



GLOBEX UPDATE

HEALTH & BENEFITS

Volume 182

Visit us at: www.globexintl.com

April 2016

Events, developments, and opportunities in the international marketplace

SAUDI ARABI PROPOSES PERMANENT RESIDENCY PROGRAM FOR EXPAT WORKERS

Saudi officials announced that they are proposing a Permanent Residency Program, similar to the The Green Card-like system in the United States, which would allow employers to hire more foreign workers above their official quotas. The country is hoping to benefit on the revenue that could be generated, especially in the fees that could be imposed on companies that exceed foreign worker quotas. The program will mandate that foreign residents pay an Islamic tax, a value added tax and insurance premiums, but in return, those "Green Card" holders will be allowed to own real estate and run trade, industry, and service firms. The program is also expected to better integrate expatriates in order to utilize their expertise for the development and training of local employees.

SCOTTISH FIRMS CONSIDERING NEW BENEFITS MODEL

Employers in Scotland are looking at new ways to attract and retain talented employees. According to a recent salary and recruiting survey, 58 per cent of employees in Scotland plan to change jobs in 2016. While salary continues to be the main reason for employees leave jobs, the survey revealed that a good benefits package could be the deciding factor. However, there seems to be a major disconnect between what employers offer and what employees value as important benefits. For example, childcare vouchers are offered by 51 per cent of employers but only eight per cent of staff value this benefit. Therefore, employers are looking at offering flexible benefits packages to employees that can be changed or adapted over time. This type of benefits model will be more attractive to employees and gives them a greater say in determining their preferred trade-off between salary, core and more flexible benefits. Employers considering this model believe that these kinds of total rewards packages are advantageous in several ways by taking into account employee preference, giving them the choice of salary, leave and work environment, and providing a positive link between reward and commitment. The overall benefit to employers is that this type of benefits model would have a positive impact on attrition rates, allowing them to keep key employees and make their firms more appealing to new ones.

Success Stories

- Obtained BOR for group benefits program for IT firm in India
- Completed comprehensive audit of multinational client's employee benefits exposures and arrangements in five Asian locations..
- Conducted two-country M&A review to help multinational client determine best benefits transition strategy.

THE KEY TO RETAINING TALENT IN AUSTRALIA

A recent survey of HR professionals in Australia discovered that one of the main keys to motivate performance and retention of employees is the strength of the relationship those employees have with their manager. The survey highlighted that the relationship employees have with their direct manager has a major influence over whether they stay or leave an employer. The other factor that employees consider is with company culture. The survey revealed the employees strongly value the culture of the company they work in and it is a determining aspect when they are looking for employment. Based on these results, employers are considering investing in leadership training as a way to build stronger HR and Management leaders which should result in retaining key talent. Also, having stronger senior leadership who demonstrate the core values and behaviors to be reflected of each employee will cultivate the type of culture that preserves essential staff members from leaving.

Recruiting and retaining key talent around the world remains a formidable challenge for HR management. More and more, a company's success depends on the ability to offer a competitive benefits package while remaining within budget. Globex Partner Brokers can offer their clients access to a range of products, capabilities and resources custom-tailored to helping multinationals optimize their employee benefits around the world. Contact any member of the Globex Health & Benefits Team to learn more.

PLEASE NOTE OUR NEW TELEPHONE AND FAX NUMBERS



GLOBEX INTERNATIONAL GROUP 101 Maple Ave.
Phone 908-879-1150 E-Mail globex@globexintl.com

Chester, NJ 07930
Fax 908-879-1160