

BOND

GUARDIAN

C.M.F.

TAG CONSENT

U.S.A.

Muty 58

0 - Staff Regulations

exception
in particular cases, the Board authorizes
the appointment of nationals of
the countries

PERSONNEL

0-1

1 Persons on the staff of the Fund shall be nationals of
2 members of the Fund, *unless in a special case the*
Executive Board decides otherwise.

may be redrafted as indicated

0-2

3 In the discharge of their functions, the persons on the
4 staff shall owe their duty entirely to the Fund and to no other
5 authority.

0-3

6 All persons on the staff must avoid any action, and in
7 particular any kind of pronouncement, which may reflect unfavor-
8 ably upon their position as employees of an international organ-
9 ization, either in their own country or elsewhere. They should
10 always bear in mind the reserve and tact incumbent upon them by
11 reason of their international functions, and they are required to
12 exercise the utmost discretion in regard to matters of official
13 business. At no time should they in any way use to private
14 advantage information known to them by reason of their official
15 position.

0-4

16 Except in the course of his official duties or by express
17 authorization of the Managing Director, no person on the staff
18 may, during the term of his appointment of service, publish, cause
19 to be published, or assist in the publication of any book, pamphlet,
20 article, letter or other document relative to the policies or activ-
21 ities of the Fund or to any national political questions; deliver
22 any speech, lecture, or radio broadcast, or grant any press inter-
23 view on such policies, activities or questions; or communicate

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OK

24 to any person any unpublished information known to him by
25 reason of his official position. ~~For two years~~ after termination
26 of his period of service with the Fund, a person formerly on
27 the staff may not, without the express authorization of the
28 Managing Director, disclose any confidential information he has
29 received during his service with the Fund by reason of his official
30 position.

0-5

31 No person on the staff shall hold other public or private
32 employment or engage in any occupation or profession which in the
33 Fund's opinion is incompatible with the proper performance of his
34 official duties.

0-6

35 A person on the staff may retain re-employment rights or
36 pension rights acquired in the service of a public or private
37 organization.

0-7

38 Any person on the staff who accepts a public office of a
39 political character shall immediately resign from the Fund.

0-8

40 No person on the staff may accept any honor, decoration, favor,
41 gift, or bonus from any government, or from any other authority or
42 person external to the Fund, for services rendered during the period
43 of his appointment or service with the Fund.

0-9

44 Upon appointment, each person on the staff will subscribe in
45 writing to the following affirmation:

46 "I solemnly affirm:

47 That, to the best of my ability, I will carry out
48 my responsibilities in a manner that will further the purposes
49 of the International Monetary Fund;

50 That, I will refrain from communicating confidential
51 information to persons outside the Fund;

52 That, I will not use to private advantage information
53 known to me by reason of my official position ~~only~~; and

54 That, I will accept no instruction in regard to the
55 performance of my duties from any government or authority
56 external to the Fund."

Q-10

57 All persons appointed to permanent positions on the staff
58 shall be classified by grades or positions according to the nature
59 of their duties and responsibilities. Salary increases within
60 each grade will be progressively available upon the recommendation
61 of supervisors ~~and~~ upon the successful completion of successive
62 periods of work.

*Put
in
staff
regulation*

Q-11

63 The salary scale for permanent employees of the Fund shall,
64 so far as practicable, conform to the salary scale of United Nations.

Q-12

65 The Directors and Assistant Directors of departments and
66 offices of the Fund, and the heads of divisions within departments
67 and offices, and all persons to be paid 8000 dollars or more per
68 year, shall be appointed by the Managing Director with the approval
69 of the Executive Board. All other appointments to the staff shall
70 be made by the Managing Director or his designated representative.

revisi

0-13

71 The directors of departments and offices of the Fund shall
 72 serve at all times subject to the pleasure of the Managing Director,
 73 but in terminating the services of these persons and any other
 74 persons whose appointment was approved by the Executive Board, the
 75 Managing Director shall give at least two weeks' notice to the
 76 Executive Board before notice is given to the person concerned.

redraft

0-14

77 The Managing Director shall establish a Personnel Review
 78 Committee consisting of two persons on the staff selected by the
 79 Managing Director, two persons on the staff elected by the staff,
 80 and a fifth member selected by the other four. Each member will
 81 serve a term of one year and may be re-appointed or re-elected.
 82 This Committee will consider and make recommendations to the
 83 Managing Director in all cases where it is proposed to discharge
 84 a person on the staff for actions substantially prejudicial to
 85 the interests of the Fund or for unsatisfactory working relations.
 86 In cases where it is proposed to discharge a person on the staff
 87 for inability or unwillingness to perform the duties of his
 88 position and in the case of persons on the staff recommended for
 89 discharge for failing to meet the requirements of probation, the
 90 person concerned may request the Personnel Review Committee to
 91 investigate and make recommendations to the Managing Director.

