

PAYROLL

Context

Our client is a US company operating in the aerospace and defence industry. Further to a contract gained in Toulouse, they decide to hire directly French employees based in Toulouse, even though they do not have any French legal structure.

Our Approach

Following various conference call with our US client, we advise them to externalise the payroll function through our services:

- drafting of work contracts;
- registration of employees to the social contribution agencies;
- registration of the US company to the specific office in charge of foreign companies employing in France;
- monthly coordination of collection of variable payroll information (bonuses, sick days, etc.);
- preparation of payslips; and
- quarterly returns to social contribution agencies.

Our added value

Our bilingual team managed this externalisation, insuring the foreign company was fully compliant with French legal and social requirements, while allowing managers to focus on delivering the contract with their French client.

This externalisation process was made possible by close coordination between our team and the HR team of our client in the US.

The ever changing nature and complexity of French labour law is often seen as a time consuming and hazardous area for foreign companies. However, it remains a critical area in the success of setting up a business in France.

Externalising payroll through **SOPYREC** guarantees our clients a local expertise as well as a quality of service delivered in English. Our knowledge and expertise in this area provides them with comfort, in terms of compliance and optimisation of their HR function.

SOPYREC

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