



```
procedure FormCreate(Sender: TObject);
procedure TreeViewChange(Sender: TObject; Node: TTreeNode);
procedure EditChange(Sender: TObject);
procedure TreeViewChanging(Sender: TObject; Node: TTreeNode;
  var Allow: Boolean);
procedure mipQuery(Sender: TObject; var CanExec: Boolean);
procedure mipQuery(Sender: TObject; var Key: Word;
  Shift: TShiftState);
procedure TreeViewMouseDown(Sender: TObject; Button: TMouseButton;
  Shift: TShiftState; X: Integer; Y: Integer);
procedure TreeViewMouseUp(Sender: TObject; Button: TMouseButton;
  Shift: TShiftState; X: Integer; Y: Integer);
procedure TreeViewDragOver(Sender, Source: TObject; X, Y: Integer;
  State: TDragState; var Accept: Boolean);
procedure mipSize(Sender: TObject);
procedure mipMouseDown(Sender: TObject; Button: TMouseButton;
  Shift: TShiftState; X: Integer; Y: Integer);
procedure mipNewKeyPress(Sender: TObject; var Key: Char);
procedure mipClose(Sender: TObject; var Response: Boolean);
procedure mipActivate(Sender: TObject);
procedure mipStd23Click(Sender: TObject);
procedure mipStd24Click(Sender: TObject);
procedure mipStd25Click(Sender: TObject);
procedure mipStd26Click(Sender: TObject);

procedure GetWorkMessage(var Message: TMessage); message MW_GETWORK;
procedure GetActiveMessage(var Message: TMessage); message MW_GETACTIVEAPP;
procedure GetMYNOTIFY(var Message: TMessage); message MW_MYNOTIFY;

procedure mipExitClick(Sender: TObject);
procedure mipRestoreClick(Sender: TObject);
procedure StatusBarDrawPanel(StatusBar: TStatusBar;
  Panel: TStatusPanel; const Rect: TRect);
procedure TreeViewDragDrop(Sender, Source: TObject; X, Y: Integer);
procedure TreeViewEndDrag(Sender, Target: TObject; X, Y: Integer);
```

# Deloitte Global Payroll Delivery

May 2020



**MAKING AN  
IMPACT THAT  
MATTERS**  
*since 1845*

# Payroll Service Delivery

## Our Payroll Services



Full payroll processing, administration and advisory services to help businesses manage payroll compliance risk.



### What is Payroll?

We understand that payroll extends beyond the payment of employees each pay period. We support businesses with their other responsibilities, including:

- Submission of payment data to local authorities
- Benefit reporting
- Provision of electronic payslips and supporting documents as standard
- Payments to employees, local authorities and third parties
- Pension scheme processing
- Contractor payroll
- Non-UK payroll processing, including shadow payrolls, expat payrolls, modified payrolls
- Assistance with monitoring of auto-enrolment requirements
- Payroll technical support
- Payroll Health checks and compliance reviews
- International multi-territory co-ordination services



### Why is it important?

Evolving regulations from local taxing authorities and third parties, such as Real Time Information reporting (RTI) and Auto Enrolment in the UK, have put a greater compliance responsibility on employers.

In the UK, Statutory Accounting Officer (SAO) obligations have brought not only accuracy of the end result, but overall tax accounting arrangements under the spotlight.

Payroll is at the heart of this and businesses often seek a provider that can offer a quality compliance service and assist with legislative changes rather than a bureau which deals only with data input.

Getting it wrong can lead to expensive penalties for non-compliance to legislation



### Why Deloitte?

We are an Intelligent Payroll Provider, not a payroll bureau.

**Quality Service:** We offer a bespoke service, which incorporates data analytical review, and can provide a vast library of standard reports including accounting journals.

**Connections:** We are able to link in with our colleagues in other teams (e.g. employment tax, mobility, reward and business tax) and our global network to provide extended services as a single global provider.

**One-Stop Shop:** We can offer a one-stop shop solution for clients new to the UK.

# Deloitte Payroll services operating model



We offer an integrated solution which acts as an extension of your business while creating an efficient link to deliver management information and compliance. Deloitte payroll services help improve efficiency of traditionally complex and time-consuming tasks for global businesses. Our global network of payroll, tax and legal professionals mean that we can coordinate and manage HR and payroll services locally in the jurisdictions in which you operate.



## Delivered locally, managed centrally

- We are a recognised market leader for the provision and co-ordination of global payroll compliance services.
- We provide statutory payroll services across the world and have extensive in-house local capability.
- We manage the global delivery process and implement robust governance structures around these delivery processes.

