

Report to the Federal Parliament: Royal Theatre of La Monnaie – Towards a modernised HR management



The Belgian Court of Audit assessed the Royal Theatre of La Monnaie's HR management, and in particular the progress made in this area compared to its 2014 findings and recommendations, following an audit on the personnel cycle of this federal cultural institution that mainly puts on opera performances.

The audit revealed that the Royal Theatre of La Monnaie has not yet caught up with its HR management, either in terms of developing certain policies or tools. However, ongoing projects could remedy the shortcomings identified. Among others, these projects are aimed at acquiring a new management tool, adopting regulations setting the wages, bonuses and other benefits granted to personnel, and developing an assessment procedure by promoting above all a feedback culture. The Court also found that the supplementary pensions issue, which is likely to place a significant financial burden on La Monnaie's budget in the coming years, has still not been solved.

The Court of Audit recommends that the planned projects and initiatives be pursued and completed, and that a permanent solution be found to the supplementary pensions issue. Otherwise, this financial burden could weigh on the execution of La Monnaie's artistic missions.