

How to turn your payroll costs into a growth factor?

Payroll represents one of the most important operating costs in a company. Despite the introduction of various schemes to reduce them, Belgium remains 2nd highest in the EU 2017 ranking of labour costs. Identifying saving opportunities is not enough: Ayming goes further, together with you, to make your payroll costs a growth factor.

Your payroll costs levers

Your HR environment

Audit and review the calculation basis of the fiscal and social charges, based on your joint committee, your internal agreements, your compensation & benefits policy, your social climate, e.g.

Your employer's contributions

Audit and identify the potential cashbacks from employer's contributions only: NSSO structural deduction and fiscal deduction, interprofessional agreements (IPA), e.g.

Your recently hired employees

Manage and optimize the benefits of NSSO target groups guidance through the new regional schemes and conditions, application for the qualifying employees trade-off if several incentives apply, e.g.

Your work organization

Make the most of wage withholding tax partial exemptions: night-work, shiftwork, overtime hours, researchers, e.g.

Our approach

Identify saving opportunities

- Interview of your payroll experts by our payroll experts
- Scope your compensations & benefits rules
- Benchmark your payroll practices with your industry
- Estimate overpayments

We spot past undue payments and future potential savings

Secure your past, present and future claims

- Comply with NSSO, tax regulations and administrative guidelines
- Defend your claim
- Implement the changes in your payroll system
- Assist and guide you in case of a NSSO / tax audit

We check your compliance and claim the cash back

Liaise with your business partners

- Transfer our know-how to your team
- Follow up on your request or claim until your savings are achieved
- Act on your behalf towards NSSO, FPS Finance, Payroll administration

We implement and you get rid of the administrative burden

Our references

Ayming Belgium proudly serves 590 clients since 15 years, among which:

