

# INTERNATIONAL PAYROLL SERVICES

Expert knowledge and high-quality international payroll services that support your company's global expansion.

# ABOUT IRIS FMP

Seeing beyond horizons to realize your global potential

With IRIS FMP's in-country expertise, businesses can enjoy a truly global service, supported by a network of regional experts operating across 135 countries. We understand the challenges in both mature and emerging global markets and can help businesses remain compliant with their payroll solutions whilst ensuring their employees are paid on time, every time.



## Simplified, Accelerated People Performance

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 workforce's full potential



## Solutions That Flex With Your Growth

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

**118,000**

HAPPY CUSTOMERS FROM ALL INDUSTRY SECTORS ACROSS THE GLOBE

**135**

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

**6.9B**

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

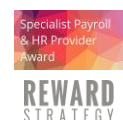
**\$520M**

IN GLOBAL PAYMENT DISBURSEMENTS PAID PER ANNUM BY IRIS FMP

**EST. 1978**

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

We are proud to be endorsed by recognised brands, partners & associations



# WHAT WE OFFER

Simplified global solutions for businesses with an international headcount

At IRIS, we understand the complexities of managing international payroll. Our comprehensive solutions make global payroll management easy and efficient, allowing you to focus on what matters most – growing your business. Utilising over 40 years of experience and in-house software, we will provide you with a single point of contact, and a simple process for all your international payrolls to ensure your employees are paid on time, every time. Not only do you keep your business compliant globally, but you will also save valuable time and money so you can focus on your strategic growth goals.

What makes IRIS FMP stand out from other providers is the ability to outsource payroll, benefits, payments and HR from one single provider. This means IRIS FMP can offer a flexible people-led solution across the employee and global expansion lifecycle – and give our customers a unique perspective on end-to-end people processes.



## Single Contact

One single point of contact removing the complexity of deadlines, suppliers and languages.



## Simplified Commercial

One contract and one invoice – removing the administrative burden of managing multiple suppliers.



## Standardized Processes

We have one uniform service across different countries, offering familiarity with localized legislation.



## Unique Perspectives









Our comprehensive payroll & HR solutions give us one whole view of the full employee lifecycle.

# INTERNATIONAL PAYROLL

Simplifying global payroll & HR

Overseeing multiple payroll suppliers in various languages, combined with the complexities of different legislation in each country, can make coordinating international payroll difficult or even unmanageable. Failure to comply with local legislation can not only put your business at serious risk of costly fines and penalties, but it also has the potential to develop into lawsuits, a damaged reputation, and even the closure of your overseas business. Therefore, it's no surprise that global payroll can seem overwhelming.

We make international payroll simple by managing:

 <p>Time Zones</p>	 <p>Contacts</p>	 <p>Languages</p>	 <p>Legislation</p>
 <p>Input Formats</p>	 <p>Processes</p>	 <p>Currencies</p>	 <p>Deadlines</p>

Your dedicated payroll manager at IRIS FMP Global will be responsible for:

