



Work from Anywhere

Designing a remote workplace for the future

As we all strive to cope and adapt to the new reality and rapidly changing landscape, many organizations are being forced to quickly adopt remote ways of working.

KPMG's team of experts have the capabilities to develop a customized and sustainable Work from Anywhere (WFA) program, to address your organization's tax, immigration, and employment and labour needs.



Tax planning & compliance: Understand where corporate tax obligations are triggered, when inter-company transfer pricing needs to be re-evaluated, and how payroll registration and indirect tax obligations are impacted depending on the country where the remote employee is performing the service.



Employment & labour law considerations: Design workplace terms, conditions and agreements to navigate the interplay between local and foreign labour standards and overcome the human resources challenges of a remote workforce.



Immigration implications: Assess the need for business visitor and work permit eligibility assessments, as well as a review of immigration compliance considerations related to changes in the work location.



People & culture impacts: Identify the short and longterm effects of WFA on leadership and employee engagement, and take an active role in the employee experience and organizational reshaping.



Cybersecurity & technology challenges: Secure systems and data against internal and external threats, and rapidly adapt to technological change.

How KPMG can help

We will take you through a customized, five-step process:

1 Information collection

How do I even get started?

KPMG will outline the information you need to collect, to evaluate the scope and considerations of your remote work program.

2 Risk assessment

How do I navigate local and foreign laws?

KPMG will assess the information collected from a tax, immigration and employment & labour law perspective along with any customized needs – so you can understand the risks and benefits of remote work.

3 Creation of terms and conditions

What flexibility — and limitations — should my remote workplace have?

KPMG will develop the terms and conditions of your remote work program to minimize the risks and amplify the benefits of a remote workforce along with ensuring that unique requirements have been fully considered.

4 Develop a compliance program, policies and agreements

How do I manage a workforce I cannot see?

KPMG will prepare a customized **Reporting** package that make your terms and conditions enforceable – from workplace policies, to remote work agreements along with mapping the tax compliance requirements in foreign jurisdictions.

5 Plan implementation

How do we execute the program?

KPMG will coach you through employee communications and implementation, to enhance the employee experience and keep everyone on the same page. We can manage the ongoing execution of planning and registration of tax and legal compliance requirements in all jurisdictions where the organization has a footprint and ensure unique customized needs have been fully addressed.

\$ Pricing

KPMG can provide employers with cost-effective pricing for each level of our WFA support. Please reach out to your KPMG advisor to discuss an action plan for your business. Together, we can help your organization navigate these unprecedented times.



Our cross-service team

Our integrated team of experts. We have assembled an experienced and multidisciplinary team that brings the skills required to support your organization in developing its WFA program.

Together, we can give your organization a competitive edge. We can help you manage risk, reduce costs, enhance the employee experience, and attract and retain top talent.

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