

About compliance with EU travel regulations: PWD and A1



The Danish Chamber of Commerce do not hesitate: "Compliance with EU travel regulations is a challenge that neither can nor should be ignored. Companies ought to act NOW. They should examine the needs and understand the consequences NOW.

At the same time we also should not make it out to be more complicated than it actually is. In short, it is about getting processes and routines put in place. And here compliance with EU travel regulations should be a top-of-mind company priority."

At TPE we make sure that you as a company have clear internal procedures, tools and not least documentation in place, so that you are ready to handle the administrative consequences that automatically appear in the wake of the EU Posted Worker's Directive and the requirements related to A1 certificate.

At TPE we have used the information we already have and built it into our processes and systems in the most optimal and cost efficient way for our members. However, you will still have to make a proactive choice with regard to taking a closer look at the tougher demands posed by the EU - as it will have a natural effect on your company to take on the preparations necessary. At TPE we are ready to ease your burden as much as possible, because - exactly by using the information we already have - we are able to for example keep track of which countries you and your colleagues travel to the most and who specifically among you has the most travel activity.

We then use this insight when we provide you and your company with a free assessment of which administrative requirements you specifically will be met with in the future with regard to managing and complying with EU travel regulations. As a rule of thumb you should expect 25-30% of all travel to require PWN, and 100% to require A1.

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1

The risks associated with lacking compliance with EU travel regulations are not only concerning potential fines that may be imposed on companies as well as employees. They also concern the rights of the employee with relation to unemployment and social services. In addition to this, lack of compliance can also make it unsafe for employees to travel.

There are many ways to upscale and improve your current compliance and at the same time reduce related costs. Improved communication, smarter use of technology and collaborating with experts in the field will support you and your company in complying with EU travel regulations. At TPE we are ready to help.

2

Reporting on and registering even short individual business trips is vital because they are the ones that primarily trigger complexity. Here it is crucial that employers outline the movements of their employees and adjust their contracts so that they meet the requirements of current employment legislation in all member countries where services are available.

TPE help you assess the consequences to your company and coordinate necessary initiatives with relevant departments in your organisation.

3

You are not facing the numerous challenges alone when it comes to the many various involved stakeholders which need to be taken into consideration - 1) internally in the form of travellers, management and mid-level management, HR, travel department, IT, etc, and -2) externally, including travel agencies, administration companies, third party providers, etc. In addition to this is the processing of data, including considerations about privacy and extensive data regulations for posted workers, sender and host units+ other relations etc.

When we at TPE take on the task of managing your company's compliance with EU travel regulations - both with regard to A1 and PWN - the process will be fully automatic. This way we are ensuring that you can always be confident that your company are in control of even the heaviest administrative burdens related to even the most up-to-date EU regulations in the travel field.

[Click here for a quick overview of what TPE can offer and what our solutions are.](#)

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Fighting the fight for compliance: getting you prepared for take-off


TPE can help the fight for compliance, assessing the impact on your business and developing a coordinated response with departments inside your organization.

You're not only faced with the numerous challenges, including the many different stakeholders involved - both internally, such as travelers, managers, HR, travel department, global mobility, IT, etc. - and externally, such as travel management companies, 3rd party providers, etc. Additionally, you have the processing of data, including privacy concerns as well as the extensive data sets from posted workers, sending entity, hosting entity, liaison, etc.

- not to mention the (non)visibility of trips in scope.

There's no fancy machine or organization prepared to pick up the challenges of having to also report and register even short and individual business trips, since they're the ones mainly triggering the complexity. Instead, you have to actively involve your mobility department, and that's most likely to be a task of unmitigated administrative consequences.

That's exactly when and where the value of partnering with TPE really shines through. TPE offers you:

-  Full control of the process
-  Simple processes and procedures for employees
-  Digital process support with 3rd party professionals
-  A cost efficient model – with variable costs

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The TPE solution for A1s and PWNs

Having TPE handling and asserting your EU travel compliance when it comes to both A1s and posted workers notifications makes the process fully automated, leaving you to rest assured that you're fully compliant with even the heaviest of administrative burdens when it comes to the latest EU travel regulations.

It's really that simple.

Just watch:

TPE Group Solution – A1's & Posted Workers Notifications

