

SECURE YOUR BUSINESS AND LIMIT YOUR HUMAN RESSOURCES RISKS



- ▶ Do the employment contracts comply with the rules in force?

- ▶ Are my "employer" obligations being respected? Does the company risk financial penalties?

- ▶ Do the internal regulations comply with the legal requirements?

- ▶ What are my obligations to the employee representative organisation?

- ▶ Are the results of the health and safety risk assessment recorded in the single risk assessment document?

- ▶ Is the employer brand strategy defined within my company?

Our commitment

Our expertise is based on the analysis of your human resources practices and procedures :

- ▶ Legal and administrative analysis of the applicable obligations and sanctions.
- ▶ Strategic analysis of your human resources management policy.

You benefit from a complete report (predictive analyses, action recommendations) to improve your human resources practices.

The report will be accompanied by a resume summarising the points to be improved, the penalties incurred and the deadlines for compliance.

contact@bdo.fr

www.bdo.fr



Reactivity

Your request will be processed within 24 hours.

Expert advice

Benefit from the expert advice of our legal and social experts to improve your internal processes and avoid any risk of sanctions.

Experienced

A versatile team of legal experts and human resources consultants providing you with a critical and objective perspective to optimize your human resources management..

Our social and legal expertise specialists analyze your human resources processes and identify possible improvements :

As an employer, you must respect labour law and the rules of the collective agreement. Our experts offer you a study to check if your human resources practices are compliant:

1

Posting and information obligations

- ▶ Compliance of postings and mandatory information in your company

2

The security obligation

- ▶ Presence and updating of the single risk assessment document
- ▶ Organisation of the various medical examinations

3

Employment contracts

- ▶ Identify whether employment contracts comply with the law and collective agreements (mandatory and prohibited information, legal and enforceable clauses, etc.)
- ▶ Study of the choice and application of the collective agreement

4

Employee Representative Organisation

- ▶ Organisation of the employee elections
- ▶ Analysis of the functioning and budgets

5

Mandatory internal documents

- ▶ Study of your internal regulations and internal charters
- ▶ Analysis of the various human resources scores and Unilateral Employer Decisions

6

Company agreements

- ▶ Control of implementation obligations: (professional equality...)
- ▶ Analysis of negotiation opportunities
- ▶ Identification of negotiation and publication methods



BDO

Our experts will assist you in the implementation of an action plan (legal acts, organisation of elections, etc.)