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report

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92 The Managing Director is authorized to issue General Orders,
 93 with the approval of the Executive Board, concerning the general
 94 personnel policies which shall apply to the operating staff of
 95 the Fund. The Managing Director is authorized to issue such other
 96 orders as may be necessary to make effective the personnel policies

97 stated in the Rules and Regulations and in the General Orders.

TRAVEL

0-16

98 Official travel will be undertaken by staff members only
99 with the approval of the Managing Director. Official travel
100 outside the continental limits of the United States will be
101 undertaken only with the ^{of the Managing Director and} further approval of the Executive Board.
102 The Managing Director is authorized to issue from time to time
103 General Orders, with the approval of the Executive Board, concern-
104 ing the general travel policies which shall apply to the staff of
105 the Fund.

est
~~and designated~~ officials
designated by him.

0 - Staff Regulations

PERSONNEL

- 0-1 1 Persons on the staff of the Fund shall be nationals of
2 members of the Fund.
- 0-2 3 In the discharge of their functions, the persons on the
4 staff shall owe their duty entirely to the Fund and to no other
5 authority.
- 0-3 6 All persons on the staff must avoid any action, and in
7 particular any kind of pronouncement, which may reflect unfavor-
8 ably upon their position as employees of an international organ-
9 ization, either in their own country or elsewhere. They should
10 always bear in mind the reserve and tact incumbent upon them by
11 reason of their international functions, and they are required to
12 exercise the utmost discretion in regard to matters of official
13 business. At no time should they in any way use to private
14 advantage information known to them by reason of their official
15 position.
- 0-4 16 Except in the course of his official duties or by express
17 authorization of the Managing Director, no person on the staff
18 may, during the term of his appointment of service, publish, cause
19 to be published, or assist in the publication of any book, pamphlet,
20 article, letter or other document relative to the policies or activ-
21 ities of the Fund or to any national political questions; deliver
22 any speech, lecture, or radio broadcast, or grant any press inter-
23 view on such policies, activities or questions; or communicate

24 to any person any unpublished information known to him by
25 reason of his official position. For two years after termination
26 of his period of service with the Fund, a person formerly on
27 the staff may not, without the express authorization of the
28 Managing Director, disclose any confidential information he has
29 received during his service with the Fund by reason of his official
30 position.

0-5 31 No person on the staff shall hold other public or private
32 employment or engage in any occupation or profession which in the
33 Fund's opinion is incompatible with the proper performance of his
34 official duties.

0-6 35 A person on the staff may retain re-employment rights or
36 pension rights acquired in the service of a public or private
37 organization.

0-7 38 Any person on the staff who accepts a public office of a
39 political character shall immediately resign from the Fund.

0-8 40 No person on the staff may accept any honor, decoration, favor,
41 gift, or bonus from any government, or from any other authority or
42 person external to the Fund, for services rendered during the period
43 of his appointment or service with the Fund.

0-9 44 Upon appointment, each person on the staff will subscribe in
45 writing to the following affirmation:

46 "I solemnly affirm:

47 That, to the best of my ability, I will carry out
48 my responsibilities in a manner that will further the purposes
49 of the International Monetary Fund;

50 That, I will refrain from communicating confidential
51 information to persons outside the Fund;

52 That, I will not use to private advantage information
53 known to me by reason of my official position only; and

54 That, I will accept no instruction in regard to the
55 performance of my duties from any government or authority
56 external to the Fund."

Q-10 57 All persons appointed to permanent positions on the staff
58 shall be classified by grades or positions according to the nature
59 of their duties and responsibilities. Salary increases within
60 each grade will be progressively available upon the recommendation
61 of supervisors and upon the successful completion of successive
62 periods of work.

Q-11 63 The salary scale for permanent employees of the Fund shall,
64 so far as practicable, conform to the salary scale of United Nations.

Q-12 65 The Directors and Assistant Directors of departments and
66 offices of the Fund, and the heads of divisions within departments
67 and offices, and all persons to be paid 8000 dollars or more per
68 year, shall be appointed by the Managing Director with the approval
69 of the Executive Board. All other appointments to the staff shall
70 be made by the Managing Director or his designated representative.

