

REPORT TO THE WALLOON PARLIAMENT

Human resource management in the Walloon Region's autonomous ports

The Belgian Court of Audit assessed the management of human resources in the autonomous ports of the Walloon Region. It found errors in the calculation of staff salaries in the ports of Charleroi, Namur, Centre and West and breaches of social and tax regulations.

As the understaffing of the ports concerned mainly accounts for these shortcomings, the Court recommends outsourcing the human resource management processes to a structure with the required knowledge and skills.

The salary rates for engineers and supervisors of worksites, both necessary functions for the activities of the ports, were reported to be inadequate if we take account of the difficulty to recruit such specific profiles. The audit also identified the unequal treatment resulting from the secondment allowances granted to agents assigned to ports by the Public Service of Wallonia. The Court further pointed out the lack of an appropriate regulatory framework for this particular working relationship.

The Walloon Minister of Mobility expressed his will to adapt the legal framework around the autonomous ports' activities to their specific features. He also announced that the irregularities identified by the Court in the calculation of staff salaries will be remedied.