

## The practice of employment contracts: CDI, temporary work, CDD, etc.



DTRS-14 2 Days (14 Hours)

### Description

How to choose the most suitable contract? How to write sensitive clauses? How to modify the employment contract without risk? How can we validate the use of fixed-term contracts and temporary work and avoid the risk of contract reclassification? What is the maximum duration of these contracts? How to integrate developments concerning part-time work? What are the changes regarding salary portability? So many questions that we invite you to answer during this training. NB: This training program takes into account the latest legal developments.

### Who is this training for ?

#### For whom

HR Director, HR Manager, Human Resources Assistant.

#### Prerequisites

Aucune

### Training objectives

- Measure the risks, flexibilities and constraints of the employment contract.
- Conclude the most suitable contract: full-time or part-time, permanent or fixed-term contract.

Write sensitive clauses in the employment contract.

- Use fixed-term contracts, temporary work or subsidized contracts.

### Training program

#### Conclure un contrat de travail : mode d'emploi

- Identify the advantages and disadvantages of the different possible employment contracts.
- Distinguish the employment contract from related contracts: subcontracting; salary portability; internships; temporary work, subsidized contracts... .
- Identify the points of vigilance linked to the use of subcontracting.

Sécuriser la rédaction d'un contrat à durée indéterminée Respecter les clauses obligatoires.  
Rédiger avec soin les clauses de souplesse : mobilité géographique ; objectifs ; télétravail.

- Master sensitive clauses such as: non-competition, cancellation of training.
- Manage the trial period vigilantly.

Rédiger et gérer les contrats à temps partiel Insérer les clauses obligatoires (horaires, répartition...).

- Change the distribution of part-time hours.

Modifier le contrat de travail : souplesse et contraintes des avenants

- Distinguish between changes to the contract and conditions of execution of the contract.
- Change the place of work, qualification, remuneration.
- Implement a period of secure external voluntary mobility.
- Respect the procedures and draw up amendments.
- Draw the consequences of the employee's refusal.

Conclure et gérer le CDD et le contrat d'intérim en toute sécurité juridique

- Use the reasons and durations legally.
- Take into account the additional unemployment contribution in the case of short fixed-term contracts.
- Renew or chain fixed-term contracts/temporary contracts .
- Manage temporary or fixed-term contracts and the end of contract on a daily basis.
- Identify and prevent requalification risks.