

**LAPSE OF  
TIME**

EBAP/20/66

October 1, 2020

To: Members of the Executive Board

From: The Secretary

Subject: **Offices of Executive Directors—Proposed FY2021 Administrative Budget Allocations by Office**

Board Action: Executive Directors' **consideration** on a lapse of time basis

Deadline to Request a Board Meeting, after which Proposed Decision Deemed Approved: **Friday, October 9, 2020  
12:00 (noon)**

Proposed Decision: Page 14

Questions: Mr. Bauche, SEC (ext. 36764)  
Ms. Michaels, SEC (ext. 35451)  
Ms. Llames, SEC (ext. 34524)





October 1, 2020

## OFFICES OF EXECUTIVE DIRECTORS—PROPOSED FY2021 ADMINISTRATIVE BUDGET ALLOCATIONS BY OFFICE

### EXECUTIVE SUMMARY

This paper presents the proposal for the FY2021 budget allocations for the 24 Offices of Executive Directors (OED). The individual Office budget allocations, including travel, are based on the FY2020 approved budget and adjusted by the Fund's Global External Deflator of 2.4 percent (see EBAP/20/48, 06/17/20). The proposed budget allocations for personnel are based on staffing norms effective May 1, 2020 and the relevant FY2021 standard cost rates for OED personnel group category, assuming continued voluntary savings of 0.4 Advisor FTEs by nine Offices. Allocations for resources held in the OED center and resources to finance OED group expenditures are based on the recently approved revised OED budget framework (see EBAP/20/24, 03/06/20).

Individual Office budget allocations are normally set in two stages. Interim budget allocations are formulated at the beginning of the financial year. Once the personnel standard cost rates are finalized and the travel allocation exercise completed, adjustments are made to set the final budget allocations which supersede the interim allocations. For FY2021, given that all personnel standard cost rates are finalized and the rules-based travel methodology for allocating individual travel allocations will not be applied due to the exceptional circumstances of broad travel limitations related to the COVID-19 pandemic, the process of setting interim budget allocations is not needed (see EBAP/20/48, 06/17/20).

The allocations exclude carry forward resources from FY2020 (see EBAP/20/56, 07/22/20) and other supplemental resources (see EBAP/20/24, 03/06/20). These resources will be provided separately as working budget adjustments to eligible Offices. Upon entry of Andorra as the Fund's 190<sup>th</sup> member, OEDNE will receive a prorated working budget adjustment for personnel to reflect the increase in staffing budget resources.

Prepared by the Secretary's Department (Elena Michaels and Maria Llames) in consultation with the Office of Budget and Planning (Gisela Ulmschneider and Rebecca Brofft).

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## INTRODUCTION

1. **This paper proposes the FY2021 administrative budget allocations for the 24 individual Offices of Executive Directors (OED).** The proposed allocations are based on the approved FY2021 OED budget envelope that is assumed to be sufficient to meet the administrative expenses based on current staffing norms and the agreed rules-based OED budget framework.<sup>1</sup> Except for personnel resources, the FY2021 individual Office budget allocations are based on the FY2020 approved budget and adjusted by the Fund's Global External Deflator (GED) of 2.4 percent. Personnel allocations are based on the OED staffing norms (in effect as of May 1, 2020) and relevant standard cost rates for OED personnel group category for FY2021. The allocations for resources held in the OED center and financing for OED group expenditures are based on the recently approved revised OED budget framework.<sup>2</sup>
2. **The process of setting Office budget allocations<sup>3</sup> has been simplified in FY2021** given that all personnel standard cost rates effective May 1, 2020 have been finalized and, as previously agreed, the rules-based travel allocation methodology<sup>4</sup> will not be applied this year.
3. **Eligible carry forward resources from FY2020 will be added to individual Office allocations as working budget adjustments.** Additional working budget adjustments will include Direct Travel Allocation for all Offices and temporary smoothing resources for eligible Offices. In addition, it is anticipated that Andorra will join the Fund as a full member later in 2020 and is expected to become a member of the OEDNE constituency. At that time, the OEDNE budget will be augmented to reflect the increase in structural staffing resources through a working budget adjustment.
4. **The paper contains a draft decision for Executive Board approval of the final FY2021 administrative budget allocations for each Office and for the OED group expenses.** The Committee on Administrative Matters (CAM) recommends that the Executive Board approve the draft decision on a lapse of time basis.

<sup>1</sup> See *Offices of Executive Directors—Formulation of the FY2021-FY2023 Budget Envelope for the Offices of Executive Directors* (EBAP/20/48, 06/17/20) and *OED Budget Framework—Proposed Streamlining of OED Central Budget Accounts* (EBAP/20/24, 03/06/20).

<sup>2</sup> See *OED Budget Framework—Proposed Streamlining of OED Central Budget Accounts* (EBAP/20/24, 03/06/20).

