



Global HR management



Specialists in international human resource management consultancy.

Get in touch

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Introduction

When a company expands across the globe there is a plethora of considerations for the employer. Language barriers, cultural differences, variations in employment legislation and differences in qualifications are just the tip of the iceberg. It's all too easy for things to slip through the net and for local requirements to be missed. Of course, mistakes can have big (and expensive) consequences.

Human Resources (HR) can be particularly challenging. Ensuring staff are looked after and appropriately managed in country is imperative for the success of any company; big or small, local or international.

It is therefore of utmost importance that when a company expands geographically they tackle international human resource management head on and find effective ways to circumvent any problems that may arise.

FMP act as an extension of your company's HR team, using their extensive worldwide experience to deliver exceptional, seamless consultancy and management across foreign terrains and time zones.

FMP Global are your full service HR support team when expanding abroad. Operating across an international office network, we combine professional expertise and three decades of experience to provide industry-leading HR consultancy and support services to US businesses going global.





All Inclusive global HR

Managing staff is challenging for any business but keeping up with in-country HR regulations around the world can be almost impossible, and budgeting for this can be a nightmare.

FMP's unlimited, All Inclusive HR consultancy package gives you multi-country HR advice at your fingertips time and time again, creating confidence that you will get resolution no matter how complex a situation.

With a single monthly fee to cover your in-country needs, it ensures you're in control. Fees are per country, so you only pay as you expand your international presence. Great for budget planning and peace of mind!

All Inclusive (AI) delivers unlimited services and support to meet all your international HR compliance, advisory, compensation & benefits and immigration & global mobility requirements.

Multiple tools will help you govern international employees effectively. And our real-time, secure, cloud-based portal will give visibility of employee benefits across your portfolio of countries.

An unlimited, on-demand ability to manage your employees worldwide. And all for a single monthly fee.

HR and employment law compliance

When a company goes global there are myriad complexities that must be acknowledged. Various documentation must be present, including country-compliant employment contracts, offer letters, policies and handbooks, to name but a few.

You must also keep in mind that constant scrutiny of employer-employee relations is crucial: discipline, performance management and termination of employment must all be monitored on an individual and collective basis. This is a huge responsibility when your company is operating locally and becomes all the more challenging at an international level.

FMP will guide your company in a way that best suits your specific requirements. We will draft documentation on your behalf, provide comprehensive overviews of international and employment legislations on a country-by-country basis and deliver expert support as and when you need it.

FMP will assist with:

Onboarding

- Overview of employment rights
- Employer obligations compliance check
- Collective bargaining requirements
- HR policies/internal regulations
- Offer letters and employment contracts
- New hire onboarding

Ongoing

- Probation management
- HR casework and advice
- Immigration and global mobility support
- Performance management
- Absence management

Offboarding

- Resignation
- Redundancy
- Performance dismissal
- Disciplinary dismissal



Without the support of an HR specialist, establishing a global HR function requires business critical levels of time, money and risk. Our HR outsourcing and HR shared services cut these costs dramatically by providing expert consultancy and support in one place – wherever your business is heading.



Employee global mobility must be managed correctly first time. Your business must understand the intricacies of employment law in your new territory, and your cultural knowledge of the targeted location must be up to scratch. FMP is ready to help you meet the challenges expatriation creates.

Global mobility

The case may be that when your company expands across the globe key employees will need to relocate to another country. As their employer, it falls to you to be able to comprehensively answer their questions and to guarantee a smooth transition for not only them, but their family too. FMP will ensure this for your company. Our expertise means we can advise on visas and work permits whilst managing the application processes from start to finish, prepare relevant contractual or policy documentation and manage global mobility and relocation services. This invaluable support allows you to focus on the commercial benefits of your expansion.

Expatriate management

Expatriate management is about moving your business' most precious resource - your colleagues.

For any business expanding globally the expatriation

process is complex and inconsistent, changing according to the country of relocation. You'll need to offer relocated team members practical and personal support, before, during and after repatriation, making things as smooth as possible.

Immigration services

After more than thirty years of helping businesses going global we understand the time, costs and risks. We can foresee problems before they occur, leaving you and your employees totally prepared.

FMP will help with:

- Immigration - costs, documentation, applications and submissions
- Passports
- Visas
- Work permits
- Plus more.

Compensation and benefits

Benefits and rewards vary immensely from country to country, and part of growing your company abroad is understanding and implementing the right package. This is not just about abiding by legislation, it's about adding value to a business to attract and retain talented employees.

Attracting talent, retaining key employees, and recognizing high performance are all integral to business success. That's why the compensation and benefit schemes provided by employers are so significant and have such far-reaching effects. Employees with private health care are likely to return to work quicker than employees under nationalized health schemes; team members on long-term sick leave are more likely to return having been cared for privately.

FMP will advise on pay equity, provide benefits and rewards benchmarking and manage the application and implementation of these programmes. Of course, we will also ensure the ongoing evolution of benefits and rewards plans as your business grows and develops over time.

The international challenge

It's therefore not surprising that businesses are increasingly focussed on "being there" and providing value-added incentives for employees. In the US, compensation management is relatively hassle-free, even across state borders. Abroad, the story is different. How will you reward overseas team members at the same level as the employees in your parent business? How will you know the compensation and benefits expectations of your foreign team members?

Helping you to be a compelling and attractive employer

FMP will advise on:

- What is mandatory, but also what is customary and competitive in your market
- What similar businesses within your industry are offering
- Benchmarking salary and benefit packages
- Insurance-based benefits such as healthcare and social security
- Supplemental benefits such as cycle to work schemes, free childcare and lunch vouchers
- Who you should go to for coverage and what the premiums will cost, based on their work with a trusted broker
- Implementing the above by liaising with all parties





FMP Global help organizations harmonize and drive their people priorities during transactions such as mergers & acquisitions, carve-outs, divestitures, spin-offs, and IPOs.

Mergers and acquisitions support services

FMP will make the transaction seamless by advising on or indeed carrying out all of the necessary HR processes. This includes conducting pre-transaction international HR, compensation and benefits and immigration due diligence and subsequently the post-transaction international compliance audit.

Additionally, RIF (Reduction in Force) is a potential consideration when dealing with mergers and acquisitions and FMP will advise, develop and execute strategic planning surrounding this.

These services are offered on an ongoing, ad hoc basis to the corporate HR/management team until the global HR infrastructure is ready to transition.

We're experts in crafting international expansion strategies for US businesses. We're uniquely placed to offer expert insights into regional employment laws and practices across the globe, helping you minimize your international expansion risks.

About FMP Global

FMP Global is the leading provider of payroll and HR services to international and UK based SME organisations. Working in over 135 countries the company provides a wide portfolio of complementary services.

International services:

- Global HR consultancy
- International payroll services
- Global payments
- Cloud based HR software

Our uniquely scalable and flexible software, dedicated training and professional consultancy services are infinitely adaptable to different organisations and cultures. Our investment in customer support, research and product development underpins our business.



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