




## Closing Plenary – how are employers responding? James Macpherson

Global Employer Services Turn It Up



# Agenda

-  What have we heard today?
-  How are employers responding?
-  What are the potential future changes?

# What have we heard today?



# How are employers responding?

Go to [www.menti.com](https://www.menti.com) on your phone

Enter code 4224 9203



Or use QR code



How would you best describe your organisation's strategy towards mobility in 2025? (free text)

**For example:**

- *Expansion (more moves or new locations)*
- *Utilising 'non-traditional' set ups (e.g. commuter assignments, long-term remote work, virtual assignments)*
- *Risk management (i.e. ensuring reporting is accurate)*
- *Employee experience*
- *Cost management (e.g. through efficiencies and technology)*

# How are employers responding?

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In respect of the non-dom reforms, how are senior individuals moving to worldwide taxation reacting?

A

Planning to leave the UK

B

Asking for equalisation/compensation to cover taxes

C

Taking advice to mitigate impact

D

Not concerned

E

I'm not sure they are aware of the changes



# How are employers responding?

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Does your mobility programme incorporate AI? If so, how?  
(free text)

# How are employers responding?

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What is your organisation's approach for short-term international remote work (e.g. up to 30 days per year)?

- A Permitted with formal policy in place
- B Permitted but without a formal policy
- C Approved on a case-by-case basis
- D Not permitted

# How are employers responding?

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If you do not have a presence in a location, what do you do if you want to access talent in that location?  
(Select all that apply)

- A** Permitting long-term remote work
- B** Commuter assignments
- C** Virtual assignments
- D** Use of Global Employment Company (GEC)
- E** Use of Employer of Record (EoR)
- F** Use of Independent Contractors
- G** None of the above



# What are the potential future changes?



## Global to local shift

If the trend (e.g. trade tariffs) for domestically focussed policies continues, it could make global mobility more challenging from a tax and immigration perspective.

Employers may wish to consider making more use of local employees with strategic assignments (e.g. commuter assignments) to support that.



## Step up in AI

Rapid advancements in AI may result in significant pressure for AI to be fully utilised within organisations.

Employers should look at how they plan to use AI as part of their mobility programme and also the impact AI might have on wider workforce planning.



## Increasing regulation

We expect further regulation in the coming years, such as the Employment Rights Bill, payrolling of benefits and Fair Pay Reporting regulations.

Employers will need to ensure they are up to date with any changes and remain compliant.

**Thank you for coming**





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