0-13 71 The directors of departments and offices of the Fund shall
72 serve at all times subject to the pleasure of the Managing Director,
73 but in terminating the services of these persons and any other
74 persons whose appointment was approved by the Executive Board, the
75 Managing Director shall give at least two weeks' notice to the
76 Executive Board before notice is given to the person concerned.

0-14 77 The Managing Director shall establish a Personnel Review
78 Committee consisting of two persons on the staff selected by the
79 Managing Director, two persons on the staff elected by the staff,
80 and a fifth member selected by the other four. Each member will
81 serve a term of one year and may be re-appointed or re-elected.
82 This Committee will consider and make recommendations to the
83 Managing Director in all cases where it is proposed to discharge
84 a person on the staff for actions substantially prejudicial to
85 the interests of the Fund or for unsatisfactory working relations.
86 In cases where it is proposed to discharge a person on the staff
87 for inability or unwillingness to perform the duties of his
88 position and in the case of persons on the staff recommended for
89 discharge for failing to meet the requirements of probation, the
90 person concerned may request the Personnel Review Committee to
91 investigate and make recommendations to the Managing Director.

0-15 92 The Managing Director is authorized to issue General Orders,
93 with the approval of the Executive Board, concerning the general
94 personnel policies which shall apply to the operating staff of
95 the Fund. The Managing Director is authorized to issue such other
96 orders as may be necessary to make effective the personnel policies

97 stated in the Rules and Regulations and in the General Orders.

TRAVEL

0-16 98 Official travel will be undertaken by staff members only
99 with the approval of the Managing Director. Official travel
100 outside the continental limits of the United States will be
101 undertaken only with the further approval of the Executive Board.
102 The Managing Director is authorized to issue from time to time
103 General Orders, with the approval of the Executive Board, concern-
104 ing the general travel policies which shall apply to the staff of
105 the Fund.

29 authorization of the Managing Director, disclose any
30 confidential information he has received during his service
31 with the Fund by reason of his official position.

o P-5 32 No (~~member-of~~) person on the staff shall hold other
33 public or private employment or engage in any occupation
34 or profession which in the Fund's opinion is incompatible
35 with the proper performance of his official duties.

o P-6 36 A person on the staff (~~member~~) may retain re-employment
37 rights or pension rights acquired in the service of a public
38 or private organization.

o P-7 39 Any (~~member-of~~) person on the staff who accepts a public
40 office of a political character shall immediately resign
41 from the Fund.

o P-8 42 No (~~member-of~~) person on the staff may accept any
43 honor, decoration, favor, gift, or bonus from any government,
44 or from any other authority or person external to the Fund,
45 for services rendered during the period of his appointment
46 or service with the Fund.

o P-9 47 Upon appointment, each person on the staff (~~member~~)
48 will subscribe in writing to the following affirmation:

49 "I solemnly affirm:

50 That, to the best of my ability, I will carry out
51 my responsibilities in a manner that will further the pur-
52 poses of the International Monetary Fund;

53 That, I will refrain from communicating confidential
54 information to persons outside the Fund;

55 That, I will not use to private advantage information
56 known to me by reason of my official position only; and

57 That, I will accept no instruction in regard to
58 the performance of my duties from any government or authority
59 external to the Fund."

0 P-10 60 All persons appointed to permanent (members-ef)
61 positions on the staff shall be classified by grades or
62 positions according to the nature of their duties and
63 responsibilities. Salary increases within each grade will
64 be progressively available (~~to staff members~~) upon the
65 recommendation of (~~their~~) supervisors and upon the success-
66 ful completion of successive periods of work, as set
67 forth in memorandum A.

0 P-11 68 The salary scale for permanent employees of the Fund
69 shall, so far as practicable, conform to the salary scale
70 of United Nations.

0 P-12 71 The ~~directors of primary~~ departments of the Fund shall
72 be appointed by the Managing Director with the approval of
73 the Executive Board. All other appointments to the (ef)
74 staff (~~members~~) shall be made by the Managing Director or
75 his designated representative.