- ✓

Checking and validating all data

✓

Absence / Holiday payments

✓

End of year payroll submissions
- ✓

Processing the payroll accurately

✓

Reconciliations

✓

3rd party payments and liaison
- ✓

Processing the payroll to agreed schedules

✓

Exception / Check reports

✓

Query handling in local language
- ✓

Meeting local tax obligations

✓

Provide management reports

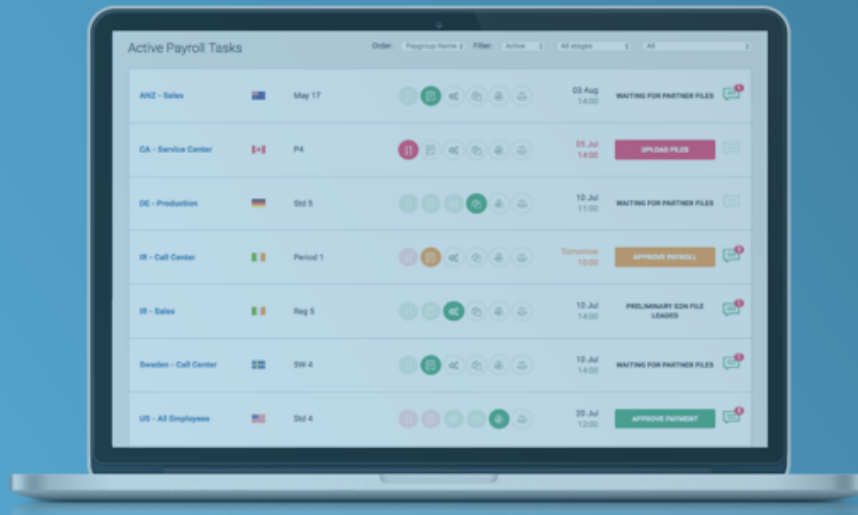
✓

Payslips

# IRIS FMP ENGAGE

Global payroll in one dashboard

IRIS FMP not only provides expert knowledge and high quality international payroll services, but we also offer a payroll software platform that supports your company's international expansion. Engage is a software tool, designed to simplify your payroll and HR and enables you to have visibility of your payroll status 24/7. This, together with a complete audit trail of communication, provides full transparency throughout the payroll process.



## Cloud-based

Simple to use cloud-based payroll portal where you can easily submit payroll and employee information ready for processing, from anywhere



## Centralized

Quickly view all your country payrolls and their stages during the payroll process in one dashboard - giving you one single view of your global payroll



## Complete visibility

Have complete visibility of all changes made with a fully trackable audit trail and version history of all your files – giving you full transparency of the process



## Collaboration

Facilitating collaboration with our global and in-country payroll experts, to ensure your global employees are paid accurately, on time, every time



## Control

Keeps you in control and on top of each and every payroll. Whether you have 1 or 30 global payrolls



## Consolidated reports

Consolidate your payroll data from every country into a single unified data stream that enables you to generate reports in minutes



## Compliant

Stay updated on your statutory reporting obligations with our payroll software's Compliance Tracker

**Want to find out more?**

Watch our promo video [here](#)

# HR & BENEFITS SERVICES

Multi-country HR advice and solutions at your fingertips

Managing HR is no easy task when taking your business overseas. Not only are there language barriers and different currencies to take into consideration, but compliance with local legislation is also a top priority. If this isn't considered, businesses are at serious risk of:

- ✗ Expensive fines and tax penalties
- ✗ Costly and lengthy lawsuits
- ✗ Reputational damage
- ✗ and even the closure of your overseas business

Our team of UK and International experts work with companies of all sizes, to help them manage their workforce across the world, and compliantly onboard employees to reduce their time to value. Together they bring many decades of experience across our four key disciplines:

- HR compliance
- Compensation & benefits
- Immigration & global mobility
- Strategic M&A consulting
- Experienced HR consultants

By choosing IRIS HR Consulting Services, our clients avoid the expense of recruiting in-country specialists for each of their international operations, as well as the frustration of dealing with multiple service providers across different time zones. No matter the issue, we deliver local expertise through a single point of contact.

We offer simple commercial structures to meet your requirements

- 1 **Pay as you go**  
If you have a particular HR project you're looking to complete, we can match the relevant professional and associated fees, giving you an estimate of the time and costs of the project before you proceed.
- 2 **Pre-paid blocks**  
Want to pre-purchase a block of consulting time to be called upon as and when you need? We have you covered with a discount on our blended hourly rate and allow you to roll over any unused time.
- 3 **HR Assurance unlimited consultancy**  
Our HR Assurance consultancy package gives you unlimited access to dedicated multi-country HR support when you need it

# GLOBAL PAYMENT SERVICES

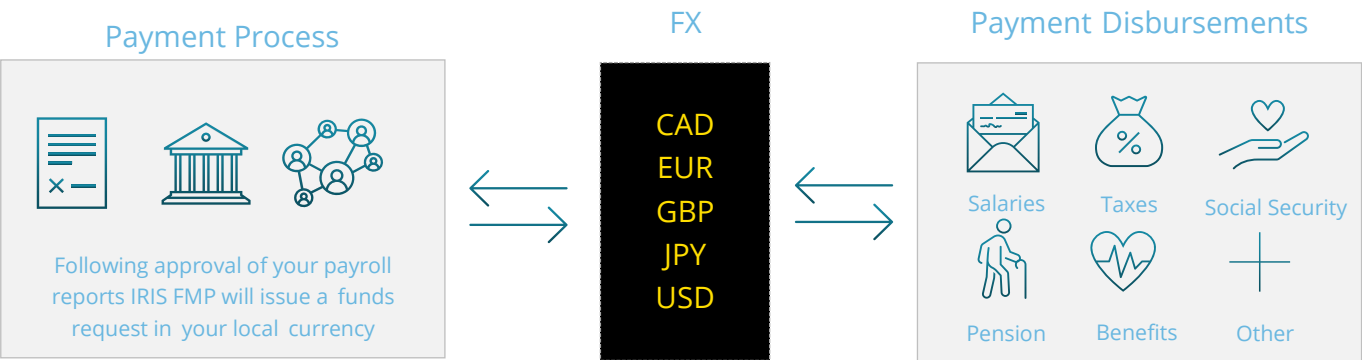
The simplest way to streamline your international payments

