Posted Worker Case Study:
Large Multinational Group Operating in Europe

Background

Client is a large multinational corporate group with over 70,000 employees across its global operations. Due to the nature of its business, approximately 6,000 of their employees work on temporary assignments – approximately half of those assignments in the European Union. Throughout each year, many of these employees (and contractors) continually rotate between assignments in multiple EU member states with little notice of the start date of each assignment.

With the 2014 Posted Workers Enforcement Directive in various stages of adoption by the EU member states, national laws and procedures were being unevenly applied and requirements differed extensively across EU countries – even within different regions of the same country. Increasingly, local labour authorities were making unannounced inspections at local workplaces where the client’s employees were temporarily working.

This resulted in inspectorates finding missing posted worker notifications and supporting employment documents. Authorities began threatening the group with fines. Given the number of employees in multiple jurisdictions, the cumulative financial risk mounted into the millions of euros. The client partnered with Newland Chase to resolve its compliance risk.

Our Solution

Immediately, the Newland Chase team mobilised a team around the client. They held meetings with key group stakeholders (e.g. compliance, HR, finance, mobility, and operations) and quickly went to work to find the best solution for the client.

Advice from our in-house counsel: Our dedicated immigration counsel and consultants met face to face with the client’s HR and mobility managers to assess the scope of the problem. They provided training on country processes and established internal project team processes to work jointly going forward.

Given the high volume of employees affected and the number of countries involved – the Newland Chase team spent weeks working with the client to gather data, assess the risks, and determine the appropriate strategy.

Customised training and demonstrations: Our team conducted on-site trainings for client HR and mobility managers on the requirements of posted worker notifications, liaison and local representative roles, and documentation for record retention.
With thousands of employees falling under the posted worker rules in multiple countries, and uneven application of requirements among the various local authorities – the client needed one global service provider to achieve compliance.

**Processing posted worker notifications:** Simultaneously, the joint Newland Chase-Client project team collected and compiled the necessary employee information and completed a backlog of 2,000 initial and amended posted worker notifications. In instances where notifications were submitted late, our local team supported HR on the ground to respond to labour authorities and mitigate risk of financial penalties.

**Weekly team calls:** Due to the project complexity and nature of seasonal assignments, the joint Newland Chase-Client team held joint weekly calls to assess and discuss the ongoing process, address query management, and coordinate the joint efforts.

**Advisory support on record keeping and inspections:** Our team provided guidance on country-specific processes and documentation to be retained to ensure compliance going forward. Newland Chase continues to provide guidance and alerts on changing requirements related to posted workers – and now submits all posted worker notifications for the client.

**Conclusion**

Now a year since project initiation, the partnership between Newland Chase and the client continues to grow – with the client adding new countries to the scope to meet its goal of 100 percent Posted Worker compliance in every operational EU member state. Clear processes and responsibilities are now in place where the Newland Chase and client team roll out all posted worker requirements and are compliant. In the end, Newland Chase was able to support the local client teams to minimise financial risk and penalties.

**Are You Compliant?**

Newland Chase offers customised end-to-end solutions like these for companies to address and maintain compliance with local requirements of the posted worker rules throughout the EU. For a comprehensive assessment of your company’s EU Posted Workers compliance, contact us today:

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