<sup>3</sup> Interim Office budget allocations are normally set at the beginning of the financial year. Interim budgets are subsequently adjusted and issued as final allocations after the two elements become available: (i) an updated personnel budget allocations to reflect the recalculated standard cost rate for REG1 personnel (i.e., Executive Directors, Alternate Executive Director, and Senior Advisor), following approval by the Board of Governors of adjustments, if any, to the salaries of Executive Directors and Alternate Executive Directors, and consequently the salaries of Senior Advisors; and (ii) individual Office travel budgets based on the rules-based travel allocation methodology.

<sup>4</sup> The Executive Board has separately adopted a methodology for the allocation of individual OED travel budgets. See *Revision of Methodology for Allocating Travel Budget Resources to Individual Offices of Executive Director, and Provision of Temporary Additional Resources for OED Travel* (EBAM/12/6, 07/11/12).

## THE FY2021 ADMINISTRATIVE BUDGETS

5. **The OED FY2021 net administrative budget envelope amounts to \$74.7 million** (Table 1). The envelope is derived by applying the FY2021 Fund's Global External Deflator (GED) of 2.4 percent to the FY2020 envelope of \$75.3 million minus \$2.4 million in unallocated surplus after increasing the central contingency resources.<sup>5</sup> The individual Office allocations exclude carry forward resources from FY2020, Direct Travel Allocations, additional temporary resources for smoothing, and any reimbursements expected from external financing arrangements.

6. **Utilization of budget resources must be consistent with the overarching principles of the OED budget framework**, including specific decisions taken by the Executive Board, resolutions of the Board of Governors, and where relevant, the Articles of Agreement and the By-Laws, Rules and Regulations of the Fund, and applicable Fund policies such as business travel and procurement.

### A. Group I - Office Personnel Expenditures

7. **The proposed budget allocations for Group I personnel expenditures amount to \$62.7 million**

and are based on the current OED staffing norms (in full-time equivalents, or FTEs) and the relevant standard cost rate for each of the personnel subcomponents or REGs (Table 1 and Appendix 1). REG1 comprises Executive Directors, Alternate Executive Directors, and Senior Advisors to Executive Directors; REG2 comprises

Advisors; and REG3 comprises Administrative Assistants. Allocations for personnel take into account the addition of one FTE Advisor position for Offices requiring three or more languages excluding English to communicate with their members<sup>6</sup> and voluntary savings of 0.4 Advisor FTEs by nine Offices.<sup>7</sup> The estimated standard cost rate for REG1 that was used in the formulation of the FY2021

**FY2021 Distribution of Personnel Allocation**

		Standard Cost Rate	FTEs 1/	FY2021 Budget 2/
REG1	ED/Alt ED/SrAdv	\$ 321,900	115.0	37,019
REG2	Advisor	\$ 252,900	73.4	18,563
REG3	Staff/Admin Asst	\$ 142,000	50.0	7,100
<b>Total</b>			<b>238.4</b>	<b>62,681</b>

1/ Number of full-time equivalent personnel.

2/ In thousands of U.S. dollars.

<sup>5</sup> See *Offices of Executive Directors—Formulation of the FY2021-FY2023 Budget Envelope for the Offices of Executive Directors* (EBAP/20/48, 06/17/20) and *OED Budget Framework—Proposed Streamlining of OED Central Budget Accounts* (EBAP/20/24, 03/06/20).

<sup>6</sup> The Offices requiring three or more languages excluding English to communicate with their members are OEDAE, OEDAF, OEDBR, OEDEC, OEDIT, OEDMD, OEDNE, OEDNO, OEDST, and OEDSZ.

<sup>7</sup> Nine Offices (OEDAP, OEDCO, OEDFF, OEDGR, OEDIT, OEDJA, OEDNO, OEDUK, and OEDUS) have continued to renounce 0.4 Advisor FTEs to which they would otherwise have been entitled to receive, on an ex ante basis, so that the resulting savings may be taken into account in formulating the budgetary allocation for OED. Such renunciation of resources shall be binding for the period of that Director's tenure in the Office. See *Proposals for a New Expenditure Framework for the Offices of Executive Directors* (EBAM/08/122, 12/05/08).

budget envelope<sup>8</sup> has been updated to reflect the salary component based on the final decision by the Board of Governors on the remuneration of Executive Directors and Alternate Executive Directors.<sup>9</sup>

8. **The standard cost rates for FY2021, based on the most recent available average salaries within the personnel group category, average benefit factor, and relevant deflators, are as follows:**<sup>10</sup>

REG1 Standard Cost (Executive Directors, Alternate Executive Directors, Senior Advisors): \$321,900;

REG2 Standard Cost (Advisors): \$252,900; and

REG3 Standard Cost (Administrative/Staff Assistants): \$142,000.

