



Compensation & benefits



With global expansion, the importance of supporting and rewarding international employees cannot be overstated.

Compensation and benefits

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.

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, or what is mandatory in each country?

Full of benefits

At FMP Global we're on hand to manage your international employee compensation and benefits plan from strategy to execution, negating the need to seek expensive legal advice.

From answering one-off compensation and benefits queries to planning a global 'Total Reward System', our consultants are prepared to deal with any question related to staff incentives. Through our dedicated HR outsourcing function, we can even manage your benefit schemes on an international basis.

Our experts have been assisting US businesses going global for three decades, supported by an international network of benefit specialists in countries across the globe.

The result is a uniquely effective consultancy services for US businesses; flexible, fast-moving yet utterly dependable.

With decades of experience spanning the world over, FMP Global are ready to meet any international human capital challenge.



Total reward system

In your home country, understanding workplace expectations is a given. Internationally, it's more difficult. How will you know the reward options most likely to motivate your employees in other cultures?

Your business has to perform competitively against other employers regardless of geography. It's therefore crucial to maximize your total reward system overseas.

Total reward solutions cover much more than compensation and benefit provision. We are increasingly seeing companies looking to promote a healthy work-life balance for their employees through extended holiday hours, socializing opportunities, stock and bonus plans and other corporate perks. The idea is: reward your staff and they will reward you.

What could boosting employee recognition do for your business?

Employee compensation

When dealing with employees abroad, you as the employer must have an understanding of what is legally required in terms of sick pay, bereavement leave, data protection, taxable benefits and more.

The right combination of corporate rewards will allow your business to attract and retain the best candidates overseas, motivating them to achieve more and stay loyal to your workforce.

Crucially, the best compensation package will also make your business competitive against others.

Employee compensation is the benefit your employees earn in return for their loyalty and service. A compensation package is much more than salary; it should include enhanced vacation entitlement, stock and bonus options, family allowances, car schemes, performance-based financial incentives plus more. Balancing this is integral to building a successful workforce overseas.

At FMP we understand better than anyone the importance of crafting a compensation strategy that works seamlessly across your business' international offices. Our human capital experts are on hand to help growing US businesses develop effective compensation packages whilst expanding abroad.

Attracting and retaining the best employees

You can pay team members well and cultivate a supportive work environment and ethos, but that might not be enough. Many businesses are opting to make their employees' personal lives easier using enhanced employee benefit schemes.

This involves going above and beyond the legally required minimum standard of employee benefits for your staff. This includes offering private life and medical insurance, enhanced annual leave entitlement, mobile phone allowances, car schemes, professional education and work training employees. The choice of benefits should be rich and varied and the impact of providing these speaks for itself.

That's why our team of employee benefits consultants are on hand to help plan and administer employee benefit solutions that work for you globally. Our expertise covers all continents and all types of policy: there's no international benefit question we can't answer, either ourselves or with the help of our global network of specialists.

Our advice and action is scaled up or down according to your situation.





New York Office

244 Fifth Avenue, Suite C169
New York, NY 10001
United States of America

New York, NY:

+1 212 359 1630

Los Angeles, CA:

+1 213 233 0207

Toll free from USA:

+1 800 2341840

European Headquarters

17 Ensign House, Admirals Way,
Canary Wharf, London E14 9XQ
United Kingdom

London Office:

+44 (0) 8703 333961

From the USA:

011 44 207 788 9049

London (from USA):

+44 (0) 207 788 9049

Email | sales@fmpglobal.com

Click | fmpglobal.com