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EBAP/83/154

June 9, 1983

To: Members of the Executive Board

From: The Secretary

Subject: Report on External Assignments for Professional
and Career Development

Attached is a report with recommendations from the Committee on Administrative Policies relating to external assignments for professional and career development.

In the absence of objection by the close of business on Tuesday, June 14, 1983, the decision proposed by the Committee will be deemed approved by the Executive Board and it will be so recorded in the minutes of the next meeting thereafter.

Att: (1)

Other Distribution:
Department Heads

May 26, 1983

To: Members of the Executive Board

From: Acting Chairman, Committee on
Administrative Policies

Subject: External Assignments for Professional and Career Development

The Committee on Administrative Policies has considered two papers relating to external assignments for professional and career development (EB/CAP/82/12, 12/3/82, and EB/CAP/83/2, 3/22/83). All the members of the Committee were strongly in favor of the external assignments program and agreed that staff members should not be expected to undergo undue financial hardship in order to participate in the program. However, some reservations were expressed about whether it was appropriate to use salary advances to offset the costs staff incurred; it might be preferable to compensate them for direct costs by another means. After considering the pros and cons of using the salary advance entitlement, a majority of Committee members considered it preferable to other alternatives, mainly because it was consistent with the policies established for other similar programs that exist in the Fund and at the World Bank. Furthermore, the exact nature and magnitude of the costs incurred by staff members vary considerably, and compensation and cost-of-living differentials make it very difficult to determine the precise amount of the costs involved. Therefore, the salary advance alternative would be less of an administrative burden and a more pragmatic alternative.

The Committee decided to adopt the proposals as set out in EB/CAP/83/2 (3/22/83) with the understanding that staff members would be expected to present justification for a salary advance, that all benefits provided by the host institution would be taken into account in determining the amount of the advance, and that staff members would not automatically receive the maximum advance. It was agreed that the policy should be reviewed after six months.

The Committee recommends to the Executive Board the adoption of the following draft decision:

1. The limit of the salary advances available to participants in the External Assignments Program is increased from 6 months' to 12 months' net salary. These salary advances shall be granted at the rate of one month's net salary for every two months of leave.

2. The shipping entitlements under the same Program for the staff member, but not his dependents, are increased as follows:

(a) Surface shipment of personal effects from 1,000 lbs. to 1,500 lbs.

(b) Air shipment of personal effects from 200 lbs. to 300 lbs.

3. The Committee on Administrative Policies will review the benefits available under the External Assignments Program in approximately six months from the date of the adoption of this decision.