STAFF **NEWS**

JUNE 1977

NEW PROGRAMS AND POLICIES will come under intensive review in the next few months as the Executive Board and staff continue their review of proposals to facilitate an expansion of Fund resources and enhance the role of the Fund in the international monetary system. In this connection, major attention is being focused on the new Supplementary Credit Arrangement which has been proposed by the Managing Director and which was endorsed by the Interim Committee at its May meeting as being of "an urgent need." The Supplementary Credit Arrangement will enable the Fund to expand its financial assistance to members which will face payments imbalances that are large in relation to their economies.

Also on the Board's agenda for review in the coming months are a wide range of other matters. These include the liquidity of the Fund, the forthcoming seventh General Review of Quotas, the future role of the SDR and possible changes in the character and use of SDRs, and various staff papers on Rules and Regulations and By-Laws. In addition, the Annual Report will be discussed, and a paper on the world economic outlook. Further attention will be given to the subject of Fund relations with commercial banks.

THE HARMONIOUS RELATIONS between the Fund and the Bank for International Settlements were noted by the Managing Director in a special message which was published in Basle on the occasion of the opening of the new headquarters building of the BIS (photo below). In his comments, Mr. Witteveen called the BIS "the dean of the international official financial institutions," one whose activities complement those of the Fund in many areas. Moreover, he observed, in several areas there is direct cooperation between the BIS and the Fund. The BIS has been associated with the implementation of the understanding arrived at in 1975-76 in the Interim Committee regarding the future role of gold in the international monetary system. In early 1977, the Managing Director was requested to cooperate in the implementation of the arrangements on sterling balances which were entered into by the Bank of England and a number of other central banks and which are administered by the BIS. The BIS also participates in the activities of the Interim Committee as an observer. Furthermore, in January 1974, the BIS was prescribed by the Fund as a holder of SDRs and became the first nonmember institution to be permitted to accept, hold, and use SDRs.

The BIS was established in 1930 under the Agreement of The Hague to promote central bank cooperation, provide additional facilities for international financial operations, and act as trustee or agent in regard to international financial settlements entrusted to it. Over the years since the Fund was established there have been regular contacts between the two organizations. In particular, a number of personalities have been associated with both the BIS and the Fund. These have included several central bank governors, who have been members of the BIS Board of Governors and who have served as Governors of the Fund for their respective countries. Per Jacobsson, who became Managing Director of the Fund in 1956, had been economic advisor and head of the Monetary and Economic Department of the BIS since 1931. Among present staff members, Richard Miller, Advisor in the Treasurer's Department, came to Washington following service at the BIS. There have also been exchanges in the other direction. Gabriel Ferras, who for a number of years had been Director of the European Department at the Fund, became General Manager of the BIS in 1963. René Larre, the present General Manager, and Gunter Schleiminger, the Secretary-General, have both been members of the Fund's Executive Board as representatives, respectively, of France and the Federal Republic of Germany.

THE NEW BUILDING OF THE BANK FOR INTERNATIONAL SETTLEMENTS, which rises 20 stories above the city of Basle, is one of the most impressive modern structures in the Swiss city. Penelope Louet of the Fund's Paris Office conducted a special inquiry for Staff News into the construction of the building, which is regarded with justifiable pride by the Bank's officials. Mrs. Louet reports that the main structure of the building is built of concrete, covered by a brownish aluminum facade, with no fewer than 1,575 windows giving light to the interior. To clean these windows, two special machines, known as "spiders", are employed to travel up and down the exterior, the largest of which lurks on the roof when not in use. Also on the roof is a helicopter landing pad. The top floor houses the airconditioning units and other technical installations for the upper section of the building. Then, in descending order, the 18th floor contains a small executive dining room and smoking room, plus a larger restaurant for 120 persons. Management offices are on the 17th floor, with members of the Board and visitors occupying floors 16 through 13. The Banking Department occupies the 12th through the 10th floors; Legal Service and Administration the ninth through fifth; and the Monetary and Economic Department the fourth and third floors. The second floor houses the printshop, the photographic section, the typing pool and other services; while on the first floor there are five conference rooms with simultaneous interpretation facilities, seating from 30 to 280 persons. The ground floor contains the staff canteen for the Bank's 295 staff members. Although there are five staff elevators, as part of the Bank's keep fit campaign staff members are actively encouraged to walk up to their offices by using the central emergency staircases.

