



Service public fédéral
Personnel et Organisation

**OECD-GOOD GOVERNANCE FOR DEVELOPMENT IN
ARAB COUNTRIES INITIATIVE**

**PEER-TO-PEER VISIT OF SENIOR HR OFFICIALS FROM ARAB
COUNTRIES ON THE BELGIAN EXPERIENCE WITH REFORMING
THE FEDERAL JOB CLASSIFICATION SYSTEM**

**FEDERAL PUBLIC SERVICE PERSONNEL & ORGANISATION
20-24 NOVEMBER 2006
51, RUE DE LA LOI, 1140 BRUSSELS**

Monday 20 November	
09.30h	Official introduction by Mr. Georges Monard, chairman of the Federal Public Service Personnel and Organisation
10.00h	Workshop 1: General introduction on the Belgian Reform Program which started in 2002: 4 pillars: <ol style="list-style-type: none"> 1. New organisational structure 2. New management culture 3. New Vision on HR 4. New ways of working
12.30h	Lunch
14.00h	Workshop 2: New career system

Tuesday 21 November	
09.30h	Workshop 3: New evaluation system
11.00h	Workshop 4: New approach towards training and development
12.30h	Lunch
14.00h	Workshop 5: Methodology used in conducting the financial analysis to decide the financial impact of the Reform; methodology used to determine salary scales, etc.

Wednesday 22 November	
09.00h	Workshop 6: Job description and classification system: criteria and structure
12.30h	Lunch
14.00h	Workshop 7: Job classification process
15.30h	Workshop 8: Final classification result and maintenance (incl. IT-tools and procedures)

Thursday 23 November	
09.00h	Workshop 9: Reform programme of the Flemish Community
12.30h	Lunch
14.00h	Workshop 10: Link of the job classification system to the different HR-processes, e.g. promotion, succession planning, career path, HR planning, etc.

Friday 24 November	
09.30h	Communication methodology
11.00h	Closing session: Wrap-up and conclusions
12.30h	Lunch