### **Groups III and IV – Office Discretionary Expenditures**

9. The proposed budget allocations for discretionary expenditures under Groups III and IV are detailed below and summarized in Tables 2.

#### **Group III – Contractual Personnel**

10. The proposed Office budget allocations amount to \$0.9 million and were derived by applying the FY2021 GED of 2.4 percent approved single salary increase for Fund contractual employees of 3.6 percent to the FY2020 budget. This budget provides for expenses of overtime for support staff, agency temporary staff, and as needed, temporary contractual personnel. The budget for each Office has been allocated in proportion to each Office's share of REG3 personnel relative to the OED staffing norms.

#### **Group IV – Other Expenditures**

11. The proposed budget allocations for Group IV of about \$7 million were derived by applying the FY2021 GED of 2.4 percent to the FY2020 budget allocations.

- **Business Travel (\$6.0 million).** The Executive Board has previously agreed that the rules-based travel methodology will not be used in FY2021 to determine the travel allocations as the

<sup>8</sup> See *Offices of Executive Directors—Formulation of the FY2021-FY2023 Budget Envelope for the Offices of Executive Directors* (EBAP/20/48, 06/17/20)

<sup>9</sup> See *Submission to the Board of Governors of the Report of the Standing Joint Committee on the Remuneration of Executive Directors and their Alternates* (EBAP/20/49, 06/29/20), (EBAP/20/49, Sup. 1, Rev. 1, 07/23/20), (EBAP/20/49, Sup. 1, 07/02/20), and *Report of the Standing Joint Committee on the Remuneration of Executive Directors and their Alternates—Voting Results* (EBAM/20/49, Sup. 2, 08/27/20).

<sup>10</sup> The deflators are as follows: REG1: 0 percent, consistent with the zero increase approved by the Board of Governors; REG2: 2.7 percent, consistent with the approved structure increase in A9–A15 staff salaries; and REG3: 2.7 percent consistent with the approved structure increase in A1–A8 staff salaries.

methodology utilizes the updated pattern of staff travel planned for the given financial year. Due to the exceptional circumstances of broad travel limitations related to the ongoing COVID-19 pandemic, the travel pattern could not be established for FY2021. Accordingly, for FY2021, the individual Office travel budget allocations will be held steady at the FY2020 level and adjusted by the GED.<sup>11</sup> Significant savings are expected given continued travel restrictions.

- **Publications and Printing (\$0.1 million).** This budget line provides for newspaper/magazine subscriptions and miscellaneous printing needs of individual Offices. The cost of photocopier services and paper supplies are handled as a collective expense and charged against OED center.
- **IT Discretionary (\$0.07 million).** This budget line provides for IT-related purchases. All hardware and software purchases should comply with the Fund's Procurement and Information Security guidelines and policies. Eligible purchases of equipment for use at home workstations during the sustained period of work from home due to the COVID-19 pandemic are charged against the Office budget.
- **Representation (\$0.4 million).** This budget line has been allocated to each Office in proportion to its share of budgeted Executive Director, Alternate Executive Director, and Senior Advisor positions under the OED staffing norms. These positions are correlated to the number of countries represented by each Office. The rationale for this approach is that under the Fund's By-Laws, representation entitlements are restricted to Executive Directors and Alternate Executive Directors, and by extension, Senior Advisors.
- **Sundries (\$0.06 million).** This budget line covers miscellaneous essential business expenses that do not fall under any other specific budgeted expense category. Expenditures charged against this account need to be related to the operational needs of Offices. In line with Fund best practice, examples of expenses that may be charged against Sundries, with preauthorization from the Executive Director, include: taxi/parking reimbursements with justification; external training,<sup>12</sup> language training to fulfill the duties and requirements of the job; conference attendance fees; well-structured retreat or seminar that directly benefits OED staff; sympathy/new baby flowers; and holiday/farewell group luncheons for Office staff within reasonable limit and provided overall sundries expenses remain within the allocated budget.<sup>13</sup>

<sup>11</sup> See *Offices of Executive Directors—Formulation of the FY2021-FY2023 Budget Envelope for the Offices of Executive Directors* (EBAP/20/48, 06/17/20).

<sup>12</sup> Short-term external training if not available through the Fund's internal program, either e-learning or instructor led.

<sup>13</sup> Examples of expenses that should not be charged against Sundries or any other account category are individual meal expenses with OED, Fund staff, or World Bank staff; sponsorships or contributions toward cultural/club events, Fund events, private sector events; charity donations; and including examples of unauthorized purchases listed in the Fund's procurement guidelines available on CSF website.



- **Telecom (\$0.3 million).** This budget line covers all expenditures associated with mobile devices, the monthly subscription fees, charges for calls while on travel, and roaming charges.

