

Empowering healthcare with workforce solutions

Common healthcare workforce challenges



Managing a diverse workforce, subject to specific legislation and requirements, which includes nurses, doctors, researchers, and administrative employees.



Allowing continuity of care due to scarcity of high- and mid-skilled healthcare profiles in the labour market. Hospitals are increasingly reliant on immigration to fill critical roles. This necessitates compliance with immigration, employment law, tax, and social security regulations.



Offering an attractive total reward package to retain and attract a diverse workforce, including competitive salaries, benefits, well-being initiatives and opportunities for professional development.



Potential solutions and use cases



Different types of workforce

Provide clear guidance and compliance for everyone, whether as employee, self-employed, statutory appointed or in a sui generis profession.



Developing a fair reward package

Developing an attractive and compliant total reward strategy that offers market-standard benefits tailored to personal choices, while being transparent and aligning



International mobile workforce

Experience in international workforce, including employment of foreign healthcare professionals in Belgium or guiding your Belgian staff performing ad hoc services abroad.



Payroll compliance and payroll incentives

Helping you navigate and being compliant with complex legal rules that govern not only regular salary payments, but all incentives and allowances that are commonly awarded in the healthcare sector, including those aimed at incentivizing R&D activities.

Our integrated solutions

Deloitte's Global Employer Services team provides end-to-end solutions and services allowing hospitals can confidently navigate local and international workforce management, immigration, global mobility and reward challenges:

**Employment law
guidance**

**Belgian tax & social
security advisory &
compliance**

**Managing all aspects of
international Mobility**

**Total rewards
strategy &
application**

**Local and
international
Payroll**



Our differentiators



Ability to provide tailored solutions through deep knowledge and years of experience in the healthcare sector.



A multi-disciplinary team of consultants providing you with an integrated and pragmatic solution.



Fair pricing and automated tool-driven approach to delivery.

Contact us

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