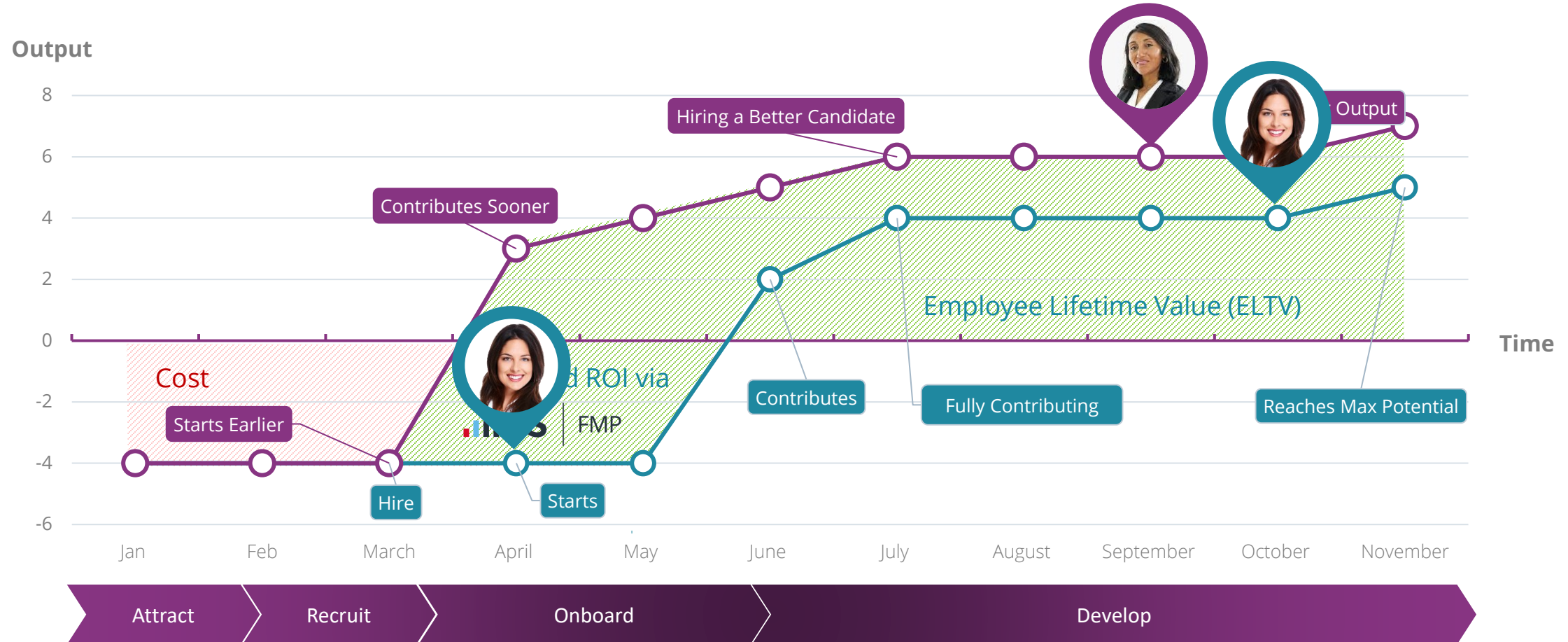


## Solutions That Flex With Your Growth

Flexible people-led pay & HR solutions supporting you across the employee & global expansion lifecycle

# Simplified, Accelerated People Engagement

Seamlessly, compliantly onboarding your organization and people to rapidly unlock your talent investment by reducing their time to value.












Helping you make the most of your talent investments by putting top performers to work sooner

# Supporting your clients across the full employee lifecycle

Flexible people-led pay & HR solutions supporting you across the employee & global expansion lifecycle

Model



	 <b>Benefits</b> Positioning you as an employer of choice to attract top talent	 <b>Recruitment</b> Helping you to identify, source and hire top global talent	 <b>Onboarding</b> Seamlessly & compliantly onboarding new hires	 <b>Payroll</b> Processing In-country complex & compliant payroll calculations	 <b>Payments</b> Ensuring you pay your global workforce on time every time	 <b>People Relations</b> Supporting you with Daily & Life Employee Relations Issues	 <b>Absence &amp; Leave</b> Managing global statutory & company leave processes	 <b>Annual Processes</b> Supporting you with compliance, performance processes	 <b>Separation</b> Mitigating risk when exiting an employee or divestment
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Consultancy	✓	✓	✓	✓	✓	✓	✓	✓	✓
Services	✓	✓	✓	✓	✓	✓	✓	✓	✓
Software	-	✓	✓	-	-	✓	✓	✓	✓