*the heads of divisions
with sign-off
all persons to
be paid \$8,000
or more
per year*

0-13 P-13 76 The Managing Director shall establish a Personnel
77 Review Committee consisting of two (~~members-ef~~) persons on
78 the staff selected by the Managing Director, two (~~members~~
79 ~~ef~~) persons on the staff elected by the staff, and a fifth
80 member selected by the other four. Each member will serve
81 a term of one year and may be re-appointed or re-elected.
82 This Committee will consider and make recommendations to
83 the Managing Director in all cases where it is proposed to
84 discharge a person on the staff (member) for actions sub-
85 stantially prejudicial to the interests of the Fund or for

Wants to be elected at pleasure of 40 - 2 who make up the

86 unsatisfactory working relations. In cases where it is
87 proposed to discharge a person on the staff (member) for
88 inability or unwillingness to perform the duties of his
89 position and in the case of persons on the staff (members)
90 recommended for discharge for failing to meet the require-
91 ments of probation, the (~~staff-member~~) person concerned
92 may request the Personnel Review Committee to investigate
93 and make recommendations to the Managing Director. ←

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P-14

94 The Managing Director is authorized to issue General
95 Orders, with the approval of the Executive Board, concern-
96 ing the general personnel policies which shall apply to
97 the operating staff of the Fund. The Managing Director
98 is authorized to issue such other orders as may be necessary
99 to make effective the personnel policies stated in the
100 Rules and Regulations/and in the General Orders.

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TRAVEL

101 Official travel will be undertaken by staff members
102 only with the approval of the Managing Director. Official
103 travel outside the continental limits of the United States
104 will be undertaken only with the further approval of the
105 Executive Board. The Managing Director is authorized to
106 issue from time to time General Orders, with the approval
107 of the Executive Board, concerning the general travel
108 policies which shall apply to the staff of the Fund.

~~However, the Managing Director shall inform the Executive Board
at least two weeks in advance of giving notice of his
intent to dismiss a person on the staff appointed with
the approval of the Executive Board.~~

P - Staff Regulations

PERSONNEL

P-1 1 The Staff (~~members~~) of the Fund shall be nationals of
2 members of the Fund.

P-2 3 In the discharge of their functions, the (~~members-of~~
4 ~~the~~) staff shall owe their duty entirely to the Fund and to
5 no other authority.

P-3 6 All (~~members-of~~) persons on the staff must avoid any
7 action, and in particular any kind of pronouncement, which
8 may reflect unfavorably upon their position as employees
9 of an international organization, either in their own
10 country or elsewhere. They should always bear in mind the
11 reserve and tact incumbent upon them by reason of their in-
12 ternational functions, and they are required to exercise the
13 utmost discretion in regard to matters of official business.
14 At no time should they in any way use to private advantage
15 information known to them by reason of their official position.

P-4 16 Except in the course of his official duties or by ex-
17 press authorization of the Managing Director, no (~~member-of~~)
18 person on the staff may, during the term of his appointment
19 of service, publish, cause to be published, or assist in the
20 publication of any book, pamphlet, article, letter or other
21 document relative to the policies or activities of the Fund
22 or to any national political questions; deliver any speech,
23 lecture, or radio broadcast, or grant any press interview
24 on such policies, activities or questions; or communicate
25 to any person any unpublished information known to him by
26 reason of his official position. For two years after termina-
27 tion of his period of service with the Fund, a person formerly on
28 (~~former-member-of~~) the staff may not, without the express

29 authorization of the Managing Director, disclose any
30 confidential information he has received during his service
31 with the Fund by reason of his official position.

P-5 32 No (~~member-of~~) person on the staff shall hold other
33 public or private employment or engage in any occupation
34 or profession which in the Fund's opinion is incompatible
35 with the proper performance of his official duties.

P-6 36 A person on the staff (~~member~~) may retain re-employment
37 rights or pension rights acquired in the service of a public
38 or private organization.

P-7 39 Any (~~member-of~~) person on the staff who accepts a public
40 office of a political character shall immediately resign
41 from the Fund.

P-8 42 No (~~member-of~~) person on the staff may accept any
43 honor, decoration, favor, gift, or bonus from any government,
44 or from any other authority or person external to the Fund,
45 for services rendered during the period of his appointment
46 or service with the Fund.

P-9 47 Upon appointment, each person on the staff (~~member~~)
48 will subscribe in writing to the following affirmation:

49 "I solemnly affirm:

50 That, to the best of my ability, I will carry out
51 my responsibilities in a manner that will further the pur-
52 poses of the International Monetary Fund;

53 That, I will refrain from communicating confidential
54 information to persons outside the Fund;

55 That, I will not use to private advantage information
56 known to me by reason of my official position only; and

57 That, I will accept no instruction in regard to
58 the performance of my duties from any government or authority
59 external to the Fund."

P-10 60 All persons appointed to permanent (~~members-of~~)
61 positions on the staff shall be classified by grades or
62 positions according to the nature of their duties and
63 responsibilities. Salary increases within each grade will
64 be progressively available (~~to staff members~~) upon the
65 recommendation of (~~their~~) supervisors and upon the success-
66 ful completion of successive periods of work, as set
67 forth in memorandum A.

