



**PAYROLL SERVICE**

# Payroll

1



## ADVANTAGES

Strong reduction of administration burden.  
Single monthly invoice to pay.  
Full local compliance.  
Enhanced management of liabilities.  
Standardization of working conditions throughout the organization.



## CONDITIONS

10% of loaded payroll.  
Starting 1000 Euro per country.

2

# E-Learning



## ADVANTAGES

Better prepared staff  
Fulfillment of duty-of-care  
Standardization of approach



## EXAMPLES

Basic security e-learning course  
Advanced security e-learning course  
E-learning course on travel security  
First shooter training  
E-learning course on safety at work



## CONDITIONS

Fee per user, bulk arrangements available

# On the ground training

3



## ADVANTAGES

Better prepared staff  
Fulfillment of duty-of-care  
Standardization of approach



## EXAMPLES

Two-day training on visibility guidelines  
One-day training on security  
Three-day course on basics of monitoring and evaluation



## CONDITIONS

Determined per training

4

# Insurance



## ADVANTAGES

Be a better employer  
Create loyalty among your staff  
Fulfill duty-of-care responsibility  
Standardize the approach throughout the organization



## EXAMPLES

Health  
Indemnity  
Life  
Travel



## PRICE

Depends on packages

# Payrolling: how does it work?

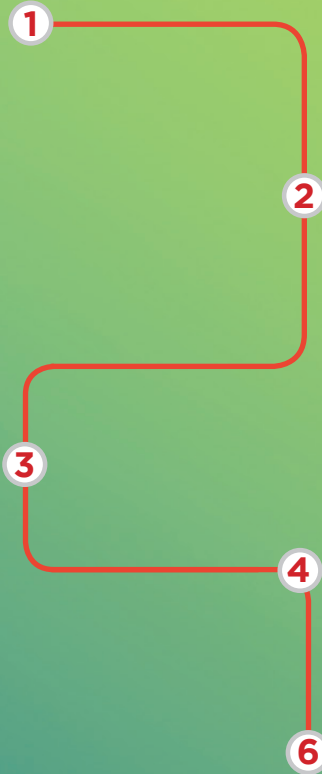
**Step 1:** Client indicates the package they want to offer to the candidate(s)

**Step 3:** Client can decide to pay to international EMS payrolling entity (Cyprus) or to the national EMS payrolling entities directly.

**Step 2:** EMS checks the proposal against local legislation and proposes an employment framework which is to be as close as possible to proposal by client whilst being fully legally compliant.

**Step 4:** EMS employs the employees officially.

**Step 5:** EMS ensures that the employees are paid on time and in compliance with local legislation.



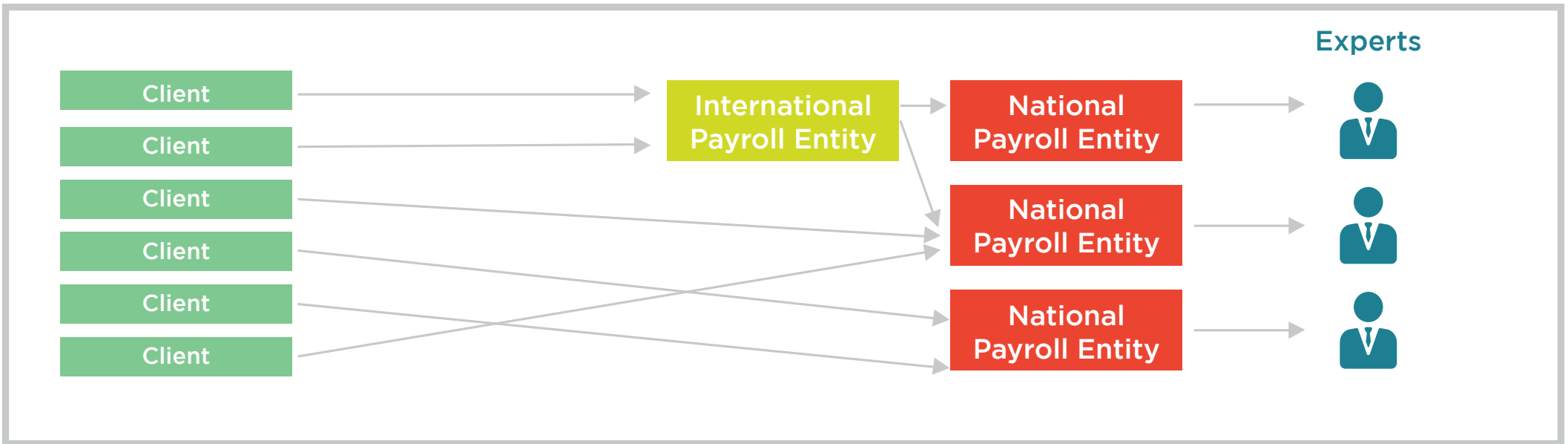


Illustration of step 3: payment routing options

## **OTHER IMPORTANT CONDITIONS:**

Payroller does not pre-finance. Client is responsible for ensuring timely payment so that employees are also paid on time.

Payroller can do holiday, sick leave and other local administration.

When necessary, releasing a person is done in the most economical way, in line with local legislation.

## **Contact us**

For more information, please contact us!

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