

CONFIDENTIAL

COMMITTEE ON EXECUTIVE BOARD ADMINISTRATIVE MATTERS

Meeting 81/1  
3:00 p.m., February 26, 1981

A. Kafka, Chairman

Executive Directors

J. de Groote

S. Nana-Sinkam

Zhang Z.

Alternate Executive Directors

M. A. Senior

D. E. Syvrud

K. A. Al-Eyd

J. R. Gabriel-Peña

T. de Vries

E. C. Shinn, Secretary

J. A. Kay, Assistant

Also Present

O. Kabbaj

L. D. D. Price

M. Casey

B. Kharmawan

C. P. Caranicas

A. R. G. Prowse

J. Sigurdsson

Administration Department: M. Russo, Deputy Director; A. D. Goltz, P. D. Swain. Legal Department: J. G. Evans, Jr., Deputy General Counsel. Secretary's Department: B. R. Hughes. Advisors to Executive Directors: H. G. Askari, C. Bouchard, G. Jauregui, A. K. Mullei. Assistants to Executive Directors: M. J. Callaghan, J. L. Feito, K. V. Jännäri, J. Reddy, H. Suzuki, P. Verly, P. Wichert.

1. DETERMINATION OF STARTING SALARIES FOR ASSISTANTS TO EXECUTIVE DIRECTORS

The Committee members considered a paper on the determination of starting salaries for Assistants to Executive Directors, circulated at the request of the Chairman (EB/CAM/81/4, 2/20/81).

The Chairman, opening the meeting, explained that, hitherto, in addition to credit for academic attainment, Assistants had been credited with two steps on the T-scale for each year of relevant prior work experience. It was now proposed to credit them with two and one-half steps for each year of outside work experience, exactly like entering staff members. The purpose, in both cases, was to place them on the Fund's salary scale at a level that would more closely approximate the average annual merit progression in the staff. A complete equalization with entering staff was not applicable for existing staff, but was proposed for entering Assistants, for reasons explained in the paper.

The staff representative from the Administration Department asked that the words "and two years of work experience" should be deleted from the fifth line in the second paragraph on page 1, and replaced by the word "degree."

Mr. de Groote considered that the use of the clause "since they are performing directly relevant work" in the second paragraph on page 2 was derogatory; his staff never performed anything but "directly relevant work."

The Deputy Director of the Administration Department explained that the intention was to make comparisons, not between persons inside the Fund, but between persons inside the Fund, including Assistants to Executive Directors, and others performing similar work outside.

Mr. Al-Eyd commented that the treatment of recruits applied not only to Assistants but to any person entering the Fund staff as well. Consequently, he assumed that the implication of the paper was that all new entrants to the Fund staff would in future be credited with two and one-half steps per year instead of two. If that were so, he would like to differentiate between persons entering either the Fund staff or the staff of Executive Directors' offices from the outside world and those entering from central banks or ministries of finance; the latter should receive three steps' credit for each year of work outside the Fund.

Mr. de Vries and Mr. Syvrud both supported the proposal as it stood.

The staff representative from the Administration Department, replying to a question by Mr. Sigurdsson, explained that the new policy had been in effect for the whole staff for some two-three months. It was possible therefore that some newly arrived Assistants to Executive Directors might be considered for a retroactive adjustment in order to bring them up to the appropriate staff level.

Mr. de Vries commented that he hoped that Assistants entitled to the higher figure would receive it from the date of the present meeting.

The Chairman observed that the staff would first have to study the proposal that people becoming Assistants should receive credit of three steps in the T-scale for each year of relevant work performed in central

banks and ministries of finance. The date of the present meeting could be the effective date of any increase to which Assistants might be entitled.

Mr. Kharmawan noted that the proposal would apparently raise the floor salary for Assistants to Executive Directors. He wondered what was being done about the ceiling. If no action was taken, it seemed to him that Assistants could have a higher salary than Advisors. It was bad enough that some staff members could receive more than Alternate Executive Directors or even Executive Directors; he would not like to see Assistants receive more than Advisors.

The staff representative from the Administration Department noted that there was no intention of raising the ceiling, which was \$39,990 for range T-36, while the figure for Advisors was \$43,930 including the supplementary allowance.

The Chairman remarked that, depending on possible future adjustments to Executive Directors' salaries, Assistants might possibly receive more than Advisors. The matter would therefore have to be looked into if staff salaries were changed at the next review.

Mr. Caranicas recalled that the staff had been asked to prepare a paper on transportation for Assistants. In that connection, he inquired whether it was permissible for an Executive Director to send an Advisor or an Assistant to a place that was not strictly connected with his Fund duties. For instance, if in one of his countries wheat was a major export, would it be proper for the Executive Director elected by that country to send an Assistant to a wheat conference in a different part of the world?

The Committee Secretary explained that on each occasion that Executive Directors were asked to approve travel for an Assistant to an Executive Director, they had to decide whether the travel was serving the purposes of the Fund or whether it was mainly for the benefit of an individual country within a constituency. Travel for Assistants to Executive Directors could be authorized for the former but not for the latter.

The Committee invited the staff to prepare a paper on the impact on the staff of granting Assistants to Executive Directors a starting salary in which a recruit would be credited with three salary steps for each year of prior work experience in a central bank or ministry of finance, and noted the need to look into the ceiling for salaries of Assistants to Executive Directors on the occasion of the next review of staff salaries. The date of any decision that might be taken on starting salaries for Assistants to Executive Directors should be February 26, 1981.

Mr. Kafka concluded his term of office as Chairman of the Committee, which adjourned at 4:00 p.m.