## B. Receipts and Reimbursements

12. **Budgeted receipts and reimbursements amount to \$1.5 million (Tables 1 and 2).** This amount includes the reimbursement of costs shared with the World Bank for the joint Offices of Executive Directors (specifically, reimbursement for part of the salary of the joint Executive Directors, projected at approximately \$0.2 million), which will be attributed to OEDCO and OEDFF. At this time, it has been assumed that in FY2021, OEDs would benefit from about \$1.3 million in external financing from capitals which includes the expected financing from the European Commission for one full-time position at the Advisor level to support the work of the EURIMF presidency.

13. **The OED FY2021 proposed budget does not reflect any part of the estimated receipts to specific Offices, pending finalization of individual Office's external financing plans for this financial year.** Office accounts will be credited accordingly as reimbursements are received by the Fund.

14. **All external financing arrangements made between the Office and capitals or other supranational governmental authorities for FY2021 must be disclosed to the CAM through the online reporting tool.** External financing arrangements above the equivalent of two FTE Advisors (i.e., \$505,800 for FY2021) require CAM approval.<sup>14</sup> All financing arrangements must be fulfilled and received by the Fund by no later than the end of the financial year.

## C. OED Centrally Held Resources

### Contingency Resources

15. **The total available OED contingency resources for FY2021 amount to \$3.0 million,** of which includes appropriations for the central contingency reserve (\$1.25 million); voluntary savings of 0.4 FTE Advisor position each by nine Offices (\$0.9 million); reimbursement for salary forfeiture (\$0.3 million); and unallocated surplus of \$0.5 million.

Contingency Resources (in thousands of U.S. dollars)	
	Allocation
Central contingency reserve	1,250
Voluntary Savings Agreement	910
Reimbursement for salary forfeiture	322
Unallocated surplus	515
<b>Total</b>	<b>2,998</b>
Source: iBBIS and staff calculation.	

<sup>14</sup> See *OED Budget Framework—Proposed Streamlining of OED Central Budget Accounts* (EBAP/20/24, 03/06/20), Appendix I, para. 29.

16. **The central contingency reserve will serve as the source of financing for the following supplemental mechanisms:**<sup>15</sup>

- **Temporary additional personnel** during absences of regular Office employees arising from extended leave for exceptional reasons.
- **Temporary increase in workload** due to Fund-approved program and nonfinancial arrangements workload, including fragile and conflicted states.
- **Representation of additional countries above a staffing norm threshold or “smoothing.”** Under this mechanism, Offices representing additional countries may receive a working budget adjustment of \$35,000 for each additional country it represents above the staffing norm threshold<sup>16</sup> provided that the Office has less carry forward than the amount it may request.
- **Travel in the Interest of the Fund** available to Offices upon request within limits under the OED budget framework to finance additional costs of travel that cannot be accommodated with the Office’s approved travel budget.

17. **Voluntary savings.** The central contingency reserve includes the voluntary savings of 0.4 FTE Advisor position each by nine Offices which amount to \$0.9 million in FY2021.

18. **Unallocated surplus.** The difference between the overall OED budget envelope and the sum of individual Office allocations and resources held in the OED center is treated as unallocated surplus in the OED budget. Additional surplus is also generated whenever the adjusted standard cost for REG1 is lower than the estimated standard cost rate that was assumed in the formulation of the OED budget envelope for the year. As the result of the Board of Governor’s decision on the remuneration of Executive Directors and their Alternates to keep the salaries unchanged,<sup>17</sup> the weighted average of the cost components of the OED budget differed from the GED. In FY2021, the resulting difference will be retained at the OED center as part of unallocated surplus to add to contingency.<sup>18</sup> In future years, the CAM shall assess the trend of accumulation of surplus resources in the OED budget and determine the appropriate treatment of these resources in light of prevailing circumstances at the time of the annual deliberations of the size and structure of the OED budget envelope.

<sup>15</sup> Access to these resources are subject to defined limits, including any applicable refund requirement. See *OED Budget Framework—Proposed Streamlining of OED Central Budget Accounts* (EBAP/20/24, 03/06/20) and *OED Budget Framework Review—Proposals for a Revised OED Budget Framework* (EBAM/16/1, 01/19/16).

<sup>16</sup> The staffing norm thresholds are 2, 6, 10, 13, 16, 19, and 22+ member countries.

<sup>17</sup> See *Submission to the Board of Governors of the Report of the Standing Joint Committee on the Remuneration of Executive Directors and their Alternates* (EBAP/20/49, 06/29/20), (EBAP/20/49, Sup. 1, Rev. 1, 07/23/20), (EBAP/20/49, Sup. 1, 07/02/20), and *Report of the Standing Joint Committee on the Remuneration of Executive Directors and their Alternates—Voting Results* (EBAM/20/49, Sup. 2, 08/27/20).

