

Cegedim SRH partners with Saint-Gobain on a pilot program for easy-to-read pay stubs

Project covers 3,000 employees ahead of the mandatory launch in 2017

Paris, July 4, 2016 – [Cegedim SRH](#), an innovative provider of Cloud HR solutions and outsourced HR services, announces that as of June 2016 it is distributing pay stubs for 3,000 Saint-Gobain employees in a new, easier-to-read format.

Saint-Gobain and Cegedim SRH, its partner in payroll management since 2009, actively participated in the working group led by Jean-Christophe Sciberras¹, whose recommendations served as the basis for the pay stub changes. The measure, which took effect via a decree issued on February 26, 2016, is part of a government-sponsored effort to simplify administrative processes. It is intended to give employees a clearer picture of their social contributions and those of their employer, by grouping the amounts by risk category (health insurance, pension, family allocations, and unemployment insurance,).

A business project with a tight timeline

Saint-Gobain is one of the pilot companies that has agreed to experiment with launching the new pay stub in the first half of 2016. The new pay stub will be mandatory from January 1, 2017, for all companies with more than 300 employees, and in 2018 for all other companies.

“The clarifications don’t change the rules for calculating payroll in any way. They are intended to better consolidate the employee and employer portions of social contributions to make them easier to read. Leading the way on this effort fits with our philosophy and gives us confidence that we will be ready when the clarified pay stub is rolled out to all of the Group’s employees in France. This is especially important because the timeline is so tight and the mandatory implementation will occur on January 1, 2017, at the same time as the start of phase 3 of the new ‘Déclaration Sociale Nominative’, or DSN, automated process for social contributions,” underlined **Thierry Gallarotti, Managing Director of Saint-Gobain HR Services France**.

Two innovative HR players strengthen their partnership

The development and business line teams at Cegedim SRH collaborated on devising a new standard for pay stubs, incorporating the reconfigured aggregate figures requested by the government and the specific parameters desired by Saint-Gobain. The new pay stub got its first test in June, with 3,000 Saint-Gobain employees in France. “We got the result we were hoping for, and Cegedim SRH’s teams were right there when we needed them, attentive to our specific needs,” confirmed **Mr. Gallarotti**.

Cegedim SRH is offering its clients the innovative option of presenting their employees’ pay stubs in both the old and new formats for a period of their choosing, which will give employees time to get used to the new format. Cegedim SRH is also giving employers the option to print pay stubs in the old format upon request, and offering them new payroll management tools.



“This very exciting project, which builds on a partnership that began seven years ago, is a good example of how flexible we can be in working with our clients to deal with a changing HR landscape. The successful implementation of the easy-to-read pay stub on a large scale is definitely reason for satisfaction. The fact that we put together a dedicated team and took part in the preparatory phase, before the decree was even issued, allowed us to adapt our tools and anticipate potential challenges. Companies need to be getting ready for this change today,” says **Vincent Grare, Head of the Standard team at Cegedim SRH**.

¹ Jean-Christophe Sciberras, Solvay France’s head of HR and former president of the National Association of HR Directors (ANDRH), was appointed by the government to come up with concrete proposals to make pay stubs easier to read and understand with the help of a working group.

*About
Cegedim SRH:*

Cegedim SRH is a major provider of HR solutions and services. The company has more than 25 years of experience in HR outsourcing. With operations in Switzerland, France and the UK, Cegedim SRH has a client base that includes national and international groups in every business sector, from large corporations to mid-market firms.

To learn more, please visit: www.cegedim-srh.fr

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About Cegedim:

Founded in 1969, Cegedim is an innovative technology and services company in the field of digital data flow management for healthcare ecosystems and B2B, and a business software publisher for healthcare and insurance professionals. Cegedim employs more than 3,600 people in 11 countries and generated revenue of €426 million in 2015. Cegedim SA is listed in Paris (EURONEXT: CGM).

To learn more, please visit: www.cegedim.com

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*About Saint-
Gobain:*

Saint-Gobain designs, manufactures and distributes materials and solutions which are key ingredients in the wellbeing of each of us and the future of all. They can be found everywhere in our living places and our daily life: in buildings, transportation, infrastructure and in many industrial applications. They provide comfort, performance and safety while addressing the challenges of sustainable construction, resource efficiency and climate change.

World leader in habitat
€39.6 billion in revenues in 2015
Operates in 66 countries
More than 170,000 employees

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