### Local team



- Local management of payroll services
- Shares draft & final deliverables via Deloitte technology
- Identifies risks and opportunities
- Provides expertise for locally led advisory and improvement

### Global technology



- Global, web-based workflow management tool to ensure secure transmission of payroll data
- Rollout of “Persona” to help transform global payroll management

### Central team(s)



- Central single point of contact at regional and/or global level (as required)
- Coordination and management of risks and opportunities
- Facilitates access to specialists, both centrally and locally
- Oversight and communication of local activities
- Drives continuous improvement
- Retains responsibility for overall engagement

# Deloitte Payroll services operating model

## Our global network supported by our own dedicated teams of experts

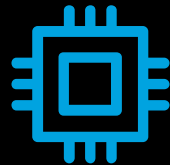
Albania	✓	France	✓	Papua New Guinea	✓	Algeria	✓	Gabon	✓
Paraguay	✓	Angola	✓	Georgia	✓	Peru	✓	Argentina	✓
Germany	✓	Philippines	✓	Armenia	✓	Ghana	✓	Poland	✓
Australia	✓	Greece	✓	Portugal	✓	Austria	✓	Guam	✓
Qatar	✓	Azerbaijan	✓	Guatemala	✓	Romania	✓	Bahamas	✓
Honduras	✓	Russia	✓	Bahrain	✓	Hong Kong	✓	Rwanda	✓
Barbados	✓	Hungary	✓	Hungary	✓	Saudi Arabia	✓	Benin	✓
Iceland	✓	Senegal	✓	Bermuda	✓	India (including Bangladesh & Sri Lanka)	✓	Serbia	✓
Bolivia	✓	Indonesia	✓	Singapore (including Brunei)	✓	Botswana	✓	Ireland	✓
Slovak Republic	✓	Brazil	✓	Italy	✓	Slovenia	✓	Bulgaria	✓
Japan	✓	South Africa	✓	Cambodia	✓	Jordan	✓	South Korea	✓
Cameroon	✓	Kazakhstan	✓	Spain	✓	Cayman Islands	✓	Kenya	✓
Sweden	✓	Chile	✓	Kuwait	✓	Syria	✓	China	✓
Kyrgyzstan	✓	Taiwan	✓	Colombia	✓	Latvia	✓	Tajikistan	✓
Congo	✓	Lebanon	✓	Tanzania	✓	Costa Rica	✓	Lithuania	✓
Thailand (including Laos)	✓	Cote d'Ivoire	✓	Malawi	✓	Togo	✓	Croatia	✓
Malaysia	✓	Trinidad and Tobago	✓	Cyprus	✓	Malta	✓	Tunisia	✓
Czech Republic	✓	Mauritius (including Seychelles)	✓	Turkey	✓	Denmark	✓	Mexico	✓
UAE	✓	Dominican Republic	✓	Mongolia	✓	Uganda	✓	DRC	✓
Morocco	✓	UK	✓	Dutch Caribbean – Aruba	✓	Mozambique	✓	Ukraine	✓
Dutch Caribbean – Curacao	✓	Myanmar	✓	Uruguay	✓	Ecuador	✓	Namibia	✓
Uzbekistan	✓	Egypt	✓	New Zealand	✓	Venezuela	✓	El Salvador	✓
Nicaragua	✓	Vietnam	✓	Equatorial Guinea	✓	Nigeria	✓	Virgin Islands (British & U.S.)	✓
Estonia	✓	Norway	✓	Zambia	✓	Ethiopia	✓	Oman	✓
Zimbabwe	✓	Finland	✓	Panama	✓		✓		✓

# Why Deloitte?

## Our Services



We are a strategic partner for the delivery of single country and multi-territory payrolls. We take time to understand and challenge our clients' requirements before aligning these with both our global reach and our ability to provide a bespoke service that enables a partnership that will support your business.



### Comfort

Let us take the pressure off you by taking responsibility for data input, calculations, full management review of all data and calculations, all payments, reporting and payroll compliance. All you need to do is forward the data in an agreed format.

### Technology

Access to various web-based tools provides enhanced communication, knowledge transfer, business process and productivity.

Electronic payslips and Form P60 (referred to as ePayslips and eP60s) are standard on our payrolls.

### Reliability

We will process your employee and third party payments accurately and on time.

### Transparency

Cost based per payslip with no hidden charges making it easier to budget.

### Support

Direct access to a team of payroll professionals to answer any payroll queries you may have. Provision of a full library of reports for your business needs that can be provided in multiple formats, as well as bespoke reporting for those one-off requirements.

# Global Advantage (GA) Mobility Management – workflow functionality



## GA provides a flexible eco-system to support you in a broad range of management services.

- GA is a platform for exchanging sensitive data securely, globally, and to support the completion and tracking of client-specific workflows.
- The GA Workflow is a powerful, intuitive interface for initiating Deloitte services and managing end to end processes.
- We use GA Workflow to deliver centralised payroll services to our clients.
- We supply a standard compensation dashboard that provides real time insights into the current position with each payroll location (refreshed daily).



## The handling of client data is core to what we do, security is embedded across all our processes.

- Multi-layered security.
- Security testing performed during the development lifecycle.
- Penetration tests are performed by Deloitte approved independent third parties.
- Any findings are tracked and remediated according to strict guidelines. The scope of security testing includes infrastructure and grey box software testing.
- Client data is never used in non-production environments without an explicit request from a client contact. In such cases, masking is used to anonymise data.



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