<sup>18</sup> See *OED Budget Framework—Proposed Streamlining of OED Central Budget Accounts* (EBAP/20/24, 03/06/20).

## Group Expenses

19. Certain expenditures are covered at the OED group level because they either represent expenditures shared by all Offices or because currently there is no mechanism that allows these expenditures to be charged to individual Offices.

- **Contractual Services.** This budget covers charges for services provided to all Offices, such as visa services and services provided by the Compliance Officer for the administration of the annual OED financial disclosure program.
- **Information Services.** The amount allocated should cover the contract fee for a dedicated Bloomberg terminal for OED once the Fund resumes its normal operations at headquarters.<sup>19</sup>
- **Publications and Printing.** All Office photocopier printing expenses and paper are charged against the centrally managed Publications and Printing account and are not attributed to individual OEDs. The costs of printing business cards, posters, booklets, etc. are attributed to individual Offices and reported against the respective Publications and Printing account.
- **Sundries.** This budget covers the charges incurred on behalf of all Offices, such as the Executive Board coffee/luncheons, Executive Directors Retreat, water services, collective OED participation in Fund-wide events, and other miscellaneous expenses.
- **Supplies and Equipment.** This budget provides for office supply needs usually purchased from the Fund's supplier, including for essential office supplies necessary to carry out business functions during the Fund-wide work from home arrangement.

<b>OED Group Expenses</b> (in thousands of U.S. dollars)	
<b>Group Expenses</b>	<b>Allocation</b>
Contractual Services	148
Information Services (Bloomberg)	24
Publications and Printing	270
Sundries	158
Supplies and Equipment	87
<b>Total</b>	<b>686</b>

## Other Supplemental Travel Resources

20. **The allocation for Direct Travel Allocation for FY2021 shall be set at \$0.25 million** to supplement individual Offices' travel budget. This amount shall be adjusted annually thereafter by the Fund's global external deflator. Each Office will receive a working budget adjustment of \$10,417.<sup>20</sup>

<sup>19</sup> The service is currently suspended due to the ongoing work from home arrangement due to the COVID-19 pandemic.

<sup>20</sup> See *OED Budget Framework—Proposed Streamlining of OED Central Budget Accounts* (EBAP/20/24, 03/06/20).

21. **The allocation for Travel with Management shall be set at \$0.2 million for FY2021** to finance travel by Executive Directors or their staff approved to accompany management.<sup>21</sup> This amount shall be adjusted annually thereafter by the Fund's global external deflator.

## D. Working Budget Adjustments

22. **Individual eligible carry forward from FY2020<sup>22</sup> and Direct Travel Allocation of \$10,417 for each Office will be reflected as working budget adjustments to the FY2021 budget, including resources for smoothing for eligible Offices** (Table 3). Among the 11 Offices that represent additional countries above a staffing norm threshold,<sup>23</sup> OEDCE and OEDNE are eligible to receive smoothing resources of \$35,000 and \$70,000, respectively. Offices may only receive smoothing resources if their carry forward is lower than the amount of financing they could be eligible for under this mechanism (\$35,000 per country above the threshold).

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<sup>21</sup> See *OED Budget Framework—Proposed Streamlining of OED Central Budget Accounts* (EBAP/20/24, 03/06/20).

<sup>22</sup> See *Offices of Executive Directors—FY2019 Administrative Budget Outturn and Carry Forward into FY2020* (EBAP/19/63, 07/10/19).

<sup>23</sup> Offices representing countries above the thresholds are: OEDAE (23 members), OEDAF (23 members), OEDBR (11 members), OEDCE (8 members), OEDCO (12 countries), OEDEC (8 members), OEDIN (4 members), OEDMD (8 members), OEDNE (15 members), OEDNO (8 members), and OEDSZ (9 members). For FY2021, OEDCE and OEDNE are eligible to receive smoothing resources of \$35,000 and \$70,000, respectively.

