



# A COMPREHENSIVE SERVICE SUITE

FOR ALL YOUR FINANCIAL, LEGAL, HUMAN  
RESOURCES AND TAX MATTERS

Work and Residence Permits  
Financial Emigration  
Forex Solutions  
Tax Consulting  
Remuneration  
Recruitment  
Accounting

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# OUR JOURNEY

## REMUNERATION CONSULTANTS

Remuneration and tax are symbiotic in nature, where one cannot exist without the other, and this led to the conceptualisation of Remuneration Consultants.

## AFRICORP RECRUITMENT

Being sensitive to our clients' needs, we recognised their desire to source top local and international talent, which we facilitated via our well-established corporate network.

## FINANCIAL EMIGRATION

Our expat clients required a solution to the amendment to Section 10(1)(o)(ii) to protect their foreign income, and Financial Emigration was born to provide that assurance.

## XPATXCHANGE

International clients needed a solution for transferring their funds both locally and abroad while adhering to strict exchange control regulations and forex requirements.



2005

## TAX CONSULTING

Tax Consulting South Africa was founded to overcome the limitations of large law or accounting practices whose tax services are secondary to auditing and business consulting.

2013

## XPATWEB

Dealing with expatriate taxes exposed us to the difficulties mobile employees face in obtaining work visas, and their employers' demand for a complete immigration solution.

2013

2014

## AFRICORP ACCOUNTING

Our tax clients increasingly expressed their need for an integrated accounting function to complement our tax services, so we founded Africorp Accounting to fill the gap.

2015

2016

## TCSAS

Our widening footprint presented the opportunity to offer high value clients an end-to-end solution for cross-border matters, which gave rise to the services of TCSAS.

2018

2019

# OUR INTEGRATED SERVICE SUITE

Financial, legal and tax matters naturally overlap and are interwoven by cross-cutting concerns. When dealing with multiple disconnected service providers, you risk missing compliance issues and profitable opportunities hidden in the intersections. In the relentless pursuit of excellence, our founders crafted a business model that breaks down these prohibitive silos with a seamless, cooperative set of services to deliver maximum value to your business. This integrated service suite is energised by over 100 resilient professionals within multidisciplinary teams in a firm that has operated for over 14 years. Stationed in close proximity, they collaborate to develop progressive and customisable end-to-end solutions that challenge the status quo in an ever-changing economic landscape.



## YOUR SHARED PORTFOLIO

When engaging any of our integrated services, you immediately become a VIP. Your shared portfolio is stored centrally so as to be accessible to any divisions currently collaborating on your latest projects, **taking due care to preserve client confidentiality and protect sensitive information.** Their work will be informed by your recorded requirements, service history, established needs and more. This ensures the outcome not only satisfies your explicit instructions but also complements existing solutions and addresses cross-functional concerns. As a result, you'll enjoy a seamless experience whether you use only one or multiple services.

## DYNAMIC DISCIPLINES

We draw from a centralised pool of over 100 professionals, thereby offering a holistic, client centric and fully compliant approach to each of our service offerings.

- Tax Attorneys
- Tax Consultants
- Tax Diagnostics Specialists
- Deceased Estates Administrators
- Chartered Accountants
- Professional Accountants
- Certified Payroll Professionals
- Certified Financial Planners
- Master Reward Specialists
- Specialist Recruiters
- Registered Industrial Psychologists
- Psychometrists
- Expatriate (International Mobility) Specialists
- Immigration Specialists
- Financial Emigration Specialists
- SARB Specialists
- Emigration Specialists
- Financial Emigration Application Specialists



# TAX CONSULTING, LEGAL AND COMPLIANCE SPECIALISTS

## TAX CONSULTING SOUTH AFRICA

Strategic tax consulting, offering compliance, technical and legal support on normal and advanced tax matters.

