

**Deloitte.**



## **Belgian Payroll Services**

The future is now. Are you ready?

# Your challenges

Workforces are becoming increasingly diverse, populations increasingly mobile and the employee is now the consumer. For many companies, managing payroll is a complex task; **a balancing act** involving legislation, technology, process and people, none of which are stable factors. Outdated payroll technologies and processes can lead to time and cost inefficiencies, exposure to risk and penalties, a slow down in business growth and employee dissatisfaction.

When your business operates in an international context, striking this balance becomes even more difficult. Local expertise is needed to ensure the changing legal obligations are being met, and this can sometimes seem difficult to reconcile with your people strategy. Organisations now need a service provider who can cover the full spectrum - from advice on social security, tax and labour law all the way through to payroll - and who can provide guidance to ensure the right choices are being made today to protect them in the future.

- *Are you proactively or retroactively managing your payroll needs?*
- *Is HR able to achieve any ambitions for international growth?*
- *Does your payroll service provider provide you with solutions and know the answers to all your questions?*
- *Do you have the optimal delivery model for your multi-country organisation?*



A glowing blue circle is positioned on a dark, textured, rocky surface. The background is a deep, dark blue gradient. The circle's glow is bright and slightly diffused, creating a sense of depth and focus.

# How we can help

## **End-to-end delivery of a seamless and complete payroll service**

We harness our cross-domain expertise to advise or to assume **your entire payroll** process, from gross-to-net calculation to tax and social security compliance for perhaps a Belgian entity or maybe for a company operating in multiple countries.

Additionally, we offer a broad range of **advisory services** that can be tailored to meet the needs of your corporate and talent strategy, such as continual process improvement, legal and immigration advice, developing or updating compensation and benefits policies or more broadly looking ahead to next gen delivery models and advising on the right technology solutions locally or internationally.

## **We understand what you need**

We can advise and assist for every part of the process, allowing you to focus on the growth of your business.

## Our promise

We listen to you  
We understand you  
We pursue value for you  
**You** move forward

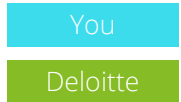


# How we can help with local payroll

A tailored process, fit for purpose

We cover the full payroll process: we align with you on the best way to gather the data to feed into our payroll system, calculate gross-to-nets and handle all legal declarations to ensure local Belgian compliance.

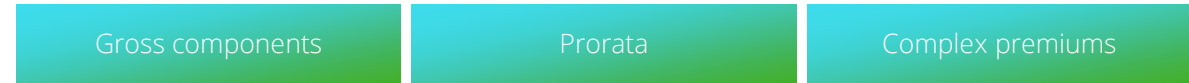
Our approach? We combine streamlined processes with efficient data exchange. We ensure you remain compliant with Belgian legislation. And you can count on our experience and broad market view to support you in remaining fit for the future.



## Pre-payroll



## Compensation composition



## Gross-to-net



## Post pay



# How we can help with multi-territory payroll

## Centralised coordination

We are a recognised market leader for the provision and coordination of global payroll services and have **extensive in-house, local capability**. We have the resources and capability to extend our coverage when and almost anywhere you require.

We can coordinate the delivery of payroll services in your various locations. We typically appoint **one local coordinator** and team who will be responsible for ensuring that the payroll runs smoothly in the various locations.

This team will be responsible for:

- Process monitoring
- Suggesting any changes that may be required
- Delivering central reporting
- Being involved in the payroll escalation process, to ensure issues are dealt with efficiently



# How we can help with other payroll topics

Our support doesn't end with your monthly payroll

We can also help you with:

- Improving your payroll processes
- A payroll 'fit-for-future' scan
- Advice related to the set-up and start-up of payroll
- Communication with governmental institutions due to audits, disputes, ...
- Analysing and reviewing applicable payroll incentives
- Replying to questions from your employees
- Selecting the right payroll technology or service provider(s) for you
- Determining the payroll strategy
- ...

We can leverage our own experience as an established payroll provider in our advice, on all topics related to managing a payroll function.



