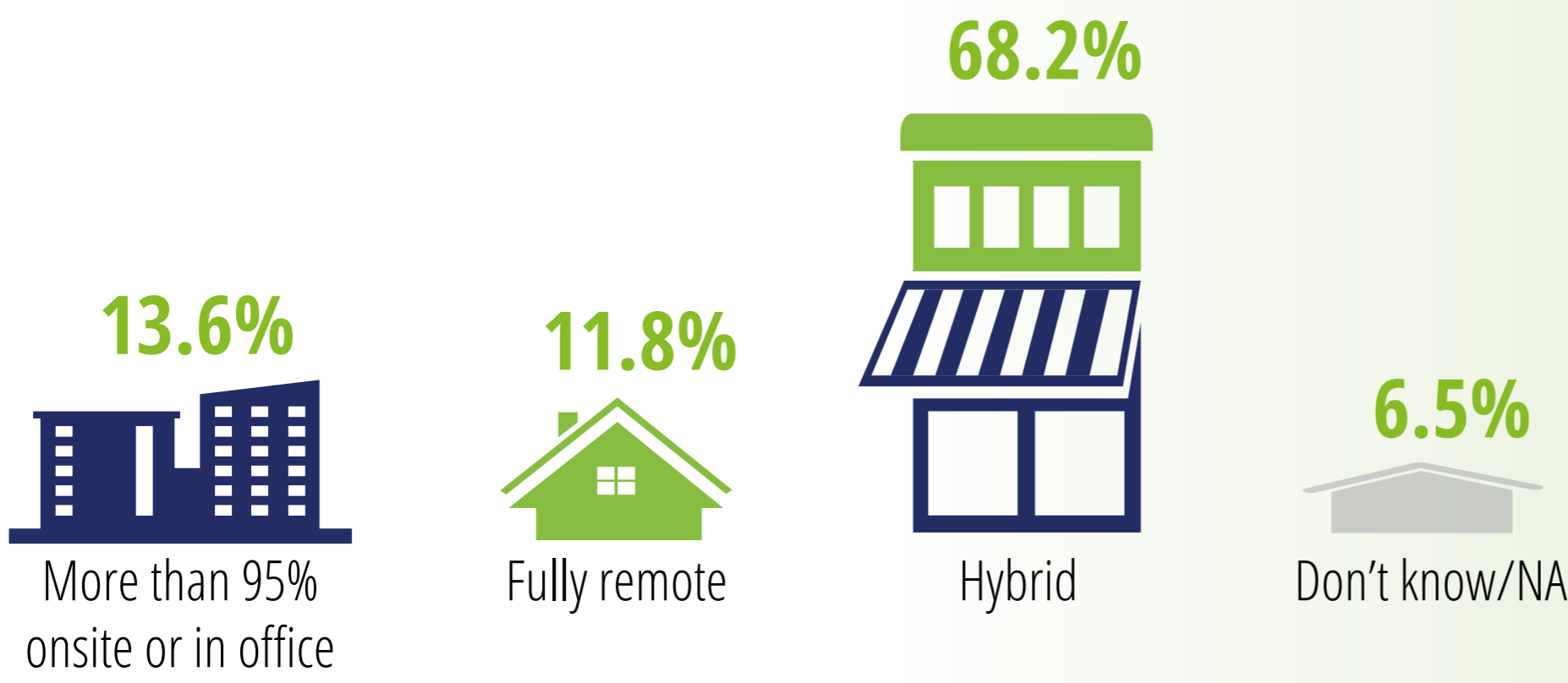


## Remote working unleashed: Compensation

The COVID-19 pandemic accelerated a global shift to remote and hybrid working. Addressing how to develop an approach for displaced workers and remote working requests has been a steep learning curve for many organizations. With specific considerations for Tax and Payroll, it is important for employers to understand their workforce's hybrid and remote working behaviors in-line with company strategy and policy.

More than 5,000 Tax, Finance, and Accounting professionals responded to polling questions on a Deloitte [DBriefs webcast](#)<sup>1</sup>, focusing on remote working and its impact on their company's reward system.