## CLIENT PROFILE

Clients of Tax Consulting South Africa are that class of taxpayer who expect a complete range of high quality tax services at a minimum. You engage us not only because we consistently ensure you meet your tax obligations legally and cost effectively. Nor because, as your agent, we relieve you of the burden of tax administration. Rather, you require a strategic tax advisor with profound insight into the legal intricacies and practical dynamics of your complex financial dealings and business agreements. Your concerns, therefore, lie in minimizing your risk exposure by mitigating unforeseen tax consequences and ensuring you remain fully compliant with fiscal law and statutory requirements. It is this core strength that has made us the preferred tax provider to large South African and leading multinational groups as well as taxpayers with complex or high value matters.

## SERVICE EXCELLENCE

On this basis, we handle all aspects of South African and international tax compliance and tax-related law, with a focus on preserving our clients' wealth. Our long standing and cooperative relationship with SARS, based on mutual trust, eases your dealings with the tax authority. At the same time, you can be assured we give no ground when challenging questionable assessments and interpretations of law in Tax Court, or holding SARS accountable for flaws in its administration of your tax matters.

## SERVICES



Tax Legal Services



Tax Return Services



Accounting



Remuneration



Expatriate Services



Financial Emigration



Work Permit Solutions

# LEGAL EXPERTISE FOR ADVANCED TAX MATTERS

## TAX LEGAL

Legal expertise for dealing with complex tax scenarios.

## TAX LEGAL EXPERTISE

Tax Consulting South Africa has an astute team of tax attorneys, tax practitioners and chartered accountants with an in-depth understanding of the nuances of tax law. They offer taxpayers peace of mind through expert advice on a wide range of concerns while promising a high level of service excellence and accountability. All legal engagements are protected by full legal professional privilege. This provides a safe and constructive environment to assess risk and provide advice on tax compliance and the corresponding tax implications.

## PRINCIPLES AND ENGAGEMENTS

Our unique approach to engagements and willingness to challenge SARS on opinions has led to favourable outcomes for taxpayers, even in the most complex of matters. Furthermore, the legal team has proudly represented clients in tax court, boasting a 100% win ratio, with the highest confirmed reduction being a R3.5 billion additional tax assessment which was settled for just R2 million. With a rich set of skills and experience originating in Big 4 corporations, we can resolve SARS matters faster, while employing a strategy that ensures a positive outcome, almost always before Tax Court.

## CORE SERVICE OFFERING

The legal team offers a turnkey approach to tax services not found in standard practices and is well-versed in VAT and customs (including legal settlement of SARS disputes); obtaining refunds and reversal of SARS rulings; statutory compliance with tax obligations; establishing employee share schemes and offshore trusts; drafting commercial agreements; taxation of cross border transactions; tax treatment of fringe benefits; internal payroll audits and submitting Voluntary Disclosure Programme (VDP) applications to SARS for tax relief.

## SERVICES



SARS Audits



VAT Refunds



Advance Tax Rulings



Tax Dispute Resolutions



Remission of Penalties



International Tax and Cross Border Transactions



Commercial Agreements



Trusts



SARS Voluntary Disclosure Programme Applications



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Your tax partner capable to navigate the long haul across a wide array of tax technical territory.

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# OPTIMAL, TAX-EFFICIENT REWARD STRATEGIES

## REMUNERATION CONSULTANTS

Winning remuneration packages augmented by tax optimisation.

## A UNIQUE APPROACH TO REMUNERATION AND REWARDS

Companies are in a worldwide competition to attract new talent, retain their valued staff and motivate employees to greater performance. With their HR budgets shrinking, they need to devise innovative remuneration packages and reward programmes that depend on more than hard cash. Remuneration Consultants develops cutting edge pay packages and incentive schemes based on the latest research and trends in the reward industry. However, our unique approach of building our solutions over a robust tax layer sets us apart from other providers. It enables us to structure your Total Rewards System around tax optimisation, taking advantage of the allowances afforded in tax law. You will therefore enjoy the benefits of high-value packages and programmes, but also the lowest possible tax overhead for you and your employees. We favour solutions employing the flexible benefits model, which allows employees to restructure their contributions on demand according to their current lifestyle needs.

## SUPPORT SERVICES

We also offer various services to help you get the most from our solutions. These include payroll audits and accrual reviews; employees tax training; expatriate tax planning, compliance and payroll outsourcing; cost-to-company conversion and job grading; equal pay analysis; our proprietary online package structuring tools; and more.