# How we can help with employment law

Support for the entire employee lifecycle, locally or internationally

You

Deloitte

To employ and deploy people and have a compliant payroll, you need to stay up to date with local employment law. Many organisations struggle with this due to the legislative complexity and due to the frequent changes in legislation.

We can provide Belgian support or facilitate the access to our Deloitte legal experts in more than 80 jurisdictions around the world.

Our employment law hub can act as a trusted single point of contact and will ensure quick and efficient access to expertise when and where you need it.



[Click here to access the tool](#)

The **International Employment Law Guide** contains summaries of the employment law rules in 60+ countries around the globe, including US, and examines them all to discover similarities and differences.

The Guide is meant to give some insights on the applicable employment laws when hiring and dismissing employees in a specific country.

## Pre-payroll

Events

Time registration

Absences

## Compensation composition

Gross components

Prorata

Complex premiums

## Gross-to-net

Withholding taxes

Social security

Deductions & Allowances

Return

## Post pay

Tax

Social Security

Legal docs & declarations

Payslips

Payment and accounting instructions



# How we can help

## Our technology

Our services are underpinned by **GlobalAdvantage**, our in-house developed technology serves as an important enabler for efficient delivery of our services. GlobalAdvantage offers one global consistent technology platform for all processes between Deloitte, your employees and HR. Our platform ensures data is only asked once and shared in a secured way.

- **Your HR team** uses GlobalAdvantage to post and retrieve relevant payroll data and documentation
- **Your employees** use it to consult their pay slips



> One Global technology platform

> Used by HR, employees and Deloitte professionals

> Used to gather and share pertinent information

> Simple, intuitive user experience

> **One portal** to different tools in our compliance service delivery

# Why us?

## Our market proposition

We aim to be the trusted party for the delivery of single or multi-country payroll services. We take time to understand and challenge your requirements before aligning these with both our global reach and our ability to provide a tailor-made service in order to support your business.

### Focus

#### Local scale, global reach

Next to our local payroll capabilities, we can rely on an international network of payroll professionals.

#### Wealth of experience in a niche market

Local (shadow) payroll for internationally employed personnel requires deep knowledge about a niche population. We're well-placed to analyse the employee's specific assignment setup, link this with practical local payroll legislation and eventually set up the Belgian payroll accordingly.

#### Correct entitlements

We advise companies in making sure they are compliant and provide advice in order to benefit from the measures they are entitled to (social security reductions, withholding & employment tax).

### Quality

#### Broad range of specialists

Deloitte has a wide range of consultants in multiple domains such as reward, immigration, social security, tax, legal. We're able to link in with our reward and global mobility colleagues in other teams to provide end-to-end services where required.

#### Review process

A payroll process is in place to meet the high-quality standards that we're known for.

### Ease of operations

#### One-stop

By choosing us as your payroll provider, local compensation information can be available for our immigration, social security, tax, legal and payroll teams. Therefore, the data doesn't need to be provided multiple times via different platforms and integrated advice can be delivered.

#### Technology

Process quality and seamless end-to-end data exchange is enabled through our Deloitte propriety technology platforms.

#### Simple and transparent pricing

Cost matters. We get it. We offer you simple and transparent price for value. Transparency, as part of our collaborative (team-spirit) approach, ensures there are no cost surprises for HR, nor the organisation.

# Why us?

## Our team

### Global Employer Services



#### Mobility advisory, technology and analytics

- Expatriate tax advisory consulting
- Payroll tax advisory
- Managing Remote workers and Business travelers
- Global payroll coordination



#### Global mobility compensation and tax

- Payroll / wage tax reporting
- Expatriate tax filing requirements
- Tax equalization
- Tax audit, tax applications, tax inquiries



#### Immigration & Social Security

- Work permits
- Limosa declarations
- Business visas
- Social security compliance
- Immigration and social security advisory services



#### Advisory

- Payroll strategy
- Total rewards & Flexible Rewards
- Executive compensation
- Employment tax
- Equity and incentives
- (national and international) labor law

Our team consists of a wide range of consultants with experience in various domains – reward, immigration, social security, tax, global mobility and legal – which means you'll get true end-to-end services.

Clients tell us that the ability to combine this experience in order to provide tailored services is unique in the market.



## Let's talk!



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