

[This Week in EAR](#)

Global Head Network Round Up

Benchmarking

In the Vault

[Articles](#)

What does inflation mean for you and your global talent?

More red tape for Europe travel

What does inflation mean for you and your global talent?

AIRINC have provided an excellent resource to help navigate some key questions relating to on-going global inflation. Check out the article [here](#)

More red tape for Europe travel

Our friends at Tracker Software Solutions have highlighted an article discussing the upcoming Etias and EES changes coming in May 2023. You can access the article [here](#)

Intro

Summer Holidays are here bringing with it heatwaves, holiday chaos and hopefully some down time for you all. That said, despite Expat Academy HQ being a little quieter than usual we have a whole load of stuff to round up for you this week, packed with great articles, event round-ups, and some bits on the portal to keep you busy around the holidays. So, lets get into it!

Global Heads Network Meeting

The Avengers of the Global Mobility world formed many moons ago and they now meet monthly in a virtual “Global Heads Network Meeting” to discuss whatever is keeping them up at night. Tuesday 19th July was no different and our two-hour call was rammed with meaty discussion points.

Firstly, the **structure of the Global Mobility team**; that topic that rarely goes away but is cropping up even more so now. The group discussed the idea of separating the leadership of Global Mobility operations from the leadership of Global Mobility strategy and therefore having two equal leaders. While an interesting idea, most have either gone the other way and incorporated the two together or weren’t sure it would work as a concept. The theme of the response was that while one size certainly does not fit all, a strategic leader is most likely to be better being the overall leader – like a Head of Global Mobility – with an operations leader reporting into that person, so the two do not pull in opposite directions. However, it was noted that the operations leader does need to be a very strong leader; but once they become knowledgeable enough to be a leader in the first place, it would be hard to restrict them to operations only with no strategy.

Similarly, the idea of **Global Mobility business partners** is one that was [benchmarked recently](#) and discussed again in this forum. It depends on expat volumes really in order to determine which sort of model works best, mixed with company culture, regional influences within the operating model, etc. One thing is for sure though, Global Mobility gains much more credibility with its wider organisation when it knows more about what they do, what they need, and shows itself as an enabler instead of the ‘no’ police.

Next up the group discussed what companies have done to address **dual income families** with one-way moves, specifically where one partner must leave their job as a result of the move. We had a similar question [benchmarked](#) in 2021, so it was great to see if there have been any developments given the shift in our working lives. This did also form a smaller part of a wider [benchmark recently](#), so you’ll have plenty of data if you’re looking at this subject! Within this conversation, if companies provided anything, it was a “spouse support allowance”, with varying amounts. The under-utilisation of companies like [NetExpat](#), [IMPACT Group](#), and [Focus](#), who do fantastic





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4 August 2022– [Expat Academy Portal Demonstration](#) - Virtual

26 September 2022– [Expat Academy 2022 Annual Conference: Get on Board](#) - London

29 September 2022 – [Global Mobility Policies Training Course](#) - Virtual

3 October 2022– [European Super Huddle](#) - Amsterdam

13 October 2022– [APAC Super Huddle](#) - Singapore

8 November 2022– [Symposium Network Huddle](#) - London

8 November 2022– [Club 100 Network Huddle](#) - London

Global Heads Network Meeting contd...

work in this space beyond what an allowance can, was noted. Furthermore, to illustrate how useful it is to revisit topics after a year or so, we heard one company's idea to pay an allowance of similar value of a host education allowance, but in a scenario whereby the spouse stays in the home country with the child(ren); the rationale being that perhaps that spouse needs to / chooses to stay home for their career, or for the child(ren)'s education. The rules on exactly how that allowance must be used are to-be-confirmed but consider the application of such an approach in a scenario for extra childcare costs resulting from one parent being abroad, or to enable a senior candidate to undertake an International Assignment.

Thirdly, a debate ensued around **sharing immigration costs** with junior personnel – either expats or permanent transfers. While it's not completely unheard of to offer less support for junior applicants, general consensus across the group was that a payback clause was a more useful retention tool, combined with working with the business/hiring manager to truly identify the end goal of bringing that person over.

Finally, that good old chat around how companies are addressing **compliance and monitoring of business travellers** came up. Companies that have employees only travelling to other sites within the same company have a useful head start, particularly if they must sign in or use a global travel tool wherever and whenever they travel. But what about immigration, when they may need a work permit before having reached that other office to sign in as a visitor? Likewise with the EU Posted Worker Directive? As with the operating model of Global Mobility, it depends on your volumes as to the level of process implemented. Nevertheless, the group did discuss two similar examples of starting with a corporate-wide travel booking system, which then feeds into a business travel assessment tool, and then delivers the necessary output. Automation to this degree is of course great for high volumes, and the strategy of implementation of it along with careful consideration of how to deal with the output are not to be underestimated. For lower volumes unable to push automation through, it appears that education and partnership with HR Business Partners and any other key stakeholders is as important as ever to ensure they know the risks. And that is often the struggle: there's often a large gap between what the business wants and what compliance teams – like tax teams – want. So, compliance teams need to decide what their risk comfort levels are.

A great networking session full of debate, discussion and, on the whole, consensus on appropriate responses to the challenges they are facing.



Quote of the week...

If you want to go fast, go alone.

If you want to go FAR, go with others.

African Proverb



Author



The slightly follicly challenged gentlemen above is Chris Blair, Head of Client Services – Club 100 Network. He has 8 years' in-house GM experience in financial services and enjoys talking music and football (and in general).



Benchmarking

With **temporary cross border remote workers** not going away as a topic, and to be thought through clearly by our members, we had this fantastic benchmark recently completed providing insight into how our members are addressing social security coverage through **A1 Certificates** for these cases. Check it out [here](#).

Core/flex has been around as a policy option for a number of years now, however we're hearing through our members that this approach is being adopted more broadly, specifically for permanent transfers / one-way moves. Check out this [benchmark](#) for some insights regarding core/flex for permanent transfer policies.

Members need your help

A couple of [benchmark questions](#) still needing some love and help from our community. Please check them out and provide your own insights if you can.

[Germany - Visa D application: Healthcare Certificate](#)

[Childcare costs in the host country](#)

In the Vault...

Hopefully you all know what the **Vault** is, but if you don't, get your self over to [our portal](#) and check it out... It's an emporium of GM goodies that would make Aladdin's cave look like a corner shop. Go give it a look, you never know what 'genie in a bottle' you may find in there. That said, we've picked a couple of recent inclusions for you to review below.

Staying on the theme of **core/flex policies**, check out this sample [Core Flex policy for Permanent Transfers](#), provided by AIRES, to give you a head start in any policy reviews you may be undertaking.

DE&I (Diversity, Equity, and Inclusion) is a hot topic on the lips when discussing our companies agendas/strategies. It naturally means that DE&I is becoming a focal point for inclusion in policy reviews, process improvements and generally how we are approaching global moves. Our friends at **Vialto** have provided this brilliant Infographic to get your juices flowing and mind working as to how this incredibly important area of work can permeate into your GM thoughts and developments. Check it out [here](#) (you also get 1 GMPD point for this...BONUS!!).