## SERVICES



Tax Optimised Remuneration Package Structuring



Remuneration Committee Advisory Services



Expatriate Tax Planning and Payroll Compliance



Job Evaluation and Benchmarking



Cost-to-Company With Flexible Benefits Conversion



Payroll Audits



Tax and Cost-to-Company Training



Human Resource and Remuneration Policies



Equal Pay For Work of Equal Value Analysis and Advisory Services





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Our clients include large South African employers, and some of the world's leading multi-nationals with operations in Africa.

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# IMMIGRATION AND EXPATRIATE SERVICES FOR CORPORATES

## XPATWEB

A completely managed solution that takes the pain out of international mobility administration.

There's more to international mobility than applying for a work visa. With Xpatweb, you'll receive a set of integrated services designed to support expatriates before and after their arrival. These include a foreign exchange service; proactive non-residency status confirmation; opening local and foreign bank accounts; South African Reserve Bank clearances; tax planning, compliance and communication, as well as any customised requirements within our service range. Of course, we make the process of submitting the appropriate visa applications almost effortless for workers, catering to the needs of their spouses and their children as well.

## CORPORATES

Our corporate clients can expect an exceptional end-to-end service that starts with an initial technical meeting to discuss challenges faced in obtaining work visas, our recommended optimal solution, and the creation of a roadmap and protocol for service delivery. Our international payroll outsourcing option ensures your assignees are paid on time, whatever their location. We also offer an on-premises immigration audit service to confirm your expatriate employees and their families hold legally obtained, valid visas, and that their actual duties align with their visa conditions. In addition, our unique on-line immigration tracking system helps you easily manage and track expatriate assignees across the globe, is fully customisable and dashboard-driven, and provides a secure repository for storing assignees' documents.

## SERVICES



Corporate Visas



Permanent Residence Permits



Intra-Company Transfer Work Visas



Critical Skills Work Visas



General Work Visas



Short Term Work Visas (up to 6 months)



Global Visas



Immigration Tracking System



Immigration Audit Services



# XPATWEB

Work Permit & Expatriate Solutions

# INTERNATIONAL MONEY TRANSFER EXPERTS

## XPATXCHANGE

Ensuring a seamless, cost effective approach to cross-border transfers to help you safely navigate the complexities related to the international flow of money

## FOREX SOLUTIONS

XpatXchange offers a complete forex solution that takes the pain out of international money transfers. Our integrated team of forex, tax and compliance experts are deeply experienced in exchange control regulations and cross-border payments, ensuring a seamless, cost-effective approach to help you safely navigate the complexities related to the international flow of money.

XpatXchange is registered and regulated with the South African Reserve Bank (SARB), South African Revenue Service (SARS), Financial Services Conduct Authority (FSCA) and the Financial Services Board (FSB).

## SERVICES



Corporate and Individual Fund Transfers to and from South Africa



Import and Export Payments for Businesses



Discretionary Allowance Transfers



Opening Trade Accounts



Deceased Estate Beneficiary Payments



Investment Allowances Transfers



Financial Emigration



Opening of Non-resident Accounts





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Holistic expatriation solutions with a 100% work visa success rate and expedited delivery.

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## SPECIALISED ACCOUNTING DUTIES

### AFRICORP ACCOUNTING

Technical expertise and advice for a range of accounting functions best left to professionals.



#### ACCOUNTING

Our good standing with SARS and our longtime experience with their procedures relieves you of various time-consuming obligations, such as tax compliance, registrations and submissions. This includes full VAT management for companies and non-executive directors. We also compile complete financial statements that meet all the requirements of International Financial Reporting Standards (IFRSs).



#### SECRETARIAL SERVICES

You need to register your new startup with the right entity type and develop a tax-optimised accounting structure from the start. We'll guide you to the best approach for your business, perform company registration at CIPC for you or reactivate an existing CIPC registration, and administer your yearly submissions to them. We also assist PBOs with ensuring full compliance with SARS and Section 18a.



