

The importance of managing company time and resources has become very evident throughout the financial crises seen around the globe in recent years. The outsourcing of certain functions makes the best financial sense, allowing your existing staff to focus on other roles whilst external experts handle your company's payroll outsourcing, for example. Taking such measures frees up the time of individuals whose talents may not necessarily lie in such administrative tasks.

As companies do more and more business across national borders, business leaders are recognizing the importance of effective global mobility programs in today's rapidly changing business environment.

Nontraditional approaches to global mobility: long-distance commuting, frequent business travel, and rotator assignment, are becoming more common. But they bring added complexity, unexpected costs, and compliance risks.

In order to steer your firm to success, you have to foresee and avoid many potential dangers. Only by being proactive and always alert can you ensure your business stands the best chance of remaining in operation. This applies to all areas of your business, including Immigration. It is therefore very important to have up to date information about the Immigration law relevant to your case. It is easier to get things right the first time than having to deal with the consequences when things have gone wrong.

International Assignment Services, HR & Payroll solutions in Kazakhstan



Issues

- Is your mobility strategy aligned with HR strategy?
- Have you fulfilled all legal requirements?
- Are your assignees protected against double taxation through tax equalisation/tax protection?
- Have you considered all tax consequences in both the home and host locations?
- Are you really moving talents? (how many of your talent pool's individuals are included in mobility plans?)

How we can help?

Global Visa Solutions GVS as aspect of legal support

- Strategic planning for start-ups;
- Drafting employment contracts and setting compensations and benefits structure;
- Complex cases management – investigation of labor conflicts, complicated relocation cases, appeals against decision of Immigration Authorities;
- Determination of the appropriate visa required for non-standard matters;
- Provision of training sessions to promote awareness of immigration related issues to human resource staff.

International Assignment Services

Tax consulting

- Tax support throughout the assignee life cycle – entry / departure tax consultations, consultation and advice on how to protect against double taxation;
- Analysis of existing mobility policy and how it sits within the framework of the company's HR policy and recommendations provided on how to achieve synergy between the mobility and HR policies;
- Assistance with developing mobility policy;
- Review the efficiency of current mobility policy.

Tax compliance

- Preparation and filing of Annual tax returns' on Personal income tax;
- Tax payment advice, payment tracing;
- Obtaining from Kazakhstan tax authorities of confirmation on taxes paid at source as well as tax residence certificates;
- Registration / de-registration with Kazakhstan tax authorities;
- Application to Kazakhstan tax authorities for obtaining of individuals' Electronic Taxpayer Key;

Complex solutions services on managing individuals' in Kazakhstan

Tax planning

- Employment and assignment structuring;
- Selection of criteria for defining the most efficient model for seconding Kazakhstan nationals abroad;
- Tax optimization: international tax planning for the employer and the employee;
- Personal income tax and social security consultancy in changing tax environment - cross-border tax optimization, analysis and optimization of the tax and social security implications of payments and fringe benefits, consultancy and overview of existing compensations structures in the changing tax environment;
- Tax planning support for expatriate as well as Kazakhstan citizens going for work abroad - tax and social security issues of assignees working abroad, tax optimization of international assignments, tax and social security implications of benefits provided to assignees;
- Structured and centralized approach to assignment secondment in order to make the most of secondment experience – support throughout the assignee life cycle beginning from role assessment and performance management, reintegration in terms of cultural diversity, provision of suitable opportunities for returning staff;
- Pension planning – analysis of the need to design a pension plan and the available options.

HR & Payroll outsourcing, assessment in respect of payroll and international mobility efficiency

We have many years of experience in the field and so can provide you with the very highest standard of payroll solutions.

What works for some clients, may not work for others. Some companies prefer a fully managed service where everything, including data entry and all payroll administration activities are handled for them by PwC. Other companies may choose to run their own payroll in-house – more companies believe an ideal scenario is a service that lies somewhere in between the two.

For this reason PwC has developed a business model which allows us to do just that – offer our clients a range of solutions that are delivered in a way that best meets their requirements. Thus depending on our client specific requirements, they can choose from four scenarios of services.

Why PwC?

In the Kazakhstan market, PricewaterhouseCoopers is a leading consultant on personal income tax consulting and compliance services. IAS group has a team of 8 professionals specializing in personal income tax. Many of our specialists have expertise of working in other jurisdictions.

We take into account all aspects of a client's business and provide customized solutions based on our unique Kazakhstan and international experience with the industrial specifics.

We have multi-skilled teams which can tackle IAS process both from the Tax and Legal as well as from the Talent Management point of view

PwC offers a range of expertise in the field of personnel management for a comprehensive approach to the active involvement of our colleagues working in the financial, economic, administrative, fiscal and legal spheres.

The IAS department is uniquely qualified to offer the following services in Kazakhstan and aboard using the wide network of PricewaterhouseCoopers offices in 128 countries

Our Team



Peter Burnie
Partner, Kazakhstan



Anar Khassenova
Manager, Kazakhstan



Svetlana Mansurova
Senior Consultant, Kazakhstan



Aigerim Zhantassova
Consultant, Kazakhstan



Oxana Pankova
Payroll Specialist, Kazakhstan



Mukhit Rakhimov
Consultant, Kazakhstan



Gulshat Atchibayeva
Consultant, Kazakhstan



Assel Aimagambetova
Consultant, Kazakhstan