

MONTHLY FRENCH HR SUPPORT

Transparent per-employee pricing · 2026

Know the recurring HR cost before building your French P&L.

Pricing

Population	Monthly fee excl. VAT	Included time
Employee, apprentice or payrolled director ≥ 65 h/month	€98.90 per person	1 hour per person
Employee < 65 h/month or paid intern	€49.45 per person	30 minutes per person

The workforce base is adjusted monthly, up or down. The initial commitment is six months. The subscription reflects a 40% reduction from the standard project-work rate. Unused time is not carried forward unless the quotation says otherwise.

What the subscription can include

Area	Recurring HR work within the agreed scope
Employment setup & records	Pre-hire declarations; French-compliant contracts and amendments; trial-period and deadline follow-up; employee-file and register administration.
Working time, leave & absence	35/39/40-hour or eligible annual-days arrangements; overtime and RTT design; working-time evidence; leave, sickness and other absence follow-up; payroll consequences.
Payroll & benefits coordination	Help selecting the client's producer; monthly input collection and checks; transmission, output consistency review and correction follow-up; health, disability/death and retirement-body coordination.
Health & safety	Mandatory workplace risk-assessment record (DUERP); registers; occupational-health coordination; training, authorisations, exposure and incapacity case follow-up.
Employee representation	French statutory works council (CSE) thresholds, elections, required meetings and consultation support; employee-representative and union relations.
Employee relations & disputes	Manager preparation, compliant process and documents, negotiated options, factual HR file preparation and coordination with authorised counsel.
Hiring support & talent journey	Role definition and classification; process support; refinement of client-sourced shortlists and second-line review; onboarding, reviews, professional interviews, training and internal communication.
Management & performance	Senior HR advice, organisation and reward design, social-cost review, funding and training coordination, HR process review and management support.
HR data protection	Data minimisation, access, secure channels, retention, employee information, processor instructions and escalation of rights requests or incidents.

Clear professional boundaries

- Payroll: the client directly selects and contracts the payroll platform or accounting firm. monRH@moi has no payroll-production software, does not issue payslips and does not file statutory payroll declarations. It manages the agreed HR inputs, controls and follow-up; the producer retains responsibility for its output.
- Recruitment: monRH@moi defines and classifies the role, advises on the process and may refine a client-sourced shortlist or review identified candidates at second level. It does not source candidates, advertise roles or perform first-line assessment; an external recruitment firm may be recommended and coordinated.
- Reserved legal, tax, immigration, cybersecurity and specialist work remains with the appropriately authorised professional.

Included versus separately charged

Included in the subscription	Separate cost or quotation
Agreed HR work within the available monthly time; email/telephone access; routine documents and follow-up.	Postage and registered delivery; paid advertising; official fees; payroll/recruitment platforms; external counsel or specialists; travel and exceptional projects outside scope.
The accepted quotation controls scope, priorities, response expectations and any exceptions.	