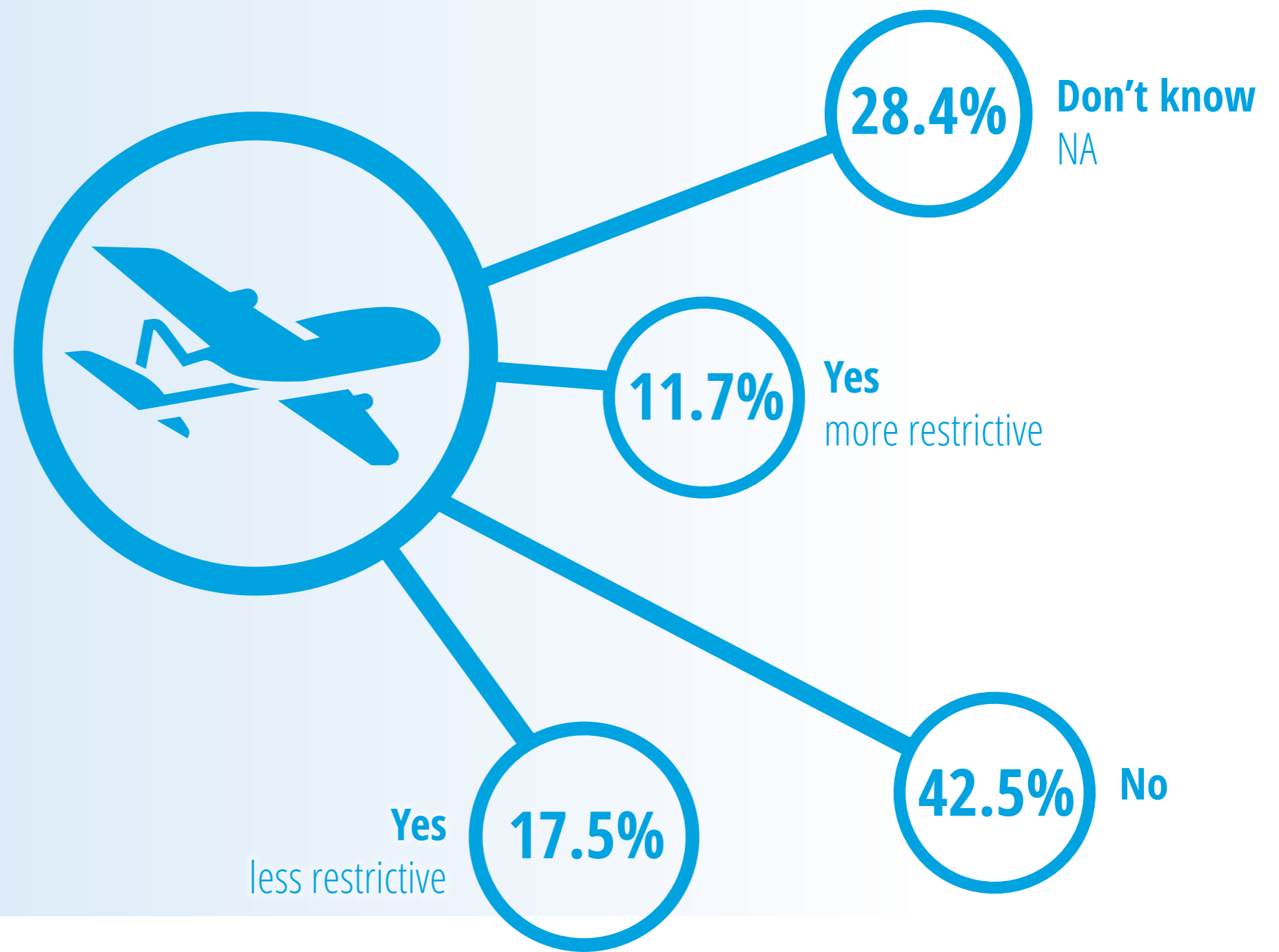
### What is your organization's current approach to remote work?



This demonstrates a dramatic shift in working behavior and could mean many organizations may be underprepared to manage the tax and reward implications.

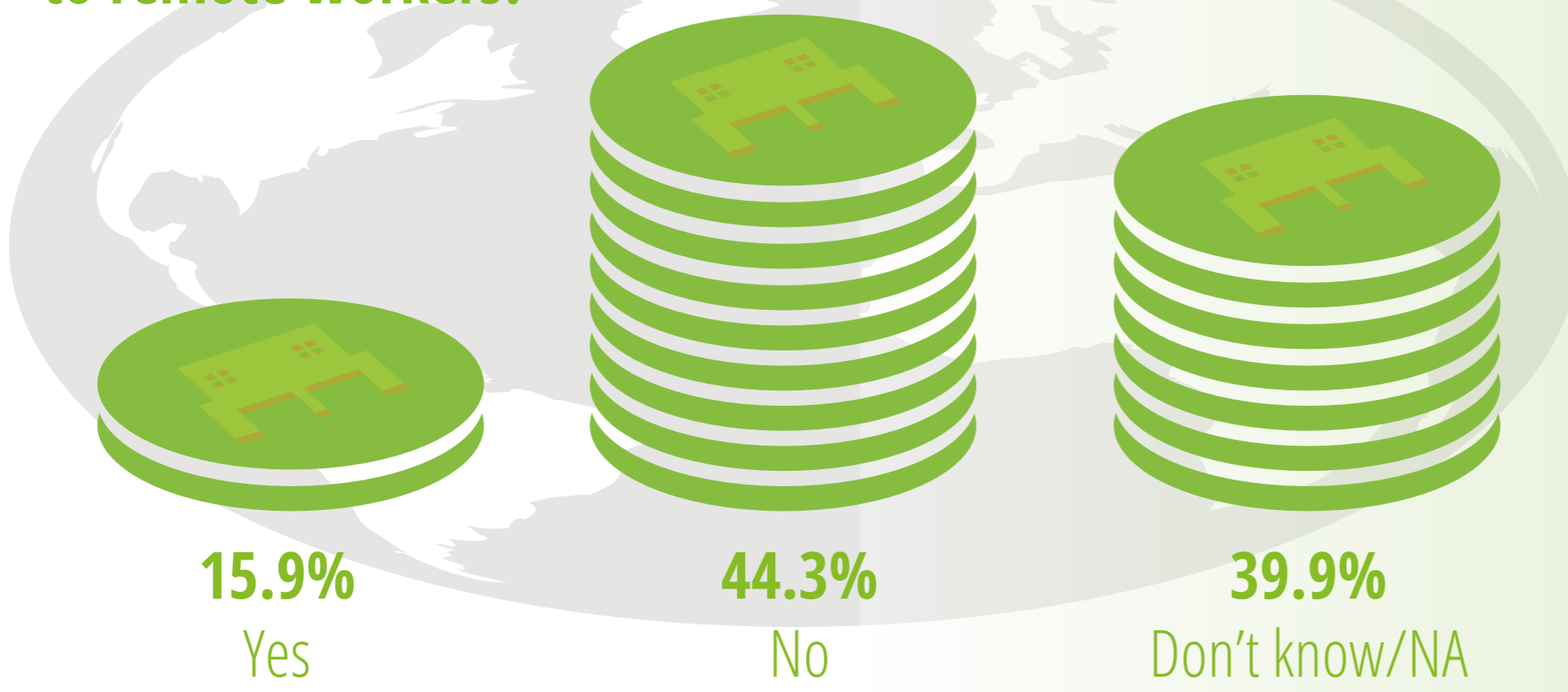
### Has your organization established, or made updates to, residency requirements as part of its remote work policy?

