



Employee experience - Don't be short-sighted

2024 KPMG Global Mobility Forum

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Health and welfare on assignment

Considerations of an employer:

- Gap analysis on global benefits and expats
- Local legal requirements
- Best practices for short-term and long-term assignments
- Leveraging expat or local health plans for assignees
- Integrating with government healthcare plans
- Quality and access to healthcare
- Lack of customization
- Reevaluating and advancing the Expat plan over time

The employee mindset:

- Will I retain my current coverage?
- What are my costs when seeing a provider?
- What will the transition look like?
- How will I access providers and are there translation services?
- Can I obtain refills of my prescriptions?
- What if I need to return home for medical reasons?
- How are my dependents going to be covered domestically and abroad?
- Coverage while I travel personally or on business?
- Will I have mental and behavioral health support?
- What about my other benefits and perks?

Social Security and Mobility

1

Coverage

- Home vs host country tax rates
- Employee vs employer tax rates
- Coverage may not be elective

2

Benefits

- Mobility may impact eligibility for future benefit
- Differences in available benefits
- Differences in amount of benefits

3

Points of Friction

- Present vs future focus
- Current costs
- Future uncertainty may affect willingness to relocate

Pension issues

Permanent Transfers



Join local pension scheme



Local mandatory requirements



Increased tax complexity and admin in retirement



Entry/Exit pension discussions

Cross-border challenges



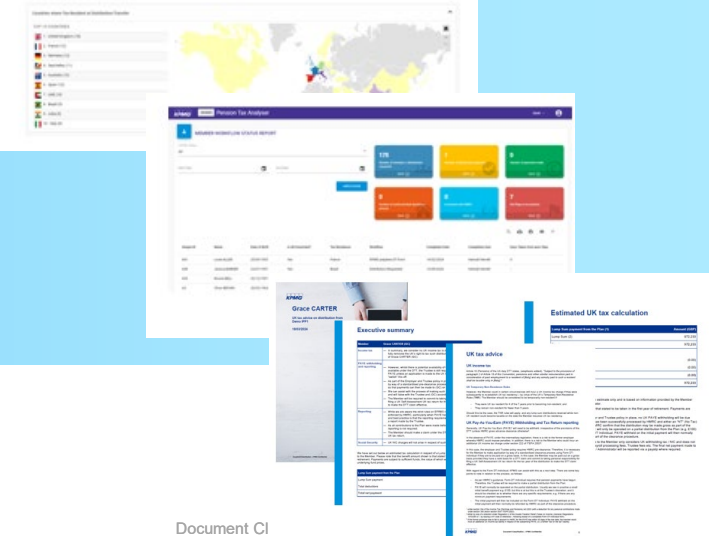
Transfers/consolidation issues after moving countries



Assignees remaining in Home country pension plan – HMRC compliance check



KPMG Pension Tax Analyser



Employee experience and pensions

Multiple pensions in different countries means admin burden, currency and investment complexity

Local pension plan not suitable e.g. capped or restricted

Tax authority compliance checks

Tax issues are complex or not understood at entry/exit and retirement

Employee communications on pension are confusing or incorrect because not taking cross-border experience into account

International Pension Plans: A solution?

What questions do you have?



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