

Contingent Work

Empowered workforce management

Here's the quick version:

We've designed and built Contingent Work, an innovative digital solution that transforms management of the global contingent workforce, blending user-focused design with targeted tax risk management. It integrates seamlessly with existing systems to enhance compliance, helping businesses and workers address tax risks confidently.

In a world where tax laws often classify contingent workers as employees, triggering complex tax, payroll and social security obligations, navigating these subjective rules is crucial yet challenging. Contingent Work simplifies this process, helping you to mitigate the severe risks of non-compliance.

Introducing Vialto's

Contingent Work

Contingent Work is both a knowledge hub, detailing global employment tax risks, and a practical tool for automated risk assessments. It's where you can understand the worldwide employment tax landscape and precisely evaluate individual contingent worker risks, streamlining compliance in one integrated solution.

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Vialto's Contingent Work solution fills a critical gap in the market by offering a comprehensive, integrated and practical approach to managing the tax compliance risk of a global contingent workforce, setting a new standard in workforce management tax technology.

Conor Tobin

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What sets it apart in the market is its ability to transform an organisations' approach to workforce management in three fundamental ways:

01

From reactive to proactive:

The solution equips organisations to anticipate and manage tax risks proactively, rather than responding to them as they occur. This shift can empower businesses to stay ahead of compliance challenges, facilitating their ability to navigate the evolving regulatory landscape confidently.

02

From local to global:

Recognising the global nature of today's workforce challenges, the tool enables a worldwide approach to compliance management. Crafted with insights from Vialto's mobility tax experts around the world, designed to ensure a solution as global as the workforce it supports.

03

From manual to automated:

Automating contingent worker compliance streamlines processes, boosts efficiency, and ensures precision, giving you time, capacity and capability to focus and deliver.

The technology is **designed to integrate seamlessly with clients' existing onboarding systems**, offering a user experience that is free from restrictions and tailored to provide effective controls.

Here's how it works

The comprehensive knowledge hub in Contingent Work leads seamlessly to the assessment tool which is crafted to cater to the distinct needs of two main users within your organisation (the Hiring Manager and the Tax Manager) ensuring a personalised experience for each.

Step 1

Simplified onboarding

The Hiring Manager, initiates a new assessment for a contingent worker using a simplified, globally-applicable question set. The process is quick, easy, and offers a clear dashboard for tracking.



Step 2

Automated risk assessment

The system automatically assesses the risk, based on underlying technical logic, that considers country-specific factors. Low-risk cases are instantly approved, providing immediate go-ahead for low-risk engagements.



Step 3

Focused review for higher risks

Medium or high-risk assessments are directed to the Tax Manager, for review. This system filters out lower-risk cases, allowing the tax manager to focus where their expertise is most needed. They have access to detailed dashboards and country-specific intelligence to make informed decisions.



Step 4

Clear decision making

The Hiring Manager receives a clear go/no-go decision, all within the technology platform, engineered to ensure transparency while maintaining an audit trail.



Confidence:

Vialto's tax technical expertise can help mitigate tax risks and ensure that no contingent worker case is overlooked.

Efficiency:

By automating and filtering cases by risk, we eliminate bottlenecks, enabling quicker business responses.

Transparency:

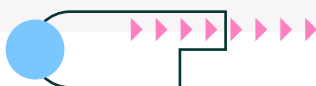
The system's output offers a clear risk rating (high, medium, low) that supports strategic tax management and planning.

Flexibility:

Our global framework and underlying logic adapt to the nuances of different jurisdictions, providing up-to-date intelligence.

Contingent Work is a dual-faceted solution:

a sophisticated tax risk management tool and a comprehensive knowledge hub, working together to optimise your workforce management strategy.



Here's the context

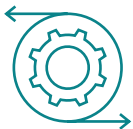
Remote work, hybrid work, business travel - what's next?

In today's dynamic labour market, the evolution is clear: over 40% of the U.S. labour market and a global increase of 50% in contingent workers in 2023 demand a new approach. Organisations are seeking solutions that not only offer flexibility but also ensure strict compliance with complex, country-specific tax laws. These laws often categorise contingent workers as full-time employees, creating payroll tax and social security obligations.



Rapid market evolution:

The rapid transformation in labour dynamics necessitates effective management solutions for the contingent workforce.



Dual-edged challenge:

This shift brings the convenience of flexibility and talent access, yet it poses significant compliance, management, and integration hurdles.

Contingent Work: A Strategic Response

Contingent Work helps mitigate these challenges by providing a comprehensive understanding of global tax obligations and identifying the workers potentially affected by these regulations.

Many organisations navigating the contingent workforce landscape find themselves at a crossroads, facing a set of common yet complex challenges:



Overlooking tax risks with contingent hires opens us up to compliance issues.



Ad hoc tax risk assessments cause bottlenecks and inefficiencies.



Getting specialised tax advice takes too long, delaying worker onboarding.



Contingent Work simplifies the complexity, turning workforce challenges into opportunities for growth and compliance excellence.



At Vialto, we're not just adapting; we're leading with innovative, technically excellent solutions. Our investment in digital innovation uniquely positions us to navigate this complex landscape, offering forward-thinking strategies and technologies.

Ash Majithia



Discover how Vialto can transform your Contingent Workforce Management

Interested in learning more about how Vialto's Contingent Work can streamline your workforce management and address the unique challenges your organisation faces? Let's start a conversation. Our team of experts is here to provide insights, answer your questions, and help you explore the full potential of our innovative solution.

Contact us



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