**Table 1. FY2021 Net Administrative Budgets by Office**  
(in thousands of U.S. dollars)

Office	Group I (Personnel)	Groups III–V (Discretionary) 1/	Total Gross Budget	Group VI	
				Receipts/ Reimbursements	Total Net Budget
OEDAE	4,841	915	5,755		5,755
OEDAF	4,841	1,086	5,926		5,926
OEDAG	2,399	248	2,647		2,647
OEDAP	2,873	541	3,414		3,414
OEDBR	2,905	333	3,238		3,238
OEDCC	2,008	174	2,182		2,182
OEDCE	2,399	223	2,623		2,623
OEDCO	2,551	364 2/	2,915	-66 3/	2,848
OEDC	2,652	280	2,932		2,932
OEDFF	1,907	254 2/	2,161	-133 3/	2,029
OEDGR	1,907	120	2,027		2,027
OEDIN	2,077	238	2,315		2,315
OEDIT	2,551	278	2,829		2,829
OEDJA	1,907	143	2,050		2,050
OEDMD	2,652	330	2,982		2,982
OEDMI	2,652	467	3,119		3,119
OEDNE	3,227	587	3,814		3,814
OEDNO	2,551	283	2,834		2,834
OEDRU	2,077	135	2,213		2,213
OEDSA	2,008	146	2,155		2,155
OEDST	3,227	410	3,637		3,637
OEDSZ	2,652	358	3,010		3,010
OEDUK	1,907	122	2,029		2,029
OEDUS	1,907	77	1,985		1,985
<b>Total</b>	<b>62,681</b>	<b>8,109</b>	<b>70,790</b>	<b>-199</b>	<b>70,592</b>
<b>OED Center</b>			<b>5,385</b>	<b>-1,252</b>	<b>4,133</b>
<b>Contingency Reserve</b>			<b>2,998</b>		
Central Contingency Reserve 4/			1,250		
Voluntary Savings Agreement 5/			910		
Salary forfeiture 6/			322		
Unallocated Surplus 7/			515		
<b>Direct Travel Allocation</b>			<b>250</b>		
<b>Group Expenses</b>			<b>686</b>		
Contractual Services 8/			148		
Information Services (Bloomberg)			24		
Publications and Printing			270		
Sundries			158		
Supplies and Equipment			87		
<b>Travel with Management</b>			<b>200</b>		
<b>Externally Financed Arrangements 9/</b>			<b>1,252</b>	<b>-1,252</b>	
<b>Total Approved Budget</b>			<b>76,175</b>	<b>-1,450</b>	<b>74,725</b>

Source: iBBIS and staff calculation.

1/ Excludes carry forward resources, Direct Travel Allocation, and other supplemental resources.

2/ Includes cost shared with the World Bank for the Executive Director's salary.

3/ Expected reimbursement from the World Bank for its share in joint Executive Director's salary.

4/ Approved appropriation of \$1.25 million effective FY2021 and thereafter to be adjusted annually in line with the Fund's global external deflator (see *OED Budget Framework—Proposed Streamlining of OED Central Budget Accounts* (EBAP/20/24, 03/06/20)).

5/ Voluntary contributions from nine OEDs equivalent to 0.4 Advisor FTE from personnel allocations.

6/ The appropriation is for the difference between the Executive Director/Alternate Executive Director salary and the mandated salary that reflects the legal requirement for forfeiture of part of the salary by the U.S. Executive Director and Alternate Executive Director (see *Offices of Executive Directors (OED) Formulation of the FY10–FY12 Medium Term Budget* (EB/CAM/09/6, 03/16/09)).

7/ Residual amount after total resources have been allocated within the FY2021 budget envelope.

8/ OED Financial Disclosure Program and visa services.

9/ In addition to estimated financing from capitals, includes financing from the European Commission to assist the Executive Director currently holding the EURIMF presidency.

**Table 2. FY2021 Nonpersonnel Discretionary Budget by Office 1/**  
(in thousands of U.S. dollars)

	Group III	Group IV						Group V	
	Contractual and Overtime	Business Travel	Publications and Printing	IT Discretionary	Represent- tion	Sundries	Telecom	Centrally Managed Resources	Total
Office									
OEDAE	53	776	14	3	28	3	38	0	915
OEDAF	53	947	14	3	28	3	39	0	1,086
OEDAG	36	172	4	3	15	3	16	0	248
OEDAP	36	457	10	3	18	3	15	0	541
OEDBR	36	245	7	3	15	3	24	0	333
OEDCC	36	113	1	3	9	3	10	0	174
OEDCE	36	149	5	3	15	3	13	0	223
OEDCO	36	219	8	3	15	3	14	66 2/	364
OEDEC	36	206	5	3	15	3	12	0	280
OEDFF	36	66	1	3	9	3	5	133 2/	254
OEDGR	36	64	1	3	9	3	5	0	120
OEDIN	36	169	3	3	12	3	12	0	238
OEDIT	36	208	4	3	15	3	9	0	278
OEDJA	36	87	1	3	9	3	5	0	143
OEDMD	36	255	5	3	15	3	14	0	330
OEDMI	36	392	9	3	15	3	10	0	467
OEDNE	36	500	10	3	18	3	17	0	587
OEDNO	36	212	5	3	15	3	9	0	283
OEDRU	36	71	1	3	12	3	11	0	135
OEDSA	36	88	1	3	9	3	7	0	146
OEDST	36	326	9	3	18	3	16	0	410
OEDSZ	36	285	5	3	15	3	12	0	358
OEDUK	36	67	1	3	9	3	4	0	122
OEDUS	36	23	1	3	9	3	3	0	77
Total	890	6,098	121	67	353	61	321	199	8,109

Source: IBBIS and staff calculation.

