

Our Core Services

People add value to your business.

Mobility Consulting

We support you in working out a mobility strategy and an expatriate policy that encourages mobility and helps retain your key employees. In addition, we implement cost-effective processes, procedures and systems that help manage this international assignment policy.

Senior Executive Services

Our holistic approach to wealth and financial planning helps to increase control but also reduce risk, costs and uncertainty. We offer full advisory services for executives to capture tax savings, ensure compliance and to meet business objectives in the light of complex benefit, international tax and legal environments.

HR Support for Relocations

When establishing business operations in foreign countries, the design of effective mobility strategies, a transparent compensation system and attractive employee participation schemes are vital. Our specialists help you to develop efficient HR strategies, tools and processes meeting multinational companies' needs.

Local and Global Compliance

You would like to deploy your staff in a smooth and legally compliant way – locally and worldwide. We combine our knowledge of social security, pensions, reward and the law with HR know-how, manage visa requirements and work permits and provide you with operational and administrative advice (including outsourcing).

Global Compensation Systems

A transparent compensation system and an attractive employee participation scheme help your company to motivate and retain qualified personnel. Our reward specialists support you in designing and implementing tailor-made global compensation systems and participation schemes, including advice on corporate governance and financial reporting standards.

HR Measurement and Benchmarking

You want to know the value of your human capital. Our Saratoga benchmarking database enables you to show the impact and competitiveness your HR has on your business. You get meaningful analyses focused on your business based on comprehensive HR metrics.

Information

www.pwc.ch/hrs
Human Resource Services at PricewaterhouseCoopers – who we are and what we do

www.pwc.ch/saratoga
HR Benchmarking with Saratoga™

www.pwc.ch/articles
Expert articles, interviews and press releases

Publications

www.pwc.ch/publications
Survey “Key Trends in Human Capital”
Book “100 Personalkennzahlen”
Survey “Global Equity Incentives Survey”
Survey “Measuring the Value of International Assignments”
Survey “Managing Mobility Matters”
Survey “Executive Compensation & Disclosure”

Events

www.pwc.ch/events

Newsletter

www.pwc.ch/newsletter

www.pwc.ch/hrs

Human Resource Services

Enhancing value through human capital

The world of work is changing. Outsourcing. International mobility. Talent shortages. Globalisation. An ageing workforce. Wherever needed, whatever the service, no matter for whom, people work is, in turn, transforming company structures and cultures. The HR function is also changing. HR leaders are under more pressure than ever to demonstrate **results** from workforce practices and policies. Business leaders recognise the link between **business performance** and the people within their organisation. And they understand that people-related issues need to be at the heart of the boardroom agenda.

As a consequence, you as an HR manager are being encouraged to implement people strategies that support your organisation's business objectives and increase accountability and transparency around people management and reporting. The bottom line: **HR** is increasingly seen as a **strategic linchpin** – one that needs to work closely with operations, finance, and other corporate departments to help drive your business strategy and success.

PricewaterhouseCoopers' experts support you in shaping **innovative people strategies** within your organisation. Our **worldwide network** brings together professionals who work across International Assignments, Reward and HR Management. Our solid grounding in areas such as tax, compensation, benefits, pensions and HR data metrics is the bedrock of our evidence-based approach to consulting with clients. It is this combination of expertise which sets us apart.



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CEO – How can you make your value creation chain work?

Reward

- ... Overall design of reward and compensation strategy
- ... Long-term incentive programme development
- ... Launch of global equity plans
- ... Mastering executive pay
- ... Managing the challenge between market-level pay and corporate governance
- ... Personal financial counselling for senior executives

International assignments

- ... Headquarter relocation assistance from A to Z

HR Management

- ... Design and implementation of human resource strategies
- ... Advice on structuring human resource best practice

CEO

It's not only about being a CEO*

- * it's about aligning the people strategy with the overall business strategy
- * it's about sustaining shareholder value through equity based reward systems
- * it's about executive pay and corporate governance
- * it's about moving headquarters
- * it's about senior executive satisfaction

Employee

It's not only about being an employee*

- * it's about understanding my employer's HR strategy
- * it's about knowing the mechanism of my equity based compensation
- * it's about taking up a foreign assignment or changing the expatriate status to a local contract
- * it's about tax, social security and pension issues whilst on a foreign assignment
- * it's about fringe benefits and optimising the spendable income

Reward

- ... Individual cross-border tax and social security planning on equity based compensation
- ... Individual benchmarking and analysis of the different compensation elements

International assignments

- ... Expatriate tax planning and compliance
- ... Cross-border social security, pension and other benefit plans advice
- ... Immigration assistance
- ... Advice on impacts on localisation
- ... Tax and social security aspects on short-term commuting assignments

HR Management

- ... Assistance in employee communication
- ... Individual local tax planning
- ... Fringe benefit advice

Employee – When will you become a real value driver for your company?

HR Manager – Do you know how to remain an employer of choice?

Reward

- ... Design of reward and compensation structure
- ... Implementation and administration of equity based compensation plans

International assignments

- ... International mobility strategy and policy design
- ... Cross-border package design including tax, social security and pension cost projections
- ... Expatriate outsourcing and globally connected assignment administration technology

HR Management

- ... HR data metrics and analysis with Saratoga™ to benchmark your organisation's performance
- ... Talent management
- ... Job evaluation and profiling offerings through standardised or customised systems
- ... Assistance in local payroll issues such as expense manuals and the new Swiss salary certificate

HR Manager

It's not only about being an employer*

- * it's about intelligent HR metrics and measurement
- * it's about developing equity based employee participation programmes
- * it's about managing expatriates
- * it's about managing payroll issues
- * it's about supporting your company's business objectives

CFO

It's not only about being a CFO*

- * it's about effective cost management of people and HR programmes
- * it's about corporate transactions and human capital
- * it's about reducing the exposure of the international workforce
- * it's about understanding the total cost of maintaining international mobility programmes
- * it's about managing the risks of ever-changing global payroll regulations

Reward

- ... Due diligence, reporting and compliance of compensation plans
- ... Tailor-made long-term cost benchmarking using "HR Analytics", a cutting edge calculation tool
- ... Optimising world-wide employer social costs on total reward

International assignments

- ... International employment risk management
- ... Co-ordinated approach on global expatriate programmes

HR Management

- ... Personnel cost management and HR cockpit
- ... Pre-bid due diligence in mergers and acquisitions
- ... Transaction post-acquisition integration consultation
- ... Spin-off transaction assistance
- ... Wage tax and review of payroll compliance
- ... Advice on new Swiss salary certificate issues

CFO – What's the balance of your company's human capital ROI?