P-11 68 The salary scale for permanent employees of the Fund
69 shall, so far as practicable, conform to the salary scale
70 of United Nations.

P-12 71 The directors of primary departments of the Fund shall
72 be appointed by the Managing Director with the approval of
73 the Executive Board. All other appointments to the (~~of~~)
74 staff (~~members~~) shall be made by the Managing Director or
75 his designated representative.

P-13 76 The Managing Director shall establish a Personnel
77 Review Committee consisting of two (~~members-of~~) persons on
78 the staff selected by the Managing Director, two (~~members~~
79 ~~of~~) persons on the staff elected by the staff, and a fifth
80 member selected by the other four. Each member will serve
81 a term of one year and may be re-appointed or re-elected.
82 This Committee will consider and make recommendations to
83 the Managing Director in all cases where it is proposed to
84 discharge a person on the staff (~~member~~) for actions sub-
85 stantially prejudicial to the interests of the Fund or for

86 unsatisfactory working relations. In cases where it is
87 proposed to discharge a person on the staff (~~member~~) for
88 inability or unwillingness to perform the duties of his
89 position and in the case of persons on the staff (~~members~~)
90 recommended for discharge for failing to meet the require-
91 ments of probation, the (~~staff-member~~) person concerned
92 may request the Personnel Review Committee to investigate
93 and make recommendations to the Managing Director.

P-14 94 The Managing Director is authorized to issue General
95 Orders, with the approval of the Executive Board, concern-
96 ing the general personnel policies which shall apply to
97 the operating staff of the Fund. The Managing Director
98 is authorized to issue such other orders as may be necessary
99 to make effective the personnel policies stated in the
100 Rules and Regulations/^{and}in the General Orders.

TRAVEL

P-15 101 Official travel will be undertaken by staff members
102 only with the approval of the Managing Director. Official
103 travel outside the continental limits of the United States
104 will be undertaken only with the further approval of the
105 Executive Board. The Managing Director is authorized to
106 issue from time to time General Orders, with the approval
107 of the Executive Board, concerning the general travel
108 policies which shall apply to the staff of the Fund.

P - STAFF REGULATIONS

Personnel

P-1 1 The Staff members of the Fund shall be nationals of members of the
2 Fund.

P-2 3 In the discharge of their functions, the members of the staff
4 shall owe their duty entirely to the Fund and to no other authority.

P-3 5 All members of ^{persons} the staff must avoid any action, and in partic-
6 ular any kind of pronouncement, which may reflect unfavorably upon
7 their position as employees of an international organization, either
8 in their own country or elsewhere. They should always bear in mind
9 the reserve and tact incumbent upon them by reason of their inter-
10 national functions, and they are required to exercise the utmost
11 discretion in regard to matters of official business. At no time
12 should they in any way use to private advantage information known
13 to them by reason of their official position.

P-4 14 Except in the course of his official duties or by express
15 authorization of the Managing Director, no member of ^{person or} the staff may,
16 during the term of his appointment of service, publish, cause to be
17 published, or assist in the publication of any book, pamphlet,
18 article, letter or other document relative to the policies or
19 activities of the Fund or to any national political questions;
20 deliver any speech, lecture, or radio broadcast, or grant any press
21 interview on such policies, activities or questions; or communicate
22 to any person any unpublished information known to him by reason of
23 his official position. For two years after termination of his
24 period of service with the Fund, a ^{person formerly on} former member of the staff may
25 not, without the express authorization of the Managing Director,

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persons appointed to
All permanent members of the staff shall be classified by
grades or positions according to the nature of their duties and
responsibilities. Salary increases within each grade will be
progressively available to staff members upon the recommendation of
their supervisors and upon the successful completion of successive
periods of work, as set forth in memorandum A.

P-11 59

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The salary scale for permanent employees of the Fund shall,
so far as practicable, conform to the salary scale of United
Nations.

P-12 62

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The directors of primary departments of the Fund shall be ap-
pointed by the Managing Director with the approval of the Executive
Board. All other appointments of staff members shall be made by the
Managing Director or his designated representative.

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The Managing Director shall establish a Personnel Review
Committee consisting of two members of the staff selected by the
Managing Director, two members of the staff elected by the staff,
and a fifth member selected by the other four. Each member will
serve a term of one year and may be re-appointed or re-elected.
This Committee will consider and make recommendations to the
Managing Director in all cases where it is proposed to discharge a
staff member for actions substantially prejudicial to the interests
of the Fund or for unsatisfactory working relations. In cases
where it is proposed to discharge a staff member for inability or
unwillingness to perform the duties of his position and in the case
of staff members recommended for discharge for failing to meet the
requirements of probation, the staff member may request the
Personnel Review Committee to investigate and make recommendations
to the Managing Director.