Solutions that flex with your growth

Simplifying global payroll & HR

# International Payroll & Payment Services

Supporting organisations with global compliance to deliver great employee engagement and improved productivity



## PAYROLL ONBOARDING / OFF-BOARDING

Seamlessly & compliantly on-boarding and off-boarding employees from your payroll

### Onboarding

- Complexity Discovery Sessions
- In-Country Authority Registration
- In-Country Authority Set-up
- In-Country Payroll Configuration
- In-Country Employee On-Boarding
- Parallel Run(s)

### Off-boarding

- In-Country Employee Off-Boarding
- De-registration of employees and payroll with local authorities



## PAYROLL PROCESSING & CALCULATION

Processing complex 'In-Country' payroll calculations on-time, every-time

### Preparation & Calculations

- Employee Changes
- Salary Changes
- Variable Pay & Bonuses
- Holiday & Absences
- Statutory Changes
- Income Tax (National & Regional)
- Employer's Social Security
- Employee's Social Security
- Benefits
- General Ledger reporting
- Salary Calculation

### Considerations Include:

Unique payroll practices, payment methods, timing & frequency, statutory requirements, compliance, local domestic rules, dual/split payroll



## INTERNATIONAL PAYMENTS

Ensuring your global workforce receive their pay on-time, every-time in local currencies

### Request & Receipt of Funds

- Raise Funds Request (FR) with breakdown of foreign liabilities for payment (salaries, social security, taxes primarily)
- Funds collection management, money movement and funds allocation processes
- Commit, reconcile and cross-reference trades
- Reconcile disbursements & post trade reporting

### Employee Payments

- Pay employee in their local currency

### Other Beneficiary Payments

- Pay local beneficiaries in their local currency from in country bank accounts e.g. social security and income tax obligations



## END OF YEAR STATUTORY REPORTING

Ensuring your meeting local deadlines with compliant filing & reporting

### End of Year Reporting

- Country specific Tax Year-End (TYE) procedures, processes and timescales
- Review of payroll settings and reconciliation activities
- Production and disbursement of final pay runs & reports
- Updating of employee records (allowances, tax codes, social security records, share plans)
- Updating of relevant authorities

### New Tax Year

- Ensure you are compliant for any new local legislation changes
- Adjust director settings for the new tax year

# International HR consultancy & services

Supporting organisations with global compliance to deliver great employee engagement and improved productivity



## HR EMPLOYMENT LAW & COMPLIANCE

Entire employee lifecycle management for businesses expanding overseas

### Onboarding:

- Employment Rights
- Employer Obligations
- Compliance Check
- HR Policies
- Offer Letters
- Employment Contracts
- New Hire Induction

### Ongoing:

- Probation Management
- HR Casework
- Employee Engagement
- Training & Development
- Performance & Absence Mgmt.

### Off-boarding

- Resignation
- Redundancy
- Performance Dismissal
- Disciplinary Dismissal



## COMPENSATION & BENEFITS

Enhancing employee engagement through Compensation & Benefits

- Ex-pat & domestic employee compensation & benefits strategy
- Execution design options

### Advisory

- Pay equity
- Total reward systems
- Benefits & rewards benchmarking
- Pension Funds
- Healthcare Packages
- Management of the application and implementation of these programmes

### Administration

- Ongoing management
- Renewals
- Product suitability
- On & Off boarding



## GLOBAL MOBILITY & IMMIGRATION

Mobility & Immigration services for employees & expats relocating abroad

### Expatriate Management

- Practical & personal support: before, during and after repatriation
- Home & Host Country Taxation

### Immigration Services

- Immigration costs
- Documentation & applications
- Passports
- Visas
- Work permits

### Relocation Support

- COLA Analysis
- Relocation policy creation and benchmarking
- Property and housing services
- Language and cross-cultural training



## STRATEGIC M&A CONSULTING

M&A process requires management to consider all HR related implications.

