

ITECS European Solutions

Working in Germany

ITECS has been at the forefront of tax-efficient payroll solutions for over ten years, supplying solutions and managed services for 1000's of contractors from all over the world.

Our experience and position in the market enables us to maximise your fiscal arrangements. Through our special expatriate status, we utilise double tax treaties to minimise taxation; maximise your earning potential through tax deductible allowances; and take advantage of social security regulations to ensure that you are paying social security in the right place.

We are aware that each of you have different fiscal and relocation challenges when taking positions abroad. Therefore, we will discuss your personal circumstances with you and find the solution that fits you best.

ITECS appoints a dedicated Customer Care Executive to each contractor to facilitate your integration into our management system.

Spotlight on Germany



Briefing packs

All ITECS employees are expatriates as well, so we certainly know how daunting it can be to move to a new country and settle in. Upon joining ITECS, all our consultants will receive a briefing pack. This provides basic information on living in Germany and is intended to help them settle in as smoothly and quickly as possible.

Our briefing pack outlines the following key points:

- Registering at the Immigration/Alien's office
- Accessing the healthcare system
- Process of opening a bank account (we recommend and provide a list of well established banks in your vicinity)
- Public transport system
- Provides useful website links for finding accommodation

Customer Care

Each consultant is assigned their very own customer care executive who will be the main point of contact during the span of the consultant's contract. We will assist in guiding individuals through the registration process as well as filling in all the appropriate paperwork. All our contracts and documents are sent digitally, ensuring a quick and efficient turnaround. This also eradicates any postal delays. We will also be available to answer all questions and queries. The Customer care team is reachable telephonically and via email.

Employee Benefit Trust (EBT)

The company has appointed the Royal Bank of Canada Trustees Guernsey (RBC) to act as trustees. With more than C\$ 928 billion in assets under administration, Royal Bank of Canada

is Canada's largest financial services institution and one of North America's largest and most highly rated banks. It was also named Best Offshore Banking Group 1998" by The FT (Financial Times) Finance.

- An effective and flexible means of providing our consultants with valuable long-term benefits
- Maximises the retention rate
- Quarterly loans are available upon request
- The trustees provide our consultants with quarterly statements
- Able to close the EBT down at any time.

Tax deductible expenses

This reduces the gross German salary that needs to be taxed.

The following can be claimed as tax free amounts:

- Travel costs (for 1 return to consultants home base/family per week)
- All our consultants are entitled to a meal allowance for their first 3 months of working with us in Germany.
- Rental costs (where applicable)

