

Working from Anywhere

Is your business ready?



- Undertake an audit to determine where your employees are, what they are working on and how long they are likely to be away from their regular workplace
- Assess the immigration status of your employees: do any of them require visas and do you know how to obtain this?
- Have any of your employees who do have visas not been able to travel and therefore are at risk of their visa expiring?
- What work is your employee performing and are they at risk of creating a corporate tax presence?
- If there is corporate presence, what does that mean for the employer?
- Consider your current/default tax and social security withholdings. Is there scope to continue withholding tax on the same basis or will you need to correct payroll taxes?
- Do you need to register as an employer in another jurisdiction and comply with tax and social security withholdings?
- Are total annual pension contributions within the HMRC Annual Allowance and Lifetime Allowance where the employee is receiving UK tax relief on contributions into a UK pension scheme?
- Have you considered how cross-border pension schemes and tax relief for employers and employees are affected going forward? Will employees with cross-border service within a UK pension scheme need to transfer their service out to an EU scheme?
- Do you need to obtain an A1/certificate of coverage to claim exemption from social security in the jurisdiction where the employee/s are working?

How we can help

- A unique multi-disciplinary approach to your legal, tax and HR needs.
- Managing and implementing change - legal and tax expertise.
- Hands on operational support with all aspects of HR and employment law.
- Business immigration support and practical guidance.
- Cross-border tax advice and planning to mitigate any risks to your business and its people.

[Get in touch](#)

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- Do you issue equity/options to your employees? Do you need to consider equity rules in other jurisdictions?
- Do you know what employment protections will apply in the jurisdiction where the employees are working from home?
- Are your employees transferring data? Have you got adequate protections in place?
- Are your data protection policies and procedures up-to-date and do they reflect working from home arrangements?
- Are your cyber-security policies and procedures sufficiently robust to effectively manage potential cyber-attacks?
- Are you aware of your health and safety obligations to your staff and how this applies to employees working from home?
- Will your permanent health care policy and private health insurance cover your international workers?
- What will your system of risk assessment for homeworking be on an ongoing basis? How will you monitor your employees physical and mental health?
- Have you put policies in place to give the business clear guidance on whether remote working will be supported and in what circumstances? Do you have a framework with polices, processes and communications?

“The smartest thing we did was adding you to the team.”

[Read our testimonials](#)