### Pre-Transaction

- International expansion strategies
- Mergers & Acquisitions
- Carve Outs
- Divestures
- Spin Offs
- IPOs

### Post-Transaction

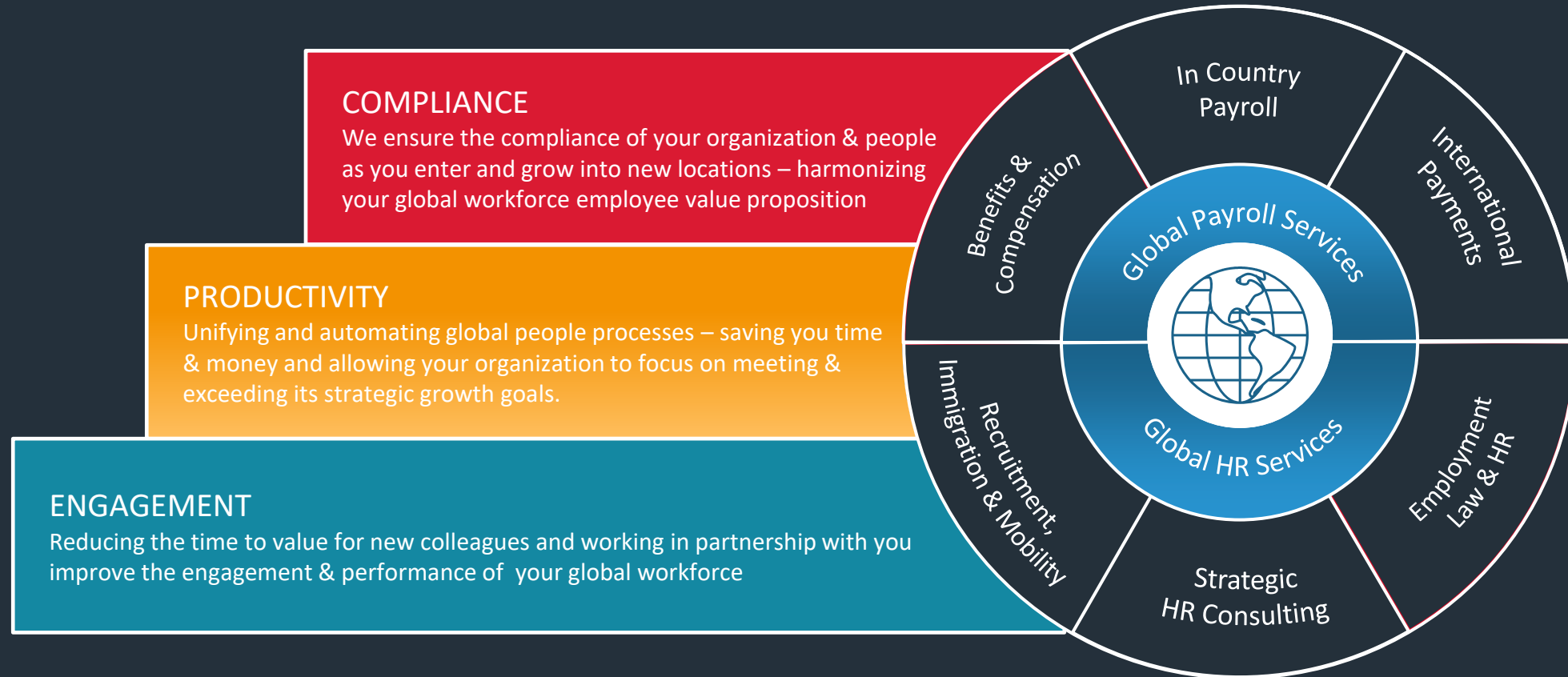
- Terms & Conditions due diligence
- Terms & Conditions migration
- Compensation & Benefits
- Compliance audits

### Other Considerations

- Culture Matching
- Change Management
- Mental Health & Wellbeing
- Staff Retention

# Simplifying global payroll & HR

IRIS FMP is a trusted partner in international payroll, benefits, payments & HR solutions for organizations expanding globally



Seeing beyond horizons to  
realize your global potential





# Q&A Session

Please ask questions via the online facility