Operating across 135 countries, we are uniquely positioned to execute global payroll, tax, social security and other payments via our dedicated global payment service. Our solution takes the complexity away from global payment transfer into multiple currencies by offering you one simple process. Our expertise means that we help you avoid:

- ✗ Uncompetitive exchange rates
- ✗ International wire fees
- ✗ Unpredictability of currency markets

We work in partnership with Convera, who is trusted by more than 30,000 customers across the globe to help customers move money – and capture value – with speed and simplicity. This enables us to support payments in 135 currencies, in over 135 countries and territories, including the UK, Europe, North America and APAC. Our solution includes:

- ✓ Wires, ACHs and drafts
- ✓ Real-time exchange rates
- ✓ Comprehensive reporting capabilities
- ✓ Scheduled or immediate payment release
- ✓ And more!



1

ONE PAYMENT TO IRIS FMP FOR ALL PAYROLL, LOCAL TAXES AND INVOICE COSTS

REAL-TIME COMPETITIVE FX RATES WITH NO TRANSFER FEES FOR PAYROLL CLIENTS

END TO END PROCESS FULLY MANAGED BY DEDICATED FX MANAGER

QUICKER TRANSFERS WITH MANY ARRIVING IMMEDIATELY, SAME DAY OR NEXT DAY

In partnership with leading global payment services



## ITALY

### Deferred/Severance Pay: TFR

TFR (Trattamento di Fine Rapporto) is a mandatory employer contribution which is paid to employees when they leave a company in any case of termination. This indemnity can be sent to a private pension fund, or held with the Employer, and this is decided by the employee upon joining the company.



## FRANCE

### Termination of Employment

Since employees in France will often take employment disputes to the French Labour courts, there are very strict rules on termination of employment. Often after a mutual separation (Rupture Conventionnelle), there must be a written agreement in place which will be negotiated in a number of meetings.



## SPAIN

### Hiring Employees

Before onboarding a new employee, Spain groups jobs into different categories and regulates salary ranges, working hours and yearly vacation days within those groups. It is also vital that your payroll processor is aware of all new hires before their first day of work, otherwise you could be subject to fines from social security.



## POLAND

### Employee Capital Plan (PPK)

The PPK is an auto-enrolment government universal savings scheme which helps employees to save for the future. The Polish Government, Employee and Employer all contribute to the PPK.



## CANADA

### Provincial Laws

When hiring employees in Canada, you will need to consider the laws and legislations of the province in which the prospective hire works. There are different federal labour laws according to the province.



# THINGS TO CONSIDER WHEN HIRING IN...

# CONTRIBUTIONS

## Social Security/Healthcare Contributions

One of the most complex areas of payroll is managing the diverse social security and healthcare contributions.

Whilst in some countries the process appears transparent – such as Australia, where the current social security rate stands at 13%\*, plus a 2% Medicare Levy on the employee's taxable income – for others, it is somewhat more challenging.

**French nuances:** All employees in France are covered by the nationwide social security system. Employers in France pay defined contributions to settle their liabilities for health insurance, retirement, and unemployment, with contributions between 40-50% of gross payroll, while the employee's share is between 20-25% of gross pay.

Other payroll taxes (contribution to housing construction, apprenticeship programs, on-going training) are also deducted.

**German Contributions:** In Germany, employers must ensure that employees are electronically registered for social insurance and are insured at the Accident Prevention & Insurance Association – Berufsgenossenschaft. The employer alone must contribute, and the rate varies between 0.7%-2% depending on the industry.

Employer and Employee share contributions to social security equally, although employees must pay an additional 0.9% of their gross wage for health insurance.

**Pension Contributions:** Given the ongoing global scandals regarding depleted pension funds, governments around the world have become increasingly more demanding when it comes to employer and employee pension contributions. IRIS FMP can help you to navigate and set up your contributions to ensure complete compliance.

We're IRIS FMP, a trusted leader in international payroll & HR services for businesses looking to expand globally. Since 1978, we've been helping our customers see beyond horizons to realise their global potential. We have a team of regional experts operating across 135 countries and now have over 90,000 customers who rely on us to simplify global payroll & HR.

For more details, call +44 (0) 3442 643 703 or visit [www.fmpglobal.com](http://www.fmpglobal.com)

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