

I communicate the Standard costs for Restructuring

Tasks to be completed when documenting an operation (from creation to publication)

1. Enter the **Title of the operation / page**

2. Add the following Labels:

- Scope of applicability: ww, country_accounting
- Country or group of countries (if applicable): belux, china, france, italy, lam, nam,uk_ie, bulgaria, dach, netherlands, iberia, poland, latvia, australia, india, japan, south_korea, thailand, singapore, new_zealand, emea_transversal, apac_transversal
- Unit and Domain according to the [List of labels to be used in the Finance Service Line space](#)
 - E.g. 1: WW Operation in Financial Accounting under domain "Central Finance Processes & Compliance":
 - Labels to be used: **ww, financial_accounting, central_fin_proc_compliance**
 - E.g. 2: France Operation in Financial Accounting:
 - Labels to be used: **country_accounting, france, financial_accounting**
(for country operations, the Domain is always country_accounting)

3. Fill in all fields as described above

4. Name the title of each section using OPD methodology naming convention - **Infinitive verb without the "to", mainly action verb...something) -" I do something..."**

5. Once the description of the operation is completed, ensure it is approved and published by launching the [SBS-Finance approval workflow](#)

Domain: Central Finance Processes & Compliance

Responsibility area: Ensure information on standard costs for Restructuring provisions is shared to Controllers

Table of contents

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- Table of contents
- 1. Objective and Scope
 - 1.1. Objective of this Operation
 - 1.2. Scope
- 2. Definitions
- 3. Tasks description
- 3.1. I inform Controllers on the update of Standard costs for Restructuring provisions
 - 3.1.1. I inform Controllers on the update of Standard Costs of Restructuring provisions by email, sending the link of the Database used.

PF1 **WP1**

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Forms

docs.google.com/spreadsheets/d/1lmx6KXXW_bZMxEjmmErKEwtAzuEXIT__TpjcHVkKd4/edit#gid=2025782719

The goal of this operation is to share with the FI Representatives assigned Restructuring provisions review any changes shared by HtR on standard costs to be considered for best estimation of the provision.

1.2. Scope

All countries impacted by Restructuring provisions with Standard Costs listed (France, Belgium, Portugal, Italy, Spain, USA, UK, Germany, China, Singapore, South Korea, Brazil).

2. Definitions

See [Finance Glossary](#):

Restructuring includes all measures designed to permanently adapt structures, production and employees (production, sales, administrative) to economic changes.

Restructuring plans include site closure and/or stop of activity. They should be distinguished from "Recovery plans", which result in decrease in staff and that are reported under "[R38220 - Recovery plans](#)" above REBIT.

The cost of all arrangements associated with the restructuring decision should be provided for in the year in which the decision to restructure is made. Restructuring costs are broken down into:

- [R45100 - Restructuring expenses of the period excluding depreciation](#)
- [R45200 - Use of restructuring provisions](#)
- [R45300 - Restructuring provisions](#)
- [R45500 - Restructuring - Impairment of fixed assets](#)
- [R45600 - Restructuring - Write-down of inventories / receivables](#)

R45500 & R45600 are out of scope of this procedure

Restructuring costs include:

- severance pay
- compensation for the early termination of operating leases, and
- all exit costs arising from restructurings, including impairment losses recognized on discontinued assets due to the closure of a site or operation.

Restructuring provisions (R45300)

In here are reported the full charges of these provisions in the P/L (without cash counterpart):

- the new provisions (new measures) See above under R45100 for the related expenses types.
- The restructuring provisions are reviewed quarterly with the cost controllers.

Notes:

- The corresponding heading of R45300 in the statement of financial position is "[L15800 / L45800 - long-term / short-term provisions for restructuring](#)".
- Before reported new restructuring provisions, the agreement from the Consolidation Department is required in order to ensure these provisions relate well to a restructuring plan and not a recovery plan (competitive plan).

3. Tasks description

Finance Service Line General Ledger Specialist handling Restructuring Provisions must share with the FI Representatives handling Restructuring provisions review the most updated list of Standard Costs, provided by HR Reports team.

3.1. I inform Controllers on the update of Standard costs for Restructuring provisions

3.1.1. I inform Controllers on the update of Standard Costs of Restructuring provisions by email, sending the link of the Database used.

Send an email to the Controllers listed as FI Representatives and alert them on a quarter or yearly basis that the standard costs by Country have been changed and that the Restructuring provisions should reflect the update accordingly.



Database standard costs_updated - starting September 2018



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3:G 2021 Data - updated in September 2021

	A	B	C	D	E	F	G	H	I
1	2021 Data - updated in September 2021								
2	Matchcode	Country	Range seniority	Grading	Average leaving cost Q3 2018 (LOCAL CURRENCY)	Outplacement / others	TOTAL Leaving cost September 2021 (LOCAL CURRENCY)	TOTAL Leaving cost September 2020 (LOCAL CURRENCY)	TOTAL Leaving cost June 2019 (LOCAL CURRENCY)
3	France 0 - 5 years workers - employees	France	0 - 5 years	workers - employees	61 589,10	included in calculations	64 262	61 299	60 931
4	France 5 - 10 years workers - employees	France	5 - 10 years	workers - employees	89 727,20	included in calculations	93 437	91 952	91 362
5	France 10 - 15 years workers - employees	France	10 - 15 years	workers - employees	105 658,13	included in calculations	104 823	105 572	107 341
6	France 15 - 20 years workers - employees	France	15 - 20 years	workers - employees	124 161,32	included in calculations	125 026	127 013	126 594
7	France 20 - 25 years workers - employees	France	20 - 25 years	workers - employees	143 950,68	included in calculations	215 308	143 431	145 612
8	France Above 25 years workers - employees	France	Above 25 years	workers - employees	232 419,55	included in calculations	237 617	234 315	234 731
9	France 0 - 5 years S15	France	0 - 5 years	S15	76 750,03	included in calculations	80 491	90 463	81 697
10	France 5 - 10 years S15	France	5 - 10 years	S15	115 304,91	included in calculations	173 799	161 904	120 536
11	France 10 - 15 years S15	France	10 - 15 years	S15	113 363,71	included in calculations	133 504	137 884	118 312

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