

International Assignment Jump-Start Toolkit for Singapore

Global expansion has long attracted large organisations seeking to boost their market presence but for smaller Singapore-based companies venturing into the world of expatriates can be expensive, time consuming, and ultimately self-defeating unless they build the right program from the beginning.

The good news is that companies with newly created or small expatriate workforces can now receive the type of sophisticated consulting services typically available to larger organizations, delivered in a way that can be practical and affordable.

How KPMG Can Help

If your organisation is just starting an international assignment program, we can help you get it off the ground and provide the guidance you may need to maintain it over time. To help your company jump-start its program, we begin with the basics. Our goal is to help get your program up and running correctly from the beginning and to help make sure that the people who administer it have an understanding of the fundamentals of international human resources management.

A Strategy That Fits Small Companies

KPMG's Jump-Start Toolkit for Singapore can be customised to your current and future international assignment needs. Through face-to-face communications with one of KPMG's International Executive Services professionals, you can design a program that makes you comfortable with the management of your expatriate program, allowing you to work within guidelines, and keep the expenses for your expatriates under control.

KPMG's Jump-Start Toolkit for Singapore is most applicable for companies just starting to send employees on international assignment or companies that have a small number of international assignees.

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Toolkit Features

KPMG's Jump-Start Toolkit includes these features:

- One day of on-site consulting by a member of KPMG's International Executive Services practice to help you with policy-related decision points
- A presentation on international human resources fundamentals
- A review of the payroll reporting and CPF requirements for Singaporeans working overseas
- A draft of a basic international assignment policy, including a glossary of commonly used terms in international human resources
- A template for preparing letters of assignment
- Checklists for administrators and assignees
- Information on international assignment topics such as:
 - Aligning the program with the business
 - Compensation philosophy
 - Fundamental policy elements
 - Taxation and social security
 - Expatriate administration
- Administrative assistance with immigration issues
- Cost projections
- Payroll services
- Resources to help companies like yours develop and implement tax-efficient expatriate policies and practices

About KPMG's International Executive Services

The Jump-Start Toolkit is offered through KPMG's International Executive Services (IES) practice, which is committed to helping companies reduce the expense of operating on an international scale. Our IES practice provides tax, immigration, and technology services to help global companies build leading international assignment programs. IES professionals can help clients meet the challenges of managing a global workforce through a number of programs and strategies that are tailored to the clients' specific needs.

KPMG is the global network of professional services firms whose aim is to turn understanding of information, industries, and business trends into value. With more than 100,000 people worldwide, KPMG member firms provide assurance, tax, and consulting services from more than 760 cities in 152 countries.

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