

From pay to operational advice, optimise your HR!

- ▶ How can you outsource pay and payroll deductions in a way you can trust?
- ▶ How can you digitalise HR processes, from skills management to training programmes?
- ▶ How can you best manage cost and risk, especially in relationships with staff representative bodies?



Reactivity

Your requests considered within 24 hours.

Efficiency

In a constantly changing legal and regulatory environment, outsourcing reduces risk.

Reliability

All salaries paid in France by specialists on a dedicated platform.

Experience

A centre with 200 specialists (pay, legal experts, HR consultants) in France, 40,000 salaries paid per month - presence in 157 countries.



“

Aware that the success of a company is mainly down to the quality of its people, BDO provides all the services you need to manage human resources effectively. BDO's niche is being a Human Resources partner for businesses, both for setting up back offices and for analysing Human Resources data and providing related advice.

”

Benefit from the expertise of salary and employment law specialists who can advise you on projects and any urgent situations you may face.

Salary management and legal assistance

- ▶ **Managing pay and payroll deductions**
Administration of staff throughout their contractual employment: from hire to contract end
- ▶ **1st level legal assistance:**
conventional employment contracts and severance agreements, redundancies, etc.
- ▶ **2nd level legal assistance:**
management of litigation relating to employee contract termination

Digitalising Human Resources

- ▶ **Implementing an Employment and Expertise plan**
- ▶ **Managing training:**
assessing motivation, setting participant goals and formalising career objectives, mobilising and telling staff about opportunities to access training on their own initiative, etc.
- ▶ **Managing interviews:**
planning, monitoring and managing campaigns, objectives and development plans, etc.

Managing and optimising using data

- ▶ **Staff optimisation:** salary costs, staff turnover, demographics, absenteeism (annual leave, sick leave, maternity leave, etc.)
- ▶ **HR projects:** managing seniors, gender equality, generation contracts, career management, pay, recruitment, training, personal interviews, etc.
- ▶ **Social aspects of the financial and social database (BDES) and CSR**
- ▶ **Managing staff representative bodies**

contact@bdo.fr
www.bdo.fr

96%
client satisfaction*

**96% of those asked are satisfied overall with the quality of our services. Survey carried out by a third party in 2015.*