

Abstract

THE PAYMENT OF TEACHERS' SALARIES (IN THE FRENCH-SPEAKING COMMUNITY)

The Court of Audit has devoted a study to the risks that could impair the accuracy and the timely payment of the salaries of the 97.000 staff members in the compulsory education system; it has also looked into the difficulties confronting the services in charge of fixing and paying these salaries.

The regulations (administrative and pay regulations for teaching staff and the related directives) are so intricate that the French-speaking Community's officials find it very difficult to enforce them in a correct and uniform way. Besides, the computer tool is obsolete and does not meet the requirements of modern, efficient and secure management practices. It was scheduled for replacement, originally in 1998, but has been phased out since 2003.

If service devolution has undoubtedly several advantages, it nonetheless has the disadvantage of creating constraints linked to the reduced size of the entities, among others the need to guarantee management continuity when staff are absent or are retiring. In several regional offices, there is a shortage of grade 1 officials and the practical training of staff to be recruited is likely to pose a problem in the future when account is taken of the existing age pyramid. On a more general level, the Court pointed out the risk inherent in all devolutions, namely the development of practices and interpretations differing according to the service involved.

The Court issued several recommendations designed to improve the operation of the services involved, to facilitate their work and set up a genuine internal control at key moments of the teaching staff's career.