#### PAYROLL SERVICES

You can outsource your entire payroll function to our accounting team and allow us to handle all your SARS and COIDA registrations.



#### DECEASED ESTATE TAX ADMINISTRATION

As the executor of estates, it will save you a great deal of time and effort if you engage us as your mediator with SARS. We specialise in the tax component of estate management, allowing you to forgo the need to get the deceased's tax affairs in order, deliver all documentation to SARS in person, or apply for a letter of tax clearance. Our team is actively handling estate tax for a number of corporates, banks and legal firms who have readily entrusted us with power of attorney in their matters.



#### INDEPENDENT AUDIT AND INDEPENDENT REVIEW

A company that meets certain legal conditions must carry out either an independent audit or independent review of their financial statements. This gives stakeholders either reasonable or limited assurance, respectively, of their accuracy. Our team of chartered accountants (CAs) and independent reviewers are legally qualified to accept such assignments.

#### ANCILLARY SERVICES

- Expedited SARS administration at branch and LBC level
- Holistic Tax Services
- Foreign Company Set Up
- Apostilling of Documents





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The success of an organisation's tax risk management strategy is dependent on their engagement of a partner in tax that can provide a holistic corporate tax solution.

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# TALENT ACQUISITION, THE SCIENTIFIC WAY

## AFRICORP RECRUITMENT

Scientifically proven methods for sourcing and evaluating your ideal candidate.

No matter how big a recruitment agency or how many people it can reach, you'll never find the right candidate if its evaluation process is wrong. Matching qualifications and experience to your requirements is fine, but will that person fit your corporate culture and vision? Or will there be friction? Our scientifically proven method of identifying your ideal employee goes further, delving deep into our applicants' personality, motivations, natural competences and soft skills. When we're done, we'll not only have someone who performs well in your organisation but also thrives in your environment and supports your business initiatives.

## SEARCH AND SELECTION

By leveraging our extensive network of talent sources as well as modern data sharing technologies, we have access to a vast pool of local and international professionals. We're able to fill any position, including those requiring scarce skills not available in South Africa or the African regions we serve. With our added assistance in facilitating all classes of visas and work permits for expatriates and their families, you can acquire critical skills from any country minus the administrative burden. Lastly, either during search or at your behest, our registered industrial psychologists provide rigorous psychometric testing to verify your candidate possesses the type and range of attributes you demand.

## LABOUR BROKING AND PAYROLL

You can offload your entire HR function to our outsourced labour solution. The service extends our recruitment of permanent and temporary staff with placement confirmation, contract management, full payroll administration, and contract termination.

## SERVICES



Network Recruitment



Specialised Search



Psychometric Assessment



Work Permit Assistance



# AFRICORP

GLOBAL PLACEMENT PARTNER





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We have many years of experience across different fields which allows to offer a breadth of services, while maintaining high levels of service excellence.

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# EXPATRIATE TAX SERVICES FOR SOUTH AFRICANS ABROAD

## FINANCIAL EMIGRATION

A personalised service designed to ease your journey through the legislative complexities of financial emigration.

In 2017, National Treasury and SARS announced an amendment to Section 10(1)(o)(ii) of the Income Tax Act that has significant consequences for the tax obligation of South African expatriates earning an income abroad. Effective from 1 March 2020, the new legislation requires them to pay tax of up to 45% on their foreign income to SARS, where it exceeds R1 million for the year of assessment. This affects expatriates who are still considered residents of South Africa for the purposes of taxation and exchange control. In some cases, you could be taxed by both SARS and the tax authority in the country you now live if no international tax relief agreement exists between the two or if you have not followed any formal process to note oneself as non-resident for tax purposes.

## FINANCIAL EMIGRATION CEASES TAX AND EXCHANGE CONTROL RESIDENCY

To avoid these risks, South Africans who have or wish to emigrate, can follow the process of "financial emigration", which terminates your tax residency status with SARS and your exchange control residency with the South African Reserve Bank (SARB). Financial emigration provides legal certainty on non-residency status for tax and exchange control purposes, as well as holding certain financial planning benefits, such as being one of the few ways of cashing out your retirement annuity.

