

GLOBAL MOBILITY

JLT EMPLOYEE BENEFITS GLOBAL BENEFITS TEAM



The global mobility landscape is evolving, moving away from more traditional expatriate approaches; global mobility is on the rise. Global employers are using mobility strategies to bridge the global talent gap.

Whilst expatriates may only represent a small proportion of your workforce, they can be a disproportionate burden on your time and resources to manage.

At JLT our consulting teams can help to alleviate this by:

- Devising appropriate mobility benefit strategies working with local teams to implement strategies on the ground.
- Guiding you through the tough decisions around the conundrum of a home, host or international approach to benefit provision for this special category of employees.
- Looking at the full benefit landscape including health, life & disability and retirement.
- Consulting on the most appropriate placement strategies taking into account local, regional or global solutions.
- Benchmarking your benefit provision against your sector and competition.

FOR FURTHER
INFORMATION ON
THIS OR OTHER
GLOBAL BENEFITS
TOPICS, PLEASE
CONTACT OUR
GLOBAL BENEFITS
TEAM OR YOUR
LOCAL JLT OFFICE.

ABOUT JLT GROUP

JLT is one of the world's leading providers of insurance, reinsurance and employee benefits related advice, brokerage and associated services. JLT owns offices in 39 territories with some 10,095 employees, supported by the JLT International Network, enabling us to offer risk management and employee benefit solutions in 135 countries.

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ASSESSING YOUR MOBILITY NEEDS

- Do you have a Global Employment Company (GEC) where you centrally employ all your internationally mobile employees and require a single benefit approach?
- Do you have employees working between regions and need to manage the challenge of deploying the right package to facilitate that movement within countries of differing economic standards?
- Do you need to consider tax implications for both the employer and your employees?
- Do you consider the use of non-admitted policies?

There are three approaches to managing the benefit provision for your internationally mobile employees with differing challenges to your organisation.

GLOBAL MOBILITY STRATEGY

HOME	HOST	INTERNATIONAL
Remain on home benefit package	Move to host benefit package	Move to an international benefit package
Potential Challenges	Potential Challenges	Potential Challenges
Is this technically feasible?	Does host country provide benefits?	Is the employee highly mobile?
Are the benefits suitable for the country of assignment?	Are the benefits suitable for the employees country of origin?	Is this a feasible alternative to home or host?

To discuss your Global Benefits strategy in more detail contact one of our Global Benefits team or contact your local JLT office.