

MERCER



Global HRMonitor®

New dimension of online
HR information

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About Global HRMonitor

Mercer's Global HRMonitor is a single-source, web-based application designed to support you in all aspects of managing your expatriate employees worldwide. The reports and built-in calculators let you customise the information and optimise the investment in your international assignments.

Offering the right expatriate package is a major factor in attracting, retaining and motivating your global workforce. Mercer has years of experience working with the world's leading organisations and designing expatriate programmes for a globally mobile workforce. Based on this experience, Mercer has developed a variety of web-based tools to help you achieve consistent, competitive and equitable expatriate packages.

Using our sophisticated in-house technology, Global HRMonitor supports both traditional solutions (such as home country balance sheet calculations) and new solutions to intra-regional and third-country national transfers. These online tools let users customise data and ensure delivery of quality information, presented in a manner that meets the needs of individual HR programmes, administrators and employees.

Benefits of using Global HRMonitor:

- Make home country balance sheet calculations
- Address expatriate cost of living differential issues
- Compensate employees on short-term assignments
- Set quality of living/hardship allowances
- Assess expatriate tax issues
- Know global statutory benefits and employee conditions
- Familiarise yourself with your host countries
- Compare packages with local salaries and benefits
- Review key economic indicators



Compensating short-term assignees

Mercer has developed categories of expenses to help determine a daily allowance for employees temporarily transferred abroad as single status. The categories include:

- Food
- Laundry/dry cleaning
- Personal care
- Hotel room or furnished accommodation
- Entertainment
- Transportation
- Telephone

Setting quality of living/hardship allowances

Mercer's *Quality of Living Reports* help you to determine competitive hardship allowances, based on quality of living differentials for transfers to over 320 cities worldwide.

- The quality of living index calculator provides you with a final quality of living index and Mercer's recommended allowance, as well as a detailed breakdown of all the elements taken into account.

Assessing expatriate taxes

Mercer's *Tax Reports* are an authoritative guide on hypothetical tax requirements and social charges, helping you to determine the impact of tax differentials between country transfers.

- The hypothetical tax calculator provides approximate gross-to-net and net-to-gross calculations for over 80 countries. Just select your employee's family size and base salary to obtain the tax breakdown for your selected country.

Understanding global statutory benefit and employment conditions

Wherever you have operations, you need reliable information on employment conditions and statutory employee benefits. Keeping track of the continual changes in laws and regulations around the world is time-consuming and expensive. With extensive data supported by detailed analyses, Mercer's *Worldwide Benefit and Employment Guidelines* are the definitive industry reference on mandatory benefit practices and statutory provisions in 64 countries.

- The employment conditions comparator compares employment contracts and statutory provisions.
- The statutory benefits comparator compares statutory benefits and contributions required between countries.

Comparing local salaries and benefits

Based on actual market information from the comprehensive Mercer *Total Remuneration Survey* database, our compensation and benefits information provides you with extensive local information, allowing you to gauge how your expatriate packages compare with local salaries among other leading organisations.

Familiarise yourself with host countries

MercerPassport is the next generation of our trusted employee mobility guides. This web-based platform is a valuable source for:

- Organisations developing expatriate policies
- Expatriates wanting to know more about their new host country
- Business travellers and those working in the international environment

Mercer's start guides are also found on *MercerPassport*. They comprise the key components of employee mobility guides and cover up-and-coming locations in Asia, the Middle East and Africa.

Now encompassing 100 destinations, each report on *MercerPassport* contains reliable, in-depth information on the culture, logistics and resources of that country. In addition to presenting the fundamentals of foreign living, *MercerPassport* provides insights into the costs and availability of essential goods and services in the host country.

Reviewing key economic indicators

The Mercer worldwide exchange rates and inflation calculator allows you to monitor and compare economic fluctuations for 149 currencies.

Customising and exporting results

All calculations are flexible and allow you to customise parameters used in calculations. An easy-to-use preference manager function allows you to choose and control the options available to other users within your organisation. All calculation results in *Global HRMonitor* can be saved in PDF or Excel formats.

For further information, please contact Mercer Client Services at:

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Automating home country balance sheets

HR managers recognise the details and time involved in building home country balance sheet calculations. Mercer's expatriate compensation calculator simplifies this process, performing all the research and calculations automatically. It produces a comprehensive, transparent report that not only creates a compensation package but details each step of the process, enabling you to make adjustments.

The expatriate compensation calculator offers:

- Gross home country pay – including related taxes and social security charges
- Net home country pay – detailing spendable income, housing, savings and other expenses
- Cost of living allowance – allowing you to select the appropriate spendable income and cost of living index
- Housing allowance – providing expatriate accommodation costs and home housing norms
- Expatriation premiums – including quality of living allowance and mobility premiums
- Total net host country pay – calculating with and without expatriation premiums, and other undefined allowances

Addressing expatriate cost of living differentials

Mercer's *Cost of Living Reports* provide the background information you need to determine and communicate consistent and fair compensation packages for 300 cities around the world. The reports include a city-to-city index comparison, housing and education costs, a business travel expense table and a complete price breakdown.

- **The cost of living index calculator** is entirely flexible, allowing you to adjust your cost of living indices for exchange rate, inflation and products unavailable in the host location, while also allowing you to customise the index components and access the actual price list supporting the index.
- **The cost of living allowance calculator** calculates the actual cost of living allowance (COLA) based on your employees' base salary, family size and spendable income.
- **The spendable income, home housing norm and savings calculator** instantly estimates spending patterns and identifies those components of spending that need to be compensated, allowing for differentiation based on family size and income level. The result is a more accurate spendable income estimate and home housing norm for developing expatriate compensation packages.
- **The expatriate accommodation costs calculator** provides monthly rental costs by number of bedrooms and family size, based on your employee's income. A new "create your own" calculation tool enables even more flexibility in defining your costs according to your company policy.
- **The short-term assignment allowances calculator** determines the daily living costs of employees on short-term assignments. You can adjust Mercer's "standard basket" by adding, removing and changing the frequency and quantity of items.



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Mexico

Netherlands

New Zealand

Norway

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For further information, please
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