

Report to the Federal Parliament:

Federal Agency for the Reception of Asylum Seekers – Audit of the staff management processes



The Belgian Court of Audit examined whether the Federal Agency for the Reception of Asylum Seekers (Fedasil) operates within a control environment that provides protection against the risks related to the personnel cycle. It also analysed to which extent the staff management processes comply with legal provisions, internal control standards and principles of effectiveness and efficiency.

The Agency has a management plan with a strategic objective focused on staff management. It also drafted an operational plan that translates this objective into several projects. However, the monitoring indicators have yet to be defined. The internal control environment and activities in the field of risk management have been developed. However, this management does not cover all the risks, which moreover have not been analysed in depth. The massive recourse to fixed-term contracts implies a substantial workload for the Agency, which must frequently recruit new staff. Furthermore, the precariousness of its contracts undermines its employment attractiveness and acts as a brake on the recruitment and retention of some specific profiles.

The Court recommends that the Agency develops a specific risk-based analysis relying on information from its own software programmes. Other recommendations include limiting the use of fixed-term contracts to situations that justify it and, as a matter of principle, offering staff members a permanent contract. The current recruitment system and its alternatives should also be assessed. Finally, the regulatory framework requires clarification on several points.