P-14 81 The Managing Director is authorized to issue General Orders,
82 with the approval of the Executive Board, concerning the general
83 personnel policies which shall apply to the operating staff of the
84 Fund. The Managing Director is authorized to issue such other orders
85 as may be necessary to make effective the personnel policies stated
86 in the Rules and Regulations and in the General Orders.

Travel

P-15 87 Official travel will be undertaken by staff members only
88 with the approval of the Managing Director. Official travel outside
89 the continental limits of the United States will be undertaken only
90 with the further approval of the Executive Board. The Managing
91 Director is authorized to issue from time to time General Orders,
92 with the approval of the Executive Board, concerning the general
93 travel policies which shall apply to the staff of the Fund.

July 25, 1946

P - STAFF REGULATIONS

Personnel

- P-1 1 Staff members of the Fund shall be nationals of members of the
2 Fund.
- P-2 3 In the discharge of their functions, the members of the staff
4 shall owe their duty entirely to the Fund and to no other authority.
- P-3 5 All members of the staff must avoid any action, and in partic-
6 ular any kind of pronouncement, which may reflect unfavorably upon
7 their position as employees of an international organization, either
8 in their own country or elsewhere. They should always bear in mind
9 the reserve and tact incumbent upon them by reason of their inter-
10 national functions, and they are required to exercise the utmost
11 discretion in regard to matters of official business. At no time
12 should they in any way use to private advantage information known
13 to them by reason of their official position.
- P-4 14 Except in the course of his official duties or by express
15 authorization of the Managing Director, no member of the staff may,
16 during the term of his appointment of service, publish, cause to be
17 published, or assist in the publication of any book, pamphlet,
18 article, letter or other document relative to the policies or
19 activities of the Fund or to any national political questions:
20 deliver any speech, lecture, or radio broadcast, or grant any press
21 interview on such policies, activities or questions; or communicate
22 to any person any unpublished information known to him by reason of
23 his official position. For two years after termination of his
24 period of service with the Fund, a former member of the staff may
25 not, without the express authorization of the Managing Director,

26 disclose any confidential information he has received during his
27 service with the Fund by reason of his official position.

P-5 28 No member of the staff shall hold other public or private
29 employment or engage in any occupation or profession which in the
30 Fund's opinion is incompatible with the proper performance of his
31 official duties.

P-6 32 Staff member may retain re-employment rights or pension rights
33 acquired in the service of a public or private organization.

P-7 34 Any member of the staff who accepts a public office of a
35 political character shall immediately resign from the Fund.

P-8 36 No member of the staff may accept any honor, decoration, favor,
37 gift, or bonus from any government, or from any other authority or
38 person external to the Fund, for services rendered during the period
39 of his appointment or service with the Fund.

P-9 40 Upon appointment, each staff member will subscribe in writing
41 to the following affirmation:

42 "I solemnly affirm:

43 That, to the best of my ability, I will carry out my
44 responsibilities in a manner that will further the purposes of
45 the International Monetary Fund;

46 That, I will refrain from communicating confidential
47 information to persons outside the Fund;

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49 known to me by reason of my official position only; and

50 That, I will accept no instruction in regard to the per-
51 formance of my duties from any government or authority external
52 to the Fund."

P-10 53 All permanent members of the staff shall be classified by
54 grades or positions according to the nature of their duties and
55 responsibilities. Salary increases within each grade will be
56 progressively available to staff members upon the recommendation of
57 their supervisors and upon the successful completion of successive
58 periods of work, as set forth in memorandum A.

P-11 59 The salary scale for permanent employees of the Fund shall, in
60 general, conform to the salary scale of United Nations.

P-12 61 The Directors and Assistant Directors of departments, heads of
62 Divisions, and other staff members appointed at salaries of \$8,000
63 or more per annum shall be appointed by the Managing Director with
64 the approval of the Executive Board. All other appointments of staff
65 members shall be made by the Managing Director or his designated
66 representative.

P-13 67 The Managing Director shall establish a Personnel Review Com-
68 mittee consisting of two members of the staff selected by the Man-
69 aging Director, two members of the staff elected by the staff, and a
70 fifth member selected by the other four. Each member will serve a
71 term of one year and may be re-appointed or re-elected. This Com-
72 mittee will consider and make recommendations to the Managing Director
73 in all cases where it is proposed to discharge a staff member for
74 actions substantially prejudicial to the interests of the Fund or for
75 unsatisfactory working relations. In cases where it is proposed to
76 discharge a staff member for inability or unwillingness to perform
77 the duties of his position and in the case of staff members recom-
78 mended for discharge for failing to meet the requirements of probation,
79 the staff member may request the Personnel Review Committee to invest-
80 igate and make recommendations to the Managing Director.

