

Abbiss Cadres

Global Mobility



CELIA ALLIANCE

Law and Tax for International HR

Our mission is a simple one - to help our clients make the most of their people wherever they are.

Our clients range from large multinational public companies to small and medium size enterprises. We combine specialist expertise in tax and social security, employment law, business immigration, and employee incentives as well as broader HR consulting and communications services.

Internationally, we work with our colleagues in the CELIA Alliance and Correspondent Firms around the world to provide a first class global mobility service.



Global Mobility

Employee mobility is a significant factor in attracting, developing and retaining key talent. Increasingly, organisations are looking to expand into new markets or support their existing global entities with fresh talent. With a wealth of technical knowledge and general industry practice we can help you formulate, document and operate effective global mobility programmes that support your business objectives.

Our services

Together with our international colleagues in the CELIA Alliance, we provide a full range of consulting and advisory services wherever your people are in the world. Our services range from tax, social security and immigration compliance, to international reward, operational mobility management and employment law. We also offer broader HR consulting and communications services to support the development and implementation of your global mobility programme.

Our services include:

PLANNING AND COMPLIANCE

- Structuring assignments to take advantage of possible, often very significant, employer and employee tax and social security savings.
- “Arrival” and “exit” briefings for assignees to assist with planning their tax affairs.
- Ensuring compliance with home and host country income tax and social security withholding and reporting responsibilities (including tax return preparation and payroll operation).
- Business immigration coordination, from UK sponsor management applications to global expatriation and advisory support.

REWARD

- Assessment and implementation of home or host-based compensation approaches for globally mobile employees.
- Assistance with pension planning choices, including advice on and applications for appropriate tax relief.
- Guidance on international long-term incentive plans and considerations for assignees and local transfers.

OPERATIONS

- Consulting services to help develop effective processes, systems, policies and supplier management tools, taking into account current practice and market trends.
- International executive selection and assessment services, including training for managers.
- Talent management programme design and implementation, tailored to align with corporate goals and HR strategy.
- Full coordination of executive relocation.

LEGAL

- Expert employment law services, including employment protection and cross-border trade protection issues.
- Developing full assignment contract documentation and local employment contracts.
- Rolling out long-term incentive and reward programmes, including international stock plans.
- Comprehensive advice on changes to employment status, including termination.

NEW TERRITORIES

- Advisory services for organisations looking to establish a business presence in new markets, including practical assistance from set-up to becoming operational.

TROUBLE SHOOTING AND ONE-OFF PROJECTS

- A discrete, coordinated intervention service covering all areas to help you deal rapidly with specific issues.
- Access to our full range of services to resource your project requirements, on an “as needed” basis.