1/ Excludes carry forward from FY2020 and other supplemental resources.

2/ Amount to be reimbursed by the World Bank as its share in joint Executive Director's salary.

**Table 3. FY2021: Working Budget Adjustments**  
(in thousands of U.S. dollars)

	<b>FY2020 Carry Forward to FY2021 1/</b>	<b>Direct Travel Allocation 2/</b>	<b>Smoothing 2/ 3/</b>
OEDAE	1,131	10	0
OEDAF	918	10	0
OEDAG	434	10	0
OEDAP	672	10	0
OEDBR	481	10	0
OEDCC	227	10	0
OEDCE	36	10	35
OEDCO	277	10	0
OEDEC	539	10	0
OEDFF	276	10	0
OEDGR	111	10	0
OEDIN	490	10	0
OEDIT	525	10	0
OEDJA	306	10	0
OEDMD	144	10	0
OEDMI	613	10	0
OEDNE	0	10	70
OEDNO	558	10	0
OEDRU	490	10	0
OEDSA	232	10	0
OEDST	715	10	0
OEDSZ	165	10	0
OEDUK	490	10	0
OEDUS	392	10	0
<b>Total</b>	<b>10,221</b>	<b>250</b>	<b>105</b>

1/ See *Offices of Executive Directors—FY2020 Administrative Budget Outturn and Carry Forward into FY2021* (EBAP/20/56, 07/22/20).

2/ Funded from OED central contingency resource.

3/ Eligibility for smoothing resources is subject to two conditions: (i) the Office represents a number of countries above staffing norm threshold, and the Office has no or less carryforward available than the amount it is entitled under the smoothing mechanism.

## Proposed Decision

The following decision, which may be adopted by a majority of the votes cast, is proposed for adoption by the Executive Board:

The Executive Board hereby approves the FY2021 administrative budget allocations for each Office of Executive Directors and for the OED group expenses, as set forth in Tables 1 and 2 of EBAP/20/66.



## Appendix I. OED FY2021 Personnel Allocations by Office

FY2021 Personnel Allocation by Office (in thousands of U.S. dollars unless otherwise noted)				
Office	REG		FTE	Budget \$
<b>OEDAE</b>	REG1	ED/Alt ED/SrAdv	9.0	2,897
	REG2	Advisor	6.0	1,517
	REG3	Staff/Admin Asst	3.0	426
<b>OEDAE Total</b>				<b>4,841</b>
<b>OEDAF</b>	REG1	ED/Alt ED/SrAdv	9.0	2,897
	REG2	Advisor	6.0	1,517
	REG3	Staff/Admin Asst	3.0	426
<b>OEDAF Total</b>				<b>4,841</b>
<b>OEDAG</b>	REG1	ED/Alt ED/SrAdv	5.0	1,610
	REG2	Advisor	2.0	506
	REG3	Staff/Admin Asst	2.0	284
<b>OEDAG Total</b>				<b>2,399</b>
<b>OEDAP</b>	REG1	ED/Alt ED/SrAdv	6.0	1,931
	REG2	Advisor	2.6 1/	658
	REG3	Staff/Admin Asst	2.0	284
<b>OEDAP Total</b>				<b>2,873</b>
<b>OEDBR</b>	REG1	ED/Alt ED/SrAdv	5.0	1,610
	REG2	Advisor	4.0	1,012
	REG3	Staff/Admin Asst	2.0	284
<b>OEDBR Total</b>				<b>2,905</b>
<b>OEDCC</b>	REG1	ED/Alt ED/SrAdv	3.0	966
	REG2	Advisor	3.0	759
	REG3	Staff/Admin Asst	2.0	284
<b>OEDCC Total</b>				<b>2,008</b>
<b>OEDCE</b>	REG1	ED/Alt ED/SrAdv	5.0	1,610
	REG2	Advisor	2.0	506
	REG3	Staff/Admin Asst	2.0	284
<b>OEDCE Total</b>				<b>2,399</b>
<b>OEDCO</b>	REG1	ED/Alt ED/SrAdv	5.0	1,610
	REG2	Advisor	2.6 1/	658
	REG3	Staff/Admin Asst	2.0	284
<b>OEDCO Total</b>				<b>2,551</b>
1/ Reflects voluntary savings of 0.4 FTE Advisor.				

