

REPORT TO THE PARLIAMENT OF THE FRENCH COMMUNITY

Payroll management of teaching staff in the non-university tertiary education within the French Community



The Belgian Court of Audit has examined the administrative and financial situation of the teaching staff in the non-university tertiary education within the French Community (the so-called “hautes écoles”).

The Court has assessed the accuracy of the wages using a statistical survey, whose results revealed a high rate of errors essentially related to financial seniority calculation. Extrapolating the survey to all teaching staff results in a probable error rate of 53.7% for the 2016-2017 academic year, with a probability of 44.8 % to 62.6 %. The risk affects between 3,100 and 4,340 staff members. The overall financial impact has been estimated at 185,612 euros (78%) for wage arrears and 52,933 euros (22%) for undue wages.

When looking into the causes of financial seniority errors, one notices above all a regular – if not overall – lack of a formal seniority calculation. Besides, the personal files rarely include a record of service for the current or previous career.

The Court recommends to include in the personal file a record of all services reported by the staff member, whether they are eligible or not in terms of financial seniority, and to systematically review the calculation during the implementation of the new IT applications of the integrated education management system.