

# Course : Payroll news

Adapt your practices to the latest legislative and social developments

**Practical course - 1d - 7h00 - Ref. AAP**

**Price : 870 CHF E.T.**

NEW

Against a backdrop of frequent reforms, this training course is designed to decipher the latest payroll developments, so as to secure HR practices. It enables you to anticipate the impact of regulations on pay slips, secure reporting practices and integrate new parameters into payroll tools and calculations. This program evolves according to the latest developments in the field.

## Teaching objectives

At the end of the training, the participant will be able to:

- Understand legislative and regulatory developments in payroll
- Applying new developments in daily practice
- Anticipate the HR, accounting and budgetary impacts of reforms

## Intended audience

Payroll managers. HR and accounting managers.

## Prerequisites

Good knowledge of payroll fundamentals.

## Practical details

### Hands-on work

Alternating theoretical and practical inputs: case studies, application exercises.

## Course schedule

### 1 Mapping the 2026 reforms

- Applying the unified degressive general reduction
- Harmonizing the layout of pay slips

### Hands-on work

Calculating a bulletin with RGDU

## PARTICIPANTS

Payroll managers. HR and accounting managers.

## PREREQUISITES

Good knowledge of payroll fundamentals.

## TRAINER QUALIFICATIONS

The experts leading the training are specialists in the covered subjects.

They have been approved by our instructional teams for both their professional knowledge and their teaching ability, for each course they teach. They have at least five to ten years of experience in their field and hold (or have held) decision-making positions in companies.

## ASSESSMENT TERMS

The trainer evaluates each participant's academic progress throughout the training using multiple choice, scenarios, hands-on work and more.

Participants also complete a placement test before and after the course to measure the skills they've developed.

## TEACHING AIDS AND TECHNICAL RESOURCES

- The main teaching aids and instructional methods used in the training are audiovisual aids, documentation and course material, hands-on application exercises and corrected exercises for practical training courses, case studies and coverage of real cases for training seminars.

- At the end of each course or seminar, ORSYS provides participants with a course evaluation questionnaire that is analysed by our instructional teams.
- A check-in sheet for each half-day of attendance is provided at the end of the training, along with a course completion certificate if the trainee attended the entire session.

## 2 Managing changes in absence and IJSS costs

- Managing work stoppages under the new rules
- Integrating the IJSS sickness and maternity benefit reform
- Anticipate specific absences (miscarriage, abortion, reservists)

### Hands-on work

Calculation of daily benefits (IJSS).

## 3 Integrate new social and tax issues

- Update exemptions and benefits
- Handle payroll and specific exemptions
- Anticipating tax measures

### Hands-on work

Quiz on new social and tax issues.

## 4 Preparing for changes in labor law and employee governance

- Applying the new vacation pay rules
- Managing working hours
- Implementing the European directive on pay transparency

### Hands-on work

Quiz on changes in labor law and employee governance

## Dates and locations

### REMOTE CLASS

2026 : 20 Mar., 19 June, 11 Sep., 4 Dec.

### TERMS AND DEADLINES

Registration must be completed 24 hours before the start of the training.

### ACCESSIBILITY FOR PEOPLE WITH DISABILITIES

Do you need special accessibility accommodations? Contact Mrs. Fosse, Disability Manager, at [psh-accueil@orsys.fr](mailto:psh-accueil@orsys.fr) to review your request and its feasibility.