Who decides what — payroll & DSN control

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Ferralis & Associés · operating rules of the agent · fictional document

> **Fictional document — demonstration example**
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> **Fictional document**, produced for the demonstration. It describes the split adopted at Ferralis: what the agent triggers on its own, and the acts that remain with the payroll officer.

The three acts the agent triggers without asking

Act	Why it is automatic	How it is undone
Opening the check on a batch as soon as payroll is produced	Checking while the month is being built means correcting before issue rather than after	Check suspended per client file, with a word
Alert 3 days before any filing deadline	The deadline does not move — Article R. 243-6 of the French Social Security Code: the 5th or the 15th depending on headcount and payroll timing	Alert lead time adjustable; switched off per file
Tying an incoming feedback report to its file and its line	An unattached report is lost within three days, and comes back as a correction six months later	Attachment correctable, and logged

> **None of these three acts writes into payroll, alters a payslip or files a return.** They open a file, they display a deadline, they put a report away.

The four acts reserved to the payroll officer

Act	What the agent brings	What approval adds
Keeping or setting aside a discrepancy	The finding, the rule that grounds it, the payslip line that carries it, and the file's history	Judgement on the real situation of the employee and the client
Approving a corrected payslip	The recalculated payslip, presented line by line before and after, with the source of each addition	The firm's commitment on the document issued to the employee
Triggering the filing of a return	The full reconciliation, the prepared blocks, the deadline displayed	The declaratory act itself, which binds the employer
Putting a configuration into effect	The rule written out, the condition in plain language, and the replay over twelve months of history	The firm's responsibility for the rule applied to its clients

Measuring client files, not people — the reasoning

By default the agent measures **client files**. The reason is mechanical: the number of discrepancies kept per officer, if it becomes an individual indicator, becomes a target; **a target distorts what it measures**, the officer who hesitates settles quickly and the one who has doubts stops reporting them. **The agent then loses the very information it uses to correct its own rules** — which is precisely what made it possible, this quarter, to trace 180 set-aside flags back to two faulty configurations.

This is not a prohibition, and the agent does not hide behind a rule that does not exist: the employer's right to monitor work is recognised. If the employer asks for an individual indicator, the agent produces it and brings the conditions to be met.

Condition	Text	The firm's situation

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Proportionality to the aim pursued	**Article L. 1121-1 of the French Labour Code**	To be assessed against the stated purpose
Prior information of the people concerned	**Article L. 1222-4 of the French Labour Code**	To be given before any implementation
Consultation of the works council	Required from fifty employees upwards	**48 staff today — a threshold to watch**

Traceability

Every discrepancy flagged carries **its rule and its line**. Every decision by the officer is recorded with what followed, and **feeds the agent's rules**: that is how this quarter's set-aside discrepancies produced two corrected configurations, rather than an excuse. Every automatic act is logged with its timestamp.

Split settled on _____ by _____

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