**FY2021 Personnel Allocation by Office (continued)**

(in thousands of U.S. dollars unless otherwise noted)

<b>Office</b>	<b>REG</b>		<b>FTE</b>	<b>Budget \$</b>
<b>OEDEC</b>	REG1	ED/Alt ED/SrAdv	5.0	1,610
	REG2	Advisor	3.0	759
	REG3	Staff/Admin Asst	2.0	284
<b>OEDEC Total</b>				<b>2,652</b>
<b>OEDFF</b>	REG1	ED/Alt ED/SrAdv	3.0	966
	REG2	Advisor	2.6 1/	658
	REG3	Staff/Admin Asst	2.0	284
<b>OEDFF Total</b>				<b>1,907</b>
<b>OEDGR</b>	REG1	ED/Alt ED/SrAdv	3.0	966
	REG2	Advisor	2.6 1/	658
	REG3	Staff/Admin Asst	2.0	284
<b>OEDGR Total</b>				<b>1,907</b>
<b>OEDIN</b>	REG1	ED/Alt ED/SrAdv	4.0	1,288
	REG2	Advisor	2.0	506
	REG3	Staff/Admin Asst	2.0	284
<b>OEDIN Total</b>				<b>2,077</b>
<b>OEDIT</b>	REG1	ED/Alt ED/SrAdv	5.0	1,610
	REG2	Advisor	2.6 1/	658
	REG3	Staff/Admin Asst	2.0	284
<b>OEDIT Total</b>				<b>2,551</b>
<b>OEDJA</b>	REG1	ED/Alt ED/SrAdv	3.0	966
	REG2	Advisor	2.6 1/	658
	REG3	Staff/Admin Asst	2.0	284
<b>OEDJA Total</b>				<b>1,907</b>
<b>OEDMD</b>	REG1	ED/Alt ED/SrAdv	5.0	1,610
	REG2	Advisor	3.0	759
	REG3	Staff/Admin Asst	2.0	284
<b>OEDMD Total</b>				<b>2,652</b>
<b>OEDMI</b>	REG1	ED/Alt ED/SrAdv	5.0	1,610
	REG2	Advisor	3.0	759
	REG3	Staff/Admin Asst	2.0	284
<b>OEDMI Total</b>				<b>2,652</b>

1/ Reflects voluntary savings of 0.4 FTE Advisor.

**OED FY2021 Personnel Allocations by Office (concluded)**

(in thousands of U.S. dollars unless otherwise noted)

<b>Office</b>	<b>REG</b>		<b>FTE</b>	<b>Budget \$</b>
<b>OEDNE</b>	REG1	ED/Alt ED/SrAdv	6.0	1,931
	REG2	Advisor	4.0	1,012
	REG3	Staff/Admin Asst	2.0	284
<b>OEDNE Total</b>				<b>3,227</b>
<b>OEDNO</b>	REG1	ED/Alt ED/SrAdv	5.0	1,610
	REG2	Advisor	2.6 1/	658
	REG3	Staff/Admin Asst	2.0	284
<b>OEDNO Total</b>				<b>2,551</b>
<b>OEDRU</b>	REG1	ED/Alt ED/SrAdv	4.0	1,288
	REG2	Advisor	2.0	506
	REG3	Staff/Admin Asst	2.0	284
<b>OEDRU Total</b>				<b>2,077</b>
<b>OEDSA</b>	REG1	ED/Alt ED/SrAdv	3.0	966
	REG2	Advisor	3.0	759
	REG3	Staff/Admin Asst	2.0	284
<b>OEDSA Total</b>				<b>2,008</b>
<b>OEDST</b>	REG1	ED/Alt ED/SrAdv	6.0	1,931
	REG2	Advisor	4.0	1,012
	REG3	Staff/Admin Asst	2.0	284
<b>OEDST Total</b>				<b>3,227</b>
<b>OEDSZ</b>	REG1	ED/Alt ED/SrAdv	5.0	1,610
	REG2	Advisor	3.0	759
	REG3	Staff/Admin Asst	2.0	284
<b>OEDSZ Total</b>				<b>2,652</b>
<b>OEDUK</b>	REG1	ED/Alt ED/SrAdv	3.0	966
	REG2	Advisor	2.6 1/	658
	REG3	Staff/Admin Asst	2.0	284
<b>OEDUK Total</b>				<b>1,907</b>
<b>OEDUS</b>	REG1	ED/Alt ED/SrAdv	3.0	966
	REG2	Advisor	2.6 1/	658
	REG3	Staff/Admin Asst	2.0	284
<b>OEDUS Total</b>				<b>1,907</b>
<b>Total Staffing</b>	REG1	ED/Alt ED/SrAdv	<b>115.0</b>	<b>37,019</b>
	REG2	Advisor	<b>73.4</b>	<b>18,563</b>
	REG3	Staff/Admin Asst	<b>50.0</b>	<b>7,100</b>
<b>Total</b>			<b>238.4</b>	<b>62,681</b>

1/ Reflects voluntary savings of 0.4 FTE Advisor.