



proximus **NXT**



**SCHROEDER
& ASSOCIÉS**

ENGINEERING THE FUTURE TOGETHER

Case Study

*Schroeder & Associés optimiz-
es payroll management with
APSAL*



A leading consultancy firm in Luxembourg, Schroeder & Associés has relied on Proximus NXT' payroll calculation solution since 2013. APSAL adapts to the company's needs, saving considerable time for the HR administration teams while reducing the risk of errors. The solution directly contributes to employee satisfaction and supports the company's growth.

As one of Luxembourg's leading engineering consultancies, Schroeder & Associés provides a wide range of expertise for construction and infrastructure projects throughout the country. With its 450 employees, the company is committed to building a sustainable world, integrating social and environmental issues at the heart of the projects it supports, and contributing positively and constructively to the transformation of society.

Successfully carrying out this mission means, first and foremost, looking after our teams and paying them properly, on time and on budget. "In a company of our size, with its wide variety of profiles, payroll management is a complex task, admits Ms Bertemes, Head of Finance at Schroeder & Associés. We employ 450 people, with 430 fixed-term and open-ended contracts and an average of 20 interns over the year. Against this backdrop, our HR team has to keep an eye on who's coming in and who's going out, keep everyone's data up to date and adapt salary calculations to take account of parental, maternity or sick leave."



A flexible solution

For several years, to support payroll calculation and the issuance of salary slips, Schroeder & Associés has relied on Proximus NXT' APSAL software. "The solution we were using until 2013 no longer met our expectations," continues the manager. "At that time, we sought a payroll management tool adapted to our needs. Since 2011, we had already deployed GESALL, Proximus NXT' solution oriented towards accounting management. Therefore, we naturally asked our partners if they could also assist us with aspects related to payroll calculation.

At that time, Schroeder & Associés had 280 employees. "Proximus NXT' APSAL solution stood out for its flexibility, allowing a small team to easily grasp all payroll-related issues," adds Mrs. Bertemes. "Our wish, indeed, was to rely on software that adapts to the company's practices." For instance, within Schroeder & Associés, one-third of the employees' thirteenth-month bonus is paid in March, and the remaining two-thirds at the end of the year.

However, if an employee decides, for example, to take parental leave between the first quarter and the end of the year, it is important to consider this in the calculation of the thirteenth-month amount. Employees also have the option to convert this thirteenth month into vacation days.

Fully automated calculation

“With the Proximus NXT teams, we were able to customize the software to meet our specific needs and integrate these elements into the payroll calculation. When a new requirement arises, we can rely on the Proximus NXT teams, always available to help us find a solution or evolve the solution,” explains Mrs. Bertemes. “APSAL has saved us a lot of time every month. The calculation and payment of salaries are fully automated. The key is to ensure that the input data is correct. The software takes care of the rest.”

Intégration des changements législatifs

For Schroeder & Associés, another significant advantage of the solution lies in the integration, over time, of legislative and tax adaptations in payroll calculation. APSAL is a solution exclusively dedicated to the Luxembourg market. As such, the solution is compliant with the legislation in place. The relationships that the development teams maintain with the administration allow for a good understanding of regulatory developments to update the software over time. The payroll calculation performed with APSAL automatically takes these developments into account, such as the recent approval of a tax credit for employees or index jumps.

Beyond the automatic calculation and payment of salaries, the APSAL solution also enables the preparation of various declarations to the authorities and their automatic transmission. “Thanks to the software, we have been able to significantly reduce the number of data manipulations. Consequently, the associated risk of error is greatly limited,” explains Mrs. Bertemes. “The software also provides indicators on the evolution of the wage bill. This allows us to efficiently manage our costs.”

Au plus près des besoins des employés

Between 2013 and 2023, the team at Schroeder & Associés nearly doubled in size. A software like APSAL has supported this growth thanks to the high level of automation it enables. The company intends to continue improving its HR processes, notably by integrating APSAL with the company’s HR information system to facilitate the updating of employee data. Another challenge lies in the digitalization and availability of salary slips. “The time saved by these digital solutions allows us to dedicate more time to our employees, advising them on the steps they need to take, such as with the tax authorities, with the aim of optimizing their remuneration,” explains Mrs. Bertemes, who continuously ensures the satisfaction of each team member.

A portrait of Marcelle Bertermes, a woman with short brown hair and glasses, smiling. She is wearing a dark jacket over a white shirt. The background is white with a grey diagonal shape on the left and a large purple shape at the bottom. The text "Discover their story" is overlaid on the left side.

Discover their story

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**MARCELLE BERTEMES - Finance
Unit Manager**