Surprisingly, the new BIS building has a greater volume of space below ground level than above. The basement areas contain parking for 350 cars; airconditioning and other technical units for the lower part of the building; the central control unit, from which 2,500 different systems in the building are automatically controlled; the archives, with 8,500 meters of shelves; the vaults; a wine cellar with space for 39,000 bottles; and, in the fourth basement, shelters against atomic attack, with accommodations and supplies for 300 people, who could survive in this space for two to three weeks.

An early plan to use solar energy to heat the building had to be abandoned after the Swiss electricity authorities had threatened not to supply power for lighting if the solar heating plan had been adopted. The building is consequently heated by hot water supplied from the city's central system, which uses energy derived from burning garbage. The BIS prides itself on being entirely pollution free. Moreover, if the city supply should break down, the Bank has its own emergency units and a large reserve of oil and, in normal weather conditions, could operate self-sufficiently for about two months. The building's cooling system is helped by the use of special outside window blinds which block the sun's rays and prevent a buildup of heat inside. To assist in this, the windows cannot be opened.

Security has been given the highest priority by the BIS. The precautions that have been taken include the use of special bullet- and molotov-cocktail-proof glass in the windows, closed-circuit television, and numerous other classified measures. Considerable precautions have also been taken to prevent an outbreak of fire and all rooms contain fire sensors, which are connected to the central control unit. The offices are designed to resist a fire outbreak for up to 90 minutes. In addition, technical installations are protected by a halon gas system, which automatically gives warning of any smoke or fire, and the archives have a sprinkler system. Considerable emphasis was put on the use of natural materials in construction and no plastics or man-made fibres were used, except to a limited extent in the carpeting. The BIS telephone system is the only push-button system in Switzerland and 60 per cent of the staff also have desk intercoms.

The total cost of the building, the foundation stone for which was laid in May 1973, has not been published, but it was financed entirely out of the Bank's profits which had been set aside for this purpose.

For staff recreation, the BIS also has a sports club some 10 minutes from the Bank which has tennis courts, two football fields, a swimming pool, and a club house.

CHARLES L. MERWIN, Deputy Director, African Department, will retire from the Fund at the end of June. A United States citizen, Mr. Merwin first joined the staff in September 1946 as an economist in the Research Department. In early 1948 he participated in the conference on the proposed International Trade Organization in Havana, Cuba, and later that year was loaned for a period to the U.S. Embassy in Paris to work on Marshall Plan matters. Then, in July 1949 he became Assistant Division Chief in the Research Department. In July 1952 he was appointed Division Chief and transferred to the then European and North American Department. He was promoted to the position of Assistant Director in the European Department in May 1954. In May 1964 he transferred to the African Department as Deputy Director.

In addition, throughout his career with the Fund, Mr. Merwin has played a very active role in nearly every aspect of staff activity. He was associated with the first Staff Association Committee. He has been a member of the Staff Retirement Plan Investment Committee since 1952 and its Chairman since 1970. He has also been a member of the Editorial Committee for Staff Papers and served as Chairman of the Working Party that resulted in the setting up of the IMF Survey. From 1975-76, he was Chairman of BWRC. He was also Chairman of the committee for the Staff Circulating Library, which was established in October 1949 and which functioned for 15 years. Mr. Merwin has, in addition, been a member since their inception of both the Fund chorus (now the Fund/Bank chorus) and the Bridge Club (see story later in this issue).

Following Mr. Merwin's retirement, he and Mrs. Merwin plan to continue to reside in the Washington area and, among other projects, he intends to do some teaching at American University.

GEORGE E. LENT, Senior Advisor, Fiscal Affairs Department, will retire from the Fund at the end of June. Mr. Lent, a United States citizen, is a graduate of Rensselaer Polytechnic Institute and Columbia University, New York. Prior to joining the Fund in July 1964 he had an active career in academic life and government. He was a member of the faculty of the University of Vermont, the University of North Carolina, and Dartmouth College, and also taught at Duke University and the Massachusetts Institute of Technology. In addition, he was a Research Associate at the National Bureau of Economic Research from 1949-50. He served with the U.S. Treasury Department as an Assistant Director, Tax Analysis Staff, and as a consultant with a number of organizations, including the U.S. Department of Commerce and the Organization of American States.