Apart from the initial paperwork we help you submit, our team at Financial Emigration will complete the entire process for you. This includes conducting an assessment of your financial position and tax status per SARS' records, retrospective tax correction and backdating where necessary, obtaining a tax clearance certificate from SARS, completing and submitting your emigration application to SARB, assisting with any triggered Capital Gains Tax (CGT) events, transferring funds offshore and redeeming policies, and more, all customised around your unique needs. We also assist clients in compiling and submitting a Double Taxation Agreement (DTA) application, where financial emigration is not an option due to certain requirements not being met.

## SERVICES



SARS compliance check, status update and first-time accurate expatriate tax filings that meets SARS obligation



Retrospective tax correction, including SARS VDP process



Financial Emigration Process through SARS and SARB



Transferring of funds offshore as part of financial emigration



Encashment of South African policies



Assistance in opening blocked asset accounts/non-resident accounts



Securing and acquiring SARS Tax Clearance Certificates



Assistance with application for DTA and residency opinion



**FINANCIAL**  
EMIGRATION



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The formalisation of the tax residency status of South African tax residents who left the country many years ago is to be encouraged.

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# SET UP YOUR BUSINESS IN AFRICA, REMOTELY

## TCSAS

A turnkey solution that launches your African operation for you, ready to run when your people get here.

## COMPANY SETUP

TCSAS helps you set up your African-based business from the comfort of your home country. Our services begin with determining your requirements, establishing which form of business works best for your needs, and making application to the local companies registrar (CIPC) on your behalf. We ensure your new business is correctly registered for tax and remains tax compliant through our tax consulting and administration service. Throughout the process, our legal team offers guidance and enforces adherence to local regulations and laws.

## ESSENTIAL BUSINESS FUNCTIONS

We'll implement an accounting function based on your business needs and African best practice, including a financial reporting framework aligned to International Financial Reporting Standards (IFRS). Our global procurement service establishes an appropriate model for your buying function and links it to our mature supply chain of validated local and international suppliers. This gives you immediate access to required commodities and services at preferred pricing.

## VISA SERVICES

To have your key staff reproduce your successful business model in Africa or to import foreign skills, you'll need to ensure they comply with the destination's visa requirements. TCSAS not only arranges for the best-fit, legally compliant visas but is also the only provider to offer an integrated set of support services. These include setting up bank accounts, confidential payroll outsourcing, a foreign exchange service, proactive non-residency status confirmation, tax planning and a tax compliance service. So you can be sure your staff will be welcomed into your ready-to-run business with all their immigration needs catered to.

## SERVICES



Tax Services



Integrated Work Permit Solutions



Payroll Services



Tax Training



Procurement Services

# TCSAS

Group Services

# CONTACT US

## TELEPHONE

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International: +27 11 782 5289

## EMAIL

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## POSTAL

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## WEB

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[www.africorpaccounting.co.za](http://www.africorpaccounting.co.za)  
[www.africorprecruitment.co.za](http://www.africorprecruitment.co.za)

[www.xpatweb.com](http://www.xpatweb.com)  
[www.financialemigration.co.za](http://www.financialemigration.co.za)  
[www.tcsas.co.za](http://www.tcsas.co.za)

## PHYSICAL ADDRESS

### **Johannesburg**

Wrigley Field Building, The Campus  
57 Sloane Street, Bryanston, 2021

### **George**

Beacon Place, First Floor  
125 Meade Street, George, 6530



# DIRECTIONS TO OUR OFFICES

- 1) From Sloane Street, enter the Campus Business Complex and immediately turn left to enter boom gate.
- 2) Follow the road; after the first bend to the right, you will find the Main Visitor's Parking on your left (Opposite the Gabba Building).
- 3) Alternatively, go around the crescent; take the "The Campus" slipway on your right (after Twickenham Building).
- 4) You can park at the Augusta Parking on your right (after the Wembley Building) or
- 5) You can park at the Wrigley Field Parking on your right (at the back of the Wrigley Field Building).