Our approach to costs

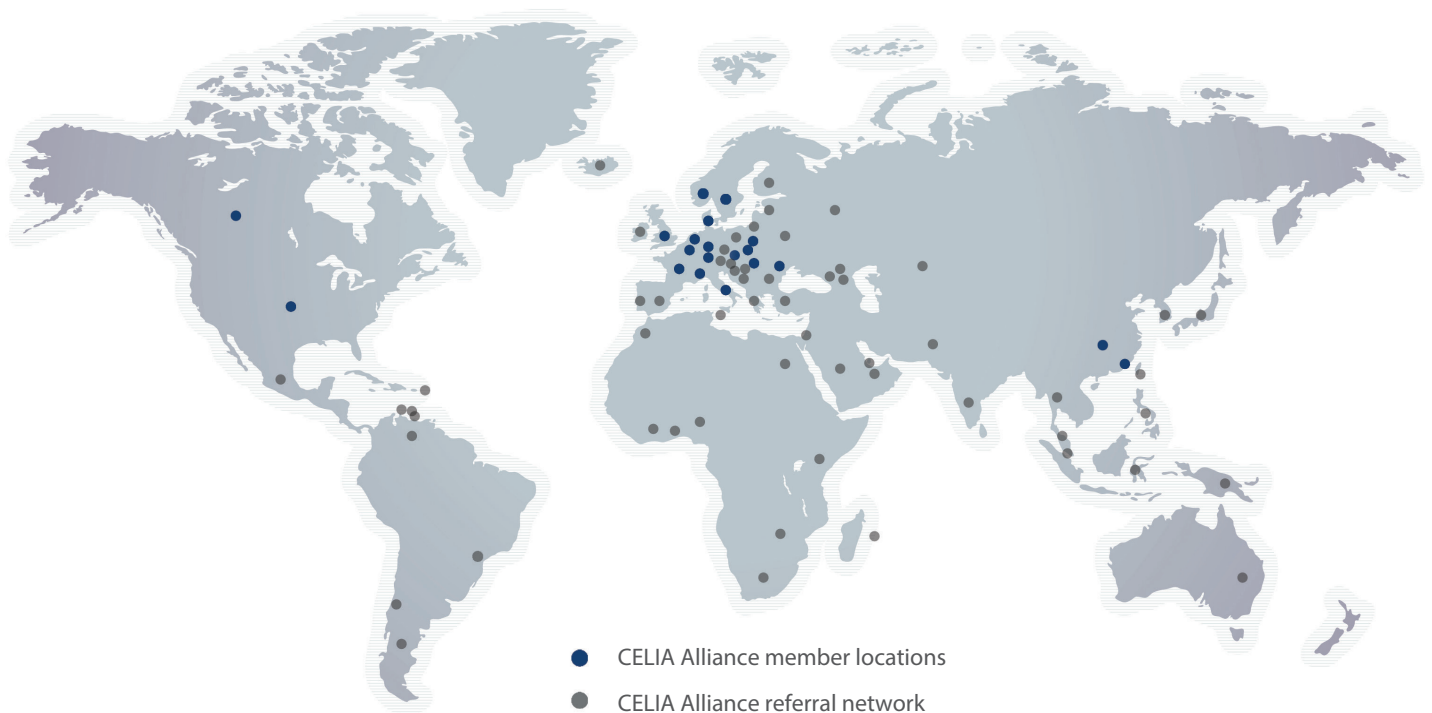
Our costs are competitive. We are always happy to discuss fixed and capped pricing arrangements. Please contact us and we will be pleased to confirm our charges for your particular requirements.

Global reach

Abbiss Cadres offers a truly global service to meet your needs wherever they arise. Over the last few years we have managed client projects in over 70 countries across six continents.

Internationally, we work with firms which match our skill base and can deliver to our clients' requirements and our standards. We work with colleagues in the CELIA Alliance for International HR, which we co-founded, as well as a wide network of Correspondent Firms around the world. Together we deliver high quality, cost effective legal and tax services, wherever your people are in the world.

CLIENT PROJECT LOCATIONS



The CELIA Alliance is a non-exclusive international alliance of independent professional services firms united in the aim of helping international businesses make the most of their people.

What makes CELIA different from other international firms or alliances is its combination of expert legal and tax services which range across Compensation and benefits, Employment and labour Law and International Assignments (hence the name CELIA), as well as other complementary legal and tax advisory and compliance services.

CELIA ALLIANCE

Law and Tax for **International HR**

About Abbiss Cadres

Abbiss Cadres is the only multi-disciplinary practice of its type in the UK. Our highly experienced people offer a unique combination of integrated HR expertise. Their experience comes from working within some of the largest law, accountancy and consulting firms, or in-house at major UK and international companies. Our expertise includes:

Law and Tax – business immigration, employment and partnership law, tax and social security, corporate and financial services law.

People Consulting – business psychology, organisational design, business coaching, and general HR consulting.

Communications – comprehensive employee communications service from strategy and content development to delivery and measurement – including digital and print, social media and face to face communication, as well as skills training for key personnel.

We pride ourselves on our client relationships. Achieving a meaningful understanding of the requirements of each of our clients is the key to delivering the effective support which allows us to become valued trusted advisers.

Contact us

For more information on how we can help you, visit our website at www.abbisscadres.com or contact our team.

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www.abbisscadres.com

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