Mr. Lent came to the Fiscal Affairs Department when it was less than three months old as the first Chief of the Tax Policy Division. He was appointed Assistant Director in charge of that division in May 1969 and then Advisor in May 1972 and Senior Advisor in May 1975. He headed technical assistance missions on tax policy to all the particular areas in which the Fiscal Affairs Department has been active: Iran, Oman, and the Council of Arab Economic Unity in the Middle East; Indonesia, Nepal, Singapore, Thailand, and Papua New Guinea in Asia; Honduras and Barbados in the Western Hemisphere; and Liberia and the Mano River Union in Africa. Mr. Lent is also the author of several books and numerous articles on taxation, as well as numerous special reports and studies of tax policy in developing countries.

Mr. Lent will remain with the Fund as a Consultant for a limited period of time after the end of June. Thereafter, he and Mrs. Lent plan to continue to reside in the Washington area.

RUDOLF KROC, the former Deputy Treasurer of the Fund and Senior Advisor in the Central Banking Service, died in Washington on June 17. Mr. Kroc retired at the end of May 1973 after 26 years service with the Fund. He first jointed the staff in May 1947 as a Division Chief in the then Operations Department. In May 1954 he was promoted to Assistant Treasurer for Operations, and in May 1966 became Deputy Treasurer. From January 1964 to May 1965, while on a technical assistance assignment, he served as President of the Bank of Issue of Rwanda and Burundi, and presided over the liquidation of this bank when the two countries became independent. He served on a second technical assistance mission--in the Congo--from March 1968 to March 1971 as Director-General of that country's central bank. In May 1970, Mr. Kroc transferred to the Central Banking Service as a Senior Advisor, where he remained until his retirement.

Mr. Kroc is survived by his wife, a son, and six grandchildren and a great-grandchild.

STAFF MOBILITY should be enchanced under new procedures announced by Administration at the beginning of June. According to K.N. Clark, Director of Administration, the new procedures were developed following the recommendations of an Interdepartmental Committee on Career Development in 1976 which were designed to improve interdepartmental mobility and, as a consequence, widen the experience of individual staff members and improve the quality of work throughout the Fund.

For staff in ranges F-I, a system is being set up under which regular staff members in these ranges who have worked for at least two years in a single department are eligible for transfer to another department. The individual staff member may indicate whether he or she desires a "temporary transfer" for a fixed period, or a "permanent or indefinite transfer" with the expectation of not returning to the previous department. Staff members should submit requests for transfers either in writing or in person to the Recruiting and Training Division. The Division will then present its list of proposed transfers to a committee of departmental representatives for review and approval; and the transfers agreed by the committee will be forwarded to departments for endorsement.

A number of changes have also been made in the procedures for advertising vacancies in Ranges A-E. The vacancy list has now been extended to include vacancies in Range F, and efforts are being made to reduce lags in filling vacancies created by promotions to staff within the same department. A list of all vacancies will be prepared twice monthly and will be displayed on the bulletin board near the Cafeteria and distributed to Administrative Officers. Measures are also being taken to speed up the selection procedure and facilitate the release of successful applicants to the positions of their choice.

REPAIRS AND RENOVATIONS to the areas of the Fund building which were damaged in the recent fire are now well under way. The offices on the eleventh, twelfth and thirteenth floors which were damaged by smoke are now back to normal and repair work is continuing on the more seriously damaged offices on the ninth and tenth floors and the ninth floor balcony. The next phase of the restoration work, according to William Avery, Assistant Director of Administration, will involve the cleaning of the skylight and repainting of the beams and Atrium walls in the vicinity of the fire to remove the traces of smoke.

NEW TRUSTEES OF THE COMPASSIONATE FUND have been appointed. Walter O. Habermeier, Treasurer, has agreed to serve as Chairman and Gerard M. Teyssier, Director, IMF Institute, and J.B. Zulu, Director, African Department, as the other two Trustees. They succeed Joseph Gold, General Counsel, Jorge Del Canto, former Director, Western Hemisphere Department, and Ernest Sturc, Director, Exchange and Trade Relations Department, who have served as Trustees for many years.

The Compassionate Fund, which was established in 1952 to provide financial assistance to staff members who suffer hardship as a result of circumstances beyond their control, has always been modest in size. Its resources come mainly from donations from staff members, honoraria received by staff members, and the proceeds from the sales of unsolicited gifts received by staff members. Assistance from the Fund may be provided in the form of grants or of interest free advances. Requests for aid may be made either to one of the Trustees or through the Staff Relations office.

THE NEW STAFF ASSOCIATION COMMITTEE, which was elected on June 7, took office on June 16 and selected Paul M. Dickie of the Treasurer's Department (photo left) to be Chairman for the coming year. Vice Chairman is Peter Boxall (photo upper right) and Secretary-Treasurer Susana C. de