What the agent does alone, and what is logged

LINDBERGH FORMATION — 16 rue de Maillé, 91310 Montlhéry, France · Companies register (RCS) Evry 817 946 114

Document issued on 09/11/2026

3 reversible actions, 1,460 human approvals · fictional document

Fictional document — demonstration example

This document is produced by the Blue Lemon Agent website to illustrate what an AI agent hands to its users. The companies, matters, amounts and people in it are invented. It has no legal, accounting or commercial value.

Fictional document, produced for the demonstration. **Three actions, not one more, and each is withdrawn with a single word.** Everything else waits for a decision. This is the page to hand the staff representative who asks the question.

The three actions

Action	Rhythm	The reverse holds too	Withdrawal
Going through pay before the cut-off and reporting the gaps	**Every month, five days ahead**	**Gaps in the person's favour are reported as well as those against them — 19 of the 26 scale gaps of the quarter were in their favour**	With one word
Flagging a notified decision not entered after ten days	**Every working day**	**A decision that is reversed is flagged in the same way, so that the entry is undone**	With one word

Action	Rhythm	The reverse holds too	Withdrawal
Handing the department its morning record	**Every working day**	**It goes only to the HR department and carries no assessment of anyone**	With one word

What always waits for a decision

Situation	Whom it belongs to	What the agent hands over
Deciding an individual situation	**To the officer who processes it and the authority that signs**	**The complete file, the calculation in plain sight, the checked documents and the reasoned draft decision**
Entering a value into pay	**To the payroll manager**	**The gap, with the pay line and the decision that should have grounded it**
Awarding a welfare benefit	**To the committee**	**The claim costed and reasoned, sorted in the order of its agenda**
Opening an appointment range	**To the HR department**	**The occupancy rate of the existing ranges and the slots actually requested**
Producing a named indicator	**To management, conditions met**	**See below**

If management asks for an activity indicator — and that is a legitimate request

Point	What the agent brings
Granularity	**By department, never by person**
Warning given beforehand, not afterwards	**With nine officers split into portfolios, a “by portfolio” indicator still points at someone — the choice belongs to management in full knowledge**

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Point	What the agent brings
Prior information of the staff	Note ready, stating what is measured and what is not
Presentation to the staff committee	**Written purpose and retention period, for the establishment to correct**

What is measured instead

Indicator	What it showed this year	What it allows to be decided
Enquiries received, by channel and time band	9,400, of which 412 between 9 p.m. and 6 a.m. over one quarter	Where to place the service effort
Topics that come back	**Payslip questions are packed into the three weeks after each payment**	**Management information, given without putting a single name on it**
Waiting times held and missed	Answers, files, welfare committees	What the department can promise its staff

The log — what is recorded

Element	Recorded?	Detail
Request received and answer given	**Yes**	Time-stamped, with the source and its extract
Approval	**Yes**	**Who approved, when, and what was corrected**
Medical content of a health document	**No**	**The absence reason is handled, never its content**
Content of staff files	**No**	**The index does not copy them — it makes them findable where they are**

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Element	Recorded?	Detail
Readers of the log	**The HR department and the deputy director**	**Retention period set by the establishment**

> **The log serves to answer a member of staff asking what the establishment holds about them**, and to prove, if challenged, who approved what. **It is evidence the establishment had on none of its tools.**

For the establishment to settle

Retention period for the log set by the establishment: _____ months

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> https://bluelemonagent.ai/en/secteur-public/metiers/agent-ia-gestionnaire-rh-paie

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