

Payroll and social charges - Level 3



PAP-4 2 Days (14 Hours)

Description

The primary mission of the payroll manager or manager is to guarantee the reliability of payroll, even the most complex. He must also calculate contributions as accurately as possible. But he can go further and propose cost saving possibilities to his HR department. It reinforces its added value and thus proves its expertise. This is precisely what this training offers.

Who is this training for ?

For whom

Corporate payroll manager and manager. External service provider to companies (payroll software publishers, accounting firms).

Prerequisites

- Have followed "[Payroll and social charges - Level 2](#)" (ref. 1441) or have good payroll practice .

Training objectives

- Master the calculation of social charges and identify possible savings.
- Process complex payrolls.
- Making the last paycheck more reliable.

Training program

Réaliser la paie des contrats particuliers

- Apprentice pay.
- Trainee pay.
- Scenario Checking pay slips and calculating the exemption limit for trainee bonuses.

Gérer des cas complexes de paie

- Calculate the pay of a therapeutic part-time employee and manage cases of incapacity.
- Manage regularizations of negative installments and salary reminders.
- Evaluate the advantages of employee savings (impact of the PACTE Law): Profit-sharing; Participation; PEE; Retirement savings.
- Control partial activity in payroll.
- Scenario Calculation of contribution bases and complex pay slips Comparison of the advantages of different employee savings schemes.

Maîtriser et optimiser certaines cotisations

- Monitor your workplace accident rate.
- Pay your transport contribution as accurately as possible.
- Additional insurance: cases of exemptions, health check.
- Social and fiscal reintegration of welfare and supplementary retirement contributions.
- Scenario Simulations AT rates, interactive quizzes, calculation of social and fiscal reintegration.

Garantir la fiabilité des soldes de tout compte complexes

- Simulate the cost for the company of different types of disruption.
- Implement all the control points to make the last payroll more reliable: regularization of contribution reductions, ceilings, tranches, CSG/CRDS, social package...
- Scenario Simulation of termination compensation cost and control of balances of all complex accounts.