P-14 81 The Managing Director is authorized to issue General Orders,
82 with the approval of the Executive Board, concerning the general
83 personnel policies which shall apply to the operating staff of the
84 Fund. The Managing Director is authorized to issue such other orders
85 as may be necessary to make effective the personnel policies stated
86 in the Rules and Regulations and in the General Orders.

P-15 87 All rules and regulations established by the Board governing
88 employment by the Fund may be altered by the Board (to be deleted
89 if subject is covered by a general paragraph applicable to all
90 sections of the Rules and Regulations).

Travel

P-16 91 Official travel will be undertaken by staff members only
92 with the approval of the Managing Director or his designated
93 representative. Official travel outside the continental limits of
94 the United States will be undertaken only with the further approval
95 of the Executive Board. The Managing Director is authorized to
96 issue from time to time General Orders, with the approval of the
97 Executive Board, concerning the general travel policies which shall
98 apply to the staff of the Fund.

July 19, 1946

P - STAFF REGULATIONS

Personnel

P-1 1 In the discharge of their functions, the members of the staff
2 shall owe their duty entirely to the Fund and to no other authority.

P-2 3 All members of the staff must avoid any action, and in particu-
4 lar any kind of pronouncement, which may reflect unfavorably upon
5 their position as employees of an international organization, either
6 in their own country or elsewhere. They should always bear in mind the
7 reserve and tact incumbent upon them by reason of their international
8 functions, and they are required to exercise the utmost discretion
9 in regard to matters of official business. At no time should
10 they in any way use to private advantage information known to
11 them by reason of their official position.

P-3 12 Except in the course of his official duties or by express
13 authorization of the Managing Director, no member of the staff may,
14 during the term of his appointment of service, publish, cause to
15 be published, or assist in the publication of any book, pamphlet,
16 article, letter or other document relative to the policies
17 or activities of the Fund or to any national political questions;
18 deliver any speech, lecture, or radio broadcast, or grant any press
19 interview on such policies, activities or questions; or communicate
20 to any person any unpublished information known to him by reason
21 of his official position.

P-9 46 All permanent members of the staff shall be classified by grades
 47 or positions according to the nature of their duties and responsi-
 48 bilities. Salary increases within each grade will be progressively
 49 available to staff members upon the recommendation of their super-
 50 visors and upon the successful completion of successive periods of
 51 work.

P-10 52 The salary scale for permanent employees of the Fund shall, so
 53 far as practicable, conform to the salary scale of United Nations.

P-11 54 The Managing Director shall establish a Personnel Review Committee
 55 ~~consisting of two members of the Executive Board, two members of the~~ *consisting of*
 56 ~~staff selected by the Managing Director, and three members of the~~ *two*
 57 ~~staff elected by the staff.~~ *and a fifth member selected by the staff.* This committee shall consider and make *Each member shall serve for one year & may be reappointed or reelected.*
 58 recommendations to the Managing Director in all cases where it is
 59 proposed to discharge a staff member for actions substantially
 60 prejudicial to the interests of the Fund or for unsatisfactory
 61 working relations. In cases where it is proposed to discharge a
 62 staff member for inability or unwillingness to perform the duties
 63 of his position, the staff member may request the Personnel Review
 64 Committee to investigate and make recommendations to the Managing
 65 Director.

P-12 66 The Managing Director is authorized with the approval of the
 67 Executive Board, to issue general Administrative Orders concerning
 68 the general personnel policies which shall apply to the operating
 69 staff of the Fund. The Managing Director is authorized to issue
 70 such other orders as may be necessary in order to make effective
 71 the personnel policies stated in the Rules and Regulations and in
 72 the general Administrative Orders.

Travel

- P-13 73 Official travel will be undertaken by Executive Directors and the
74 Managing Director only with the approval of the Executive Board.
- P-14 75 Official travel will be undertaken by staff members only with the
76 approval of the Managing Director. The Managing Director, with the
77 approval of the Executive Board, shall issue from time to time General
78 Administrative Orders covering staff travel.

Heads v

Directors & ~~staff~~ ~~of~~ primary organization
units of the Fund shall be appointed by the M. D.,
with the approval of the Exec. Bd. All other
staff members shall be appointed by the M. D., or
a person designated by him.

