

Report to the Federal Parliament

Human Resource Management in four Federal Scientific Agencies



The Belgian Court of Audit has examined the personnel policy and administration in four federal scientific agencies (FSAs): the Royal Library of Belgium, the Royal Museums of Fine Arts of Belgium, the Royal Museum for Central Africa and the Royal Observatory of Belgium. These agencies administratively fall under the remit of the FPS Science Policy (Belspo). Together, they make up the Science Policy Department.

The Court has analysed to what extent the four FSAs master the personnel cycle and more specifically whether they have a sound organisation and internal control system to cover themselves against risks of inefficiency and breaches of regulations, good governance principles or code of ethics. The Court has identified a number of shortcomings at both administrative and organisational levels, which impede a coherent and adequate personnel policy. Most noteworthy is the understaffing of the FSAs' HR departments, which does not always enable them to carry out policy tasks.

The Court has also found a number of inadequacies in human resource management regarding:

- the calculation of the seniority for determining the salary;
- the content of some personnel files and selection documents;
- the internal communication and the available persons of confidence specialised in integrity.

The report *Human Resource Management in four Federal Scientific Agencies* is now available (in either French or Dutch) on the Court's website (courtofaudit.be).