

Dublin Network Huddle

14th February 2019

Agenda



9.30am – 10.00am

Coffee & Registration

10.00am – 10.10am

Welcome & Table Introductions

10.10am – 10.40am

Transformation: The benefits of the proactive approach to change

With global business changing so fast global mobility has two choices; to take the proactive approach or to react to the change going on around them. In this session Tim will visit this conundrum and look at how Global Mobility teams can use technology to turn business transformation to their advantage.

Tim Wells, Equus

10.45am – 11.15am

The ever-changing landscape of International Private Medical Insurance

The Evolution of IPMI has transformed a lot over the last 30 years with a number of drivers that have caused this change. Simon will review some of the key factors of change, such as compliance, legislation, client needs, different types of expats, advances in technology etc and how this has affected the IPMI landscape.

Simon Thompson VP Sales Europe, UnitedHealthcare Global

11.15am – 11.45am

Tea & Coffee Break

11.45am – 12.30pm

Network Huddle - Facilitated Discussions on Priorities, Current Challenges and Issues within Relaxed Small Groups

International Health Insurance (Balance between Cost and Cover). *Lisa Maguire, Kerry Group*

Clawback of relocation expenditure on resignation. *Lisa Maguire, Kerry Group*

Are some companies moving away from tax equalization and if so, what are they doing instead from a tax perspective for assignees? *Sam Kay, Ornuo Co-op Ltd*

Do (and how do) other companies in Ireland monitor their STBV into Ireland to avoid PAYE becoming necessary? *Susan Sweeney, Tibco*

Under the new rules from 2018 where the Irish Revenue links time in Ireland over multiple tax year, if someone from a DTT country (e.g. EU country) works in Ireland 20 days a year every year (could be every year for 2,3,4,5 years or more), is a PAYE clearance application necessary or not? *Susan Sweeney, Tibco*

12.30pm – 1.15pm

Lunch

1.15pm – 1.45pm

How to flex your Global Mobility policy and why

Building flexibility into policy has been a notable trend over the course of the last year. There are a variety of ways in which organisations achieve varying levels of flexibility. In this session Stuart will explore how organisations are providing flexibility within their policies, why they would want to and which pitfalls to avoid.

Stuart Jackson, Sterling

1.50pm – 2.45pm

Network Huddle - Facilitated Discussions on Priorities, Current Challenges and Issues within Relaxed Small Groups

What is typically offered in packages to graduates where there an overseas relocation forms part of graduate programs? *Sam Kay, Ornuo Co-op Ltd*

The employee experience: Has anyone successfully implemented a buddy/mentor program within their assignment program? This would be in addition to a local employee who acts as a buddy in the host office, and rather someone who is or has been an assignee themselves. *Jennifer Baillie-Stewart, Baker McKenzie*

Accommodation costs - how long are they covered for in the case of long-term assignments? *Sam Kay, Ornuia Co-op Ltd*

What are other companies are doing in terms of the housing shortage in Ireland? *Susan Sweeney, Tibco*

Brexit - We are looking at applying for qualifications for some of our employees and wanted to understand how other firms and organisations are preparing for Brexit and are your UK counterparts were using Ireland as an option? *Meaghan Woulfe Noonan, Linklaters LLP*

2.45pm – 3.15pm

Tea & Coffee Break

3.15pm – 3.45pm

International mobility costs - Practical steps to reduce costs without affecting employee engagement

According to our research, rising mobility costs represents the number one challenge that companies will be facing in the future. In the context of increased focus on employee experience and engagement, what practical steps can companies take to address this dilemma? We will explore the operational and strategic aspects of introducing cost cutting initiatives and how they can be utilized in different company contexts.

Kate Fitzpatrick, Mercer

3.50pm – 4.20pm

Delving into the Challenges of Managing a Lump Sum Policy

During this session Barry will look at the benefits and challenges faced by companies that provide a Lump Sum Relocation Policy. There will also be useful insights from their most recent survey as companies look to maintain the balance between reducing costs whilst still providing the support that means assignees can be up and running quickly in the new location.

Barry Potter, Altair

4.20pm – 4.30pm

Wrap Up & Expat Academy Update: What's Coming Up?

4.30pm

Networking Drinks