

# 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
- ▶ **1<sup>st</sup> level legal assistance:**  
conventional employment contracts and severance agreements, redundancies, etc.
- ▶ **2<sup>nd</sup> 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**

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**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.*