



## Outline to Payroll in France

This webinar focuses on the major payroll rules in France and includes discussion of the following topics:

- Taxation – rates and allowances
- PAS withholding rules
- PAS default withholding regime
- Social security employer registration
- DPAE submission on new starters
- SIRET/APE numbers
- TFE service
- Structure of URSSAF
- Structure of Pole Emploi
- Structure of ASSEDIC/AGIRC/ARRCO
- Structure of Groupe Novalis Taitbout
- Nominative social statement – DSN return
- Make up to gross pay
- Tax-free items
- Individual calculation of each of the separate social security deductions
- The General Reduction of certain social charges
- Remittance of deductions
- Apprenticeship tax
- Housing Fund
- Transport reimbursements
- Payroll administrative requirements
- Share options and profit sharing schemes
- Payroll tax
- New CDD Contracts Tax
- Support for disabled workers – Taxe Agefiph
- Work certificate and other leaver papers
- Employment law
- Salary overpayments
- Court orders
- Interns
- Collective bargaining agreements
- Working time and RTT
- Sickness, maternity, and paternity leave
- Annual leave
- Cadre vs. non cadre status
- Expenses and benefits
- Employment contracts (CDI vs. CDD)
- Websites and guidance on French system (available in English)
- Detailed French guidance (must be translated)

*Program is subject to change*

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