

Report to the Federal Parliament: Calculation of the tide-over allowance when placed on non-operational status due to illness



The Belgian Court of Audit examined the calculation of the tide-over allowance granted to statutory civil servants of the federal public departments who have frequently been taken ill during their career. Most of the findings and recommendations might also largely apply to similar benefits provided by other public departments.

Statutory civil servants retain their full salary during sickness for longer than contractual employees, i.e. until all their 'sick leave days' laid down by statute have been used up. Only from then on will their salary be limited to a percentage of their last 'working wage' (usually up to 60%).

The Court of Audit found, firstly, that the applicable regulations are insufficiently precise on some points (a number of calculation parameters are not defined clearly enough) and, secondly, that the calculation of the 'regular' tide-allowance is usually sufficient but that the two guarantees laid down in the regulations are not or not correctly applied (the allowance may not be lower than the sickness benefits for contractual employees in a similar situation or the pension granted to people who are placed in early retirement on medical grounds).

The relevant department (the FPD Policy and Support/PersoPoint) has already informed the Court that the minister in charge ordered adjustments to be drafted to the regulatory scheme. He also promised to improve the manual for file managers and to set up structural cooperation with the departments responsible for sickness benefits (the National Institute for Health and Disability Insurance) and pensions (the Federal Pension Department).