

# Meeting IESPG

## April 4, 2014 Edinburgh



- tax + expat
- legal
- payroll
- immigration + relocation
- pension + insurance
- human resources
- vat + customs



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### IESPG

- Immigration & Expatriates Services Practice Group
- International business opportunities do exist!

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### Trends

- Internationalization businesses
- International flexible workforce (expats/nomads)

### Opportunities

- Clients with international business and global expat populations
- GGI network present in more than 100 countries
- Penetrating Big4 market, networks with global reach

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### Goals

- Increase international cooperation between GGI member firms
- Increase cross selling and referrals between GGI member firms
- Increase brand recognition GGI
- Increase international business opportunities
- Increase turnover from international network clients

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### Core services to be provided

- Labour law
- Residence/work permit, business visa
- Tax
- Social security
- Payroll
- Compliance / coordination of global expat populations

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### Goals

- Identifying GGI member firms in key territories for expat populations
- Create/maintain international knowledge database / internal website
- Create/maintain database for up to date fees for (basic) services to respond to RfQ asap
- Create IESPG Newsletter?
- Arrange for annual IESPG Meeting / training sessions?
- Other suggestions?

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### Actions

- Search / Selection member firms with required practical expertise
- Questionnaire as prepared for the GGI Asian Region
  - Regulatory and visa aspects
  - Tax aspects

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### Questionnaire – Regulatory and Visa Aspects

1. Do I need a work visa for employment?
2. What types of work visa do I need?
3. Where to apply for a work visa?
4. What are the eligibility criteria for applying for work visa?
5. Do I need to sponsor my application for work visa?
6. Do my spouse and dependents require visa for entry?
7. Can my spouse take up employment?
8. How long does the application take for obtaining a work visa?
9. How long does my work visa normally last?
10. Do I need to notify the Immigration Department about changes?
11. Can I apply for permanent residence after certain period of time?
12. Is there any penalty for not having a work visa?



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### Questionnaire – Tax Aspects

1. What is the basis period for an assessment year?
2. What are the filing obligations for the employer and employee?
3. Is there a monthly withholding obligation for the employer?
4. How is employment income taxed?
5. Is the concept of domicile and/or tax residence relevant?
6. Is source of employment income relevant for determination of tax?
7. Is it possible to claim full or partial exemption on employment income?
8. What documents need to be submitted to claim tax exemption/relief?
9. Is all employment income and fringe benefits subject to tax?
10. Is director's fee subject to tax?

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### Questionnaire – taxation (continued)

11. Are there any deductions available when calculating tax?
12. What are the personal allowances when calculating tax?
13. What are current tax rates on employment income?
14. Are social security contributions due on employment income?
15. Is double taxation relief available?
16. Are tax planning opportunities available?

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### Available completed questionnaires

Countries	Visa	Tax	Compiled by	Firm
<b>Asia Pacific</b>				
Australia	✓	✓	Darren Shone	Lalwer Chartered Accountants
Azerbaijan	✓	✓	Hafiz Bunyadov	Alfa Audit LLC
China	✓	✓	Tony Shao	Horizon Group
Hong Kong	✓	✓	Ricky Wong	Wong Brothers
India	✓	✓	Ashish Bairagra and Ami Kothari	M. L. Bhuwania & Co.
Indonesia	✓	✓	Francisca T. Gunawan	PT ASA Indonesia
Japan	✓	✓	Taijun Ichii and Masanori Nakano	Koga & Partners and IDEA International Accounting Office
Kuwait	✓	N.A.	Meshari AL Osaimi	Meshari AL Osaimi Attorney and Legal Consultant
Lebanon	✓	✓	Souraya Machnouk and Ziad Maatouk	Abou Jaoude & Associates Law Firm
Malaysia	✓	✓	KC Chia and Liew Lay Meng	KC Chia & Noor
Saudi Arabia	✓	N.A.	Ayman A Othman	Associated Accountants
Singapore	✓	✓	Doris Foo	Low, Yap & Associates
Taiwan	✓	✓	Mengta Wu	Dinkum & Co.
UAE	✓	N.A.	Samir Jarallah	Al Zarooni Tureva

INTERNATIONAL

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### Available completed questionnaires

Countries	Visa	Tax	Compiled by	Firm
<b>Europe</b>				
Isle of Man	✓	✓	Michael Riddle	Greystone Trust
Norway	✓	✓	Oyvind Baltzersen	Revisjonsfirmaet Flattum
The Netherlands	✓	✓	Huub Kapel	Limes International
UK	✓		Henry Charles	Citroen Wells Chartered Accountants

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### Further actions

- Completion questionnaires, as many/soon as possible
- Additional information/update questionnaire for
  - social security
  - fees for basic services:
    - Arrival / departure meeting
    - Tax equalization calculation/reconciliation
    - Preparation local tax return
    - Hourly rates
  - other?

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Thank you!

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