



# Salary Policy Optimization

## Employers Solutions

The fiscal and parafiscal changes have a significant impact on organizations, boosting the increase in personnel expenses and the reduction of net income in the sphere of workers.

In the face of a competitive and constantly changing labor market, we provide diversified support to our clients, seeking to identify and structure salary plans appropriate to the functions performed by each worker, including ancillary remuneration.

It is therefore essential to identify remuneration alternatives that are fiscally efficient, allowing to maximize the net income of workers and, on the other hand, to minimize personnel expenses.

In this context, and given the permanent evolution of workers' needs, we also support organizations in the design and implementation of flexible social benefit plans.

## How can we support you?



Review of tax procedures in the area of benefits and compensation



Restructuring of the remuneration packages of the administration and first level management, in order to, whenever possible, increase the net income of workers, without adding cost to the company



Defining the compensation and benefits policy



Implementation of flexible social benefit plans



Training of workers in the area of human and financial resources, in the fiscal and parafiscal area



Defining the compensation and benefits policy



Fiscal and parafiscal optimization of the performance bonus policy

## What are the advantages of a flexible social benefit plan?

The needs of workers evolve throughout their lives, depending on their age and personal situation.

The benefits and compensations attributed by companies must be adjusted according to the needs of those for whom they are intended.

The planning of benefits and compensation makes it possible to reconcile the financial and tax advantages for the company and workers, with the possibility of reducing the effort of the human resources department and increasing employee satisfaction.

With the implementation of a flexible benefit plan:

- It is the company that decides the cost of the benefits to be attributed;
- Workers choose benefits according to their needs;
- An increase in benefit costs can be absorbed by the worker;
- Increased fiscal and parafiscal optimization for the worker and the company;
- Free choice of benefits available in the plan, by workers;
- The company's financial effort is clearly perceived by workers.

## OUR COLLABORATION IS DEFINED ACCORDING TO YOUR GOALS AND NEEDS

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