P - Staff and Travel Regulations

P-1 1 The Managing Director, with the approval of the Executive
2 Board, shall issue from time to time General Administrative Orders
3 covering personnel matters.

P-2 4 The employees of the Fund shall be permanent members of the
5 staff, part-time employees, consultants and seconded employees.

6 "Permanent members of the staff" shall be persons appointed for
7 continuing indefinite periods, at fixed annual salaries, and who
8 work full-time for the Fund.

9 "Part-time employees" shall be persons appointed for continuing
10 indefinite periods, but not on a full-time basis whose remuneration
11 varies with the duration of their employment, or persons employed on
12 a full-time basis for a limited period or periods. Part-time
13 employees shall not be covered by these Regulations with the exception
14 of paragraphs

15 "Consultants" may be employed with compensation on a lump sum
16 monthly, weekly, per diem, or other special basis, for such limited,
17 part-time or irregular employment as may be arranged in individual cases.
18 Consultants shall not be covered by these Regulations with the exception
19 of paragraphs

20 "Seconded employees" may be loaned to the Fund by governments,
21 their fiscal agencies, other international agencies, or educational,
22 scientific and research institutions, in accordance with such con-
23 ditions and for such periods as may be mutually agreed to by the Fund
24 and the government, fiscal agency, international agency, or institution
25 concerned. Seconded employees shall not be covered by these Regulations
26 with the exception of paragraphs

27 All permanent members of the staff shall be classified by grades
28 or positions according to the nature of their duties and responsibilities.
29 Salary increases within each grade will be progressively available to
30 staff members upon the recommendation of their supervisors and upon
31 the successful completion of successive periods of work as set forth
32 in memorandum A. The list of grades and salary ranges applicable to
33 permanent employees of the staff are given under Annex I of these
34 Regulations.

P-3

35 In the discharge of their functions, the members of the staff
36 shall owe their duty entirely to the Fund and to no other authority.

37 All members of the staff must avoid any action, and in particular
38 any kind of pronouncement, which may reflect unfavorably upon their
39 position as employees of an international organization, either in their
40 own country or elsewhere. They should always bear in mind the reserve
41 and tact incumbent upon them by reason of their international functions,
42 and they are required to exercise the utmost discretion in regard to
43 matters of official business. At no time should they in any way use to
44 private advantage information known to them by reason of their official
45 position.

46 Except in the course of his official duties or by express
47 authorization of the Managing Director, no member of the staff may, during
48 the term of his appointment of service, publish, cause to be published,
49 or assist in the publication of any book, pamphlet, article, letter or
50 other document relation to the policies or activities of the Fund or
51 to any national political questions: delivery any speech, lecture, or
52 radio broadcast, or grant any press interview on such policies, activities
53 or questions; or communicate to any person any unpublished information
54 known to him by reason of his official position.

55 No member of the staff shall hold other public or private
56 employment or engage in any occupation or profession which in the
57 Fund's opinion is incompatible with the proper performance of his
58 official duties.

59 Staff members may retain re-employment rights or pension rights
60 acquired in the service of a public or private organization.

61 Any member of the staff who accepts a public office of a political
62 character shall immediately resign from the Fund.

63 No member of the staff may accept any honor, decoration, favor, gift,
64 or bonus from any government, or from any other authority or firm external
65 to the Fund, for services rendered during the period of his appointment
66 or service with the Fund.

P-4 67 Upon appointment, each staff member will subscribe in writing
68 to the following affirmation:

69 "I solemnly affirm:

70 That, to the best of my ability, I will carry out my
71 responsibilities in a manner that will further the purposes of the
72 International Monetary Fund:

73 That I will refrain from communicating confidential informa-
74 tion to persons outside the Fund.

75 That I will not use to private advantage information known
76 to me by reason of my official position only; and

77 That I will accept no instruction in regard to the performance
78 of my duties from any government or authority external to the Fund."

P-5 79 A Personnel Review Committee, consisting of four members nominated
80 by the Managing Director which shall include two members of the Executive
81 Board, two members elected by the staff, and a seventh member elected by
82 the other six, shall be established.

83 For actions substantially prejudicial to the interests of the
84 Fund and unsatisfactory working relationships, the Managing Director
85 shall not terminate the services of a staff member until he has
86 referred the matter for inquiry to the Personnel Review Committee and
87 has received and considered the Committee's report. A staff member
88 whose service is terminated for reasons of inability or unwillingness
89 to perform the duties of the position to which he is assigned, may
90 request an investigation by the Personnel Review Committee and re-
91 consideration by the Managing Director on the basis of the Committee's
92 findings.