



Running Payroll for Expats
Mel North and Louise Wilson
Payroll & Workforce Management

Today's Discussion Topics



Elevation of payroll professionals within organisations



Emergence of more complex employee types



Constantly changing tax legislation



Role of Global Payroll Leader



Desire to automate more



Global payroll RFPs. Payroll is payroll, needing to ensure all employee types are included in one delivery model

Poll Question #1

Over to you

Go to www.menti.com on your phone

Enter code 8986 3596



Or use QR code



How do you approach managing global expat payroll?

A

Using a single global payroll provider

B

Outsourcing to local payroll providers in each country

C

Managing payroll in-house with a dedicated global team

D

Other

Poll Question #2

Over to you

Go to www.menti.com on your phone

Enter code 8986 3596



Or use QR code



How do you track expat payroll compliance each month?

- A I assume it's submitted after I send data over
- B I rely on in country teams to submit
- C I have an automated global oversight reporting tool
- D I don't track it

Poll Question #3

Over to you

Go to www.menti.com on your phone

Enter code 8986 3596



Or use QR code

What are the main challenges that you're facing when it comes to expat payroll?

1-2 words maximum, but submit as many contributions as you like

Poll Question #4

Over to you

Go to www.menti.com on your phone

Enter code 8986 3596



Or use QR code



How do you know you have complete compensation data for expat payroll each month?

A

Checklist of data each month

B

Automated data collection with workflow tracking

C

I process what I'm given

D

I don't!

Running payroll for expats: Market trends

What are we seeing in the market?

We see clients leveraging best-in-market technology and delivery models to combine three key areas of oversight:

- 1) a centralised approach to delivery,
- 2) in-country expat technical knowledge and
- 3) centralised co-ordination of the processes to achieve success.

This is important – technology alone will not meet evolving expat payroll challenges.

Market leading expat payroll strategies seek to be:

- ✓ Scalable to support multi-territory payrolls
- ✓ Agile to meet complex organisational needs
- ✓ Responsive to stakeholder needs for transparency
- ✓ Fit with existing technology ecosystem (including HR and Finance platforms)
- ✓ Automatable including integration capabilities
- ✓ Visible, with workflow and reporting functionality





This publication has been written in general terms and we recommend that you obtain professional advice before acting or refraining from action on any of the contents of this publication. Deloitte LLP accepts no liability for any loss occasioned to any person acting or refraining from action as a result of any material in this publication.

Deloitte LLP is a limited liability partnership registered in England and Wales with registered number OC303675 and its registered office at 1 New Street Square, London EC4A 3HQ, United Kingdom.

Deloitte LLP is the United Kingdom affiliate of Deloitte NSE LLP, a member firm of Deloitte Touche Tohmatsu Limited, a UK private company limited by guarantee ("DTTL"). DTTL and each of its member firms are legally separate and independent entities. DTTL and Deloitte NSE LLP do not provide services to clients. Please see www.deloitte.com/about to learn more about our global network of member firms.

© 2025 Deloitte LLP. All rights reserved.

Designed by CoRe Creative Services. RITM1620560