



Social representation in France with posting

Belgian companies posting their staff to France need to observe a number of important socio-legal obligations. This means appointing a social representative is compulsory, you need to report the services beforehand, and you must always have the necessary social documents available – such as employment contracts, wage slips and A1 – allowing you to demonstrate your company is meeting all of France's socio-legal obligations.

Avoid penalties and fines

Companies failing to observe these obligations can be heavily penalised by the French social inspectorate. These penalties can involve fines of € 4,000 per employee posted and € 8,000 in the event of repetition, with a maximum of € 500,000. Moreover, a month-long operating ban in France can also be imposed.

Our specialists at Vandelanotte France support Belgian – and other foreign – companies in observing their obligations and preventing potential issues.

What we can do for you

Here are some of our services:

- preliminary declaration of employment with the French social inspectorate for the employee;
- guidance with the declaration and appointing a social representative so that you can do this yourself;
- acting as a social representative for the Belgian company in France, and observing socio-legal obligations;
- interacting with the social inspectors and providing the information requested in the event of a social inspection.

SERVICE OFFERED BY VANDELANOTTE FRANCE	PRICE (EXCL. VAT)
Vandelanotte performs the preliminary declaration of employment with the French social inspectorate (through the SIPSI platform) for the employee.	€ 750 (4 employees or fewer); € 950 (from 5 employees)
Vandelanotte guides the employer, enabling it to perform the declaration itself, and supports it in appointing the social representative.	€ 750
Vandelanotte acts as a social representative for the Belgian company in France, and sees to the socio-legal obligations being observed, such as documentation requested and keeping wage slips up to date.	€ 90 for month for the first posting; € 45 for month for each additional posting
Vandelanotte interacts with the social inspectors during a social inspection and provides all of the information requested.	Hourly rate of € 175

Contact your accountmanager or one of our specialists at contact@vdl.be.