Working in another country, outside of an individual's main residency, for more than a specified amount of time, may trigger dual residency and lead to double taxation or withholding taxes.



### Does your organization have a geographically differentiated compensation policy that applies to remote workers?

Opening the borders on hiring can boost the talent pool but raises questions about whether compensation or benefits should be adjusted based on the employee's physical location, versus the office location. Geographical pay differentials can vary greatly — even within country.







### How has your organization adapted to the new talent model?

Wellness and other benefit programs may need to be readdressed or expanded to be more effective for a remote workforce. (e.g., gym memberships based on office location may no longer be beneficial to employees.)



While it is clear the move to remote and hybrid working arrangements is still a strong trend — and probably here to stay — the poll results demonstrate there is still uncertainty amongst employers and employees about how their organizations are structured to manage payroll and rewards. We are here to discuss the needs of your organization when addressing remote work and compensation.

- Contacts:**
-  Jim Pickett, Principal | Deloitte Tax LLP, Global GES Market Leader, [jampickett@deloitte.com](mailto:jampickett@deloitte.com)
  -  Joel Eisenreich, Principal | Deloitte Tax LLP, Americas GES Remote Work Leader, [jeisenreich@deloitte.com](mailto:jeisenreich@deloitte.com)
  -  Lorraine Cohen, Principal | Deloitte Tax LLP, Business Travel Analytics Leader, [lcohen@deloitte.com](mailto:lcohen@deloitte.com)
  -  Peter Simeonidis, Principal | Deloitte Tax LLP, Americas GES Rewards Leader, [psimeonidis@deloitte.com](mailto:psimeonidis@deloitte.com)

Learn more about our perspectives on remote work: [Working unleashed: Optimizing your remote work infrastructure](#)

<sup>1</sup> "Remote work: Impact on rewards," DBriefs webcast, 2 March 2022.

Deloitte refers to one or more of Deloitte Touche Tohmatsu Limited ("DTTL"), its global network of member firms, and their related entities (collectively, the "Deloitte organization"). DTTL (also referred to as "Deloitte Global") and each of its member firms and related entities are legally separate and independent entities, which cannot obligate or bind each other in respect of third parties. DTTL and each DTTL member firm and related entity is liable only for its own acts and omissions, and not those of each other. DTTL does not provide services to clients. Please see [www.deloitte.com/about](http://www.deloitte.com/about) to learn more.

Deloitte is a leading global provider of audit and assurance, consulting, financial advisory, risk advisory, tax and related services. Our global network of member firms and related entities in more than 150 countries and territories (collectively, the "Deloitte organization") serves four out of five Fortune Global 500® companies. Learn how Deloitte's approximately 312,000 people make an impact that matters at [www.deloitte.com](http://www.deloitte.com)

This communication contains general information only, and none of Deloitte Touche Tohmatsu Limited ("DTTL"), its global network of member firms or their related entities (collectively, the "Deloitte organization") is, by means of this communication, rendering professional advice or services. Before making any decision or taking any action that may affect your finances or your business, you should consult a qualified professional adviser.

No representations, warranties or undertakings (express or implied) are given as to the accuracy or completeness of the information in this communication, and none of DTTL, its member firms, related entities, employees or agents shall be liable or responsible for any loss or damage whatsoever arising directly or indirectly in connection with any person relying on this communication. DTTL and each of its member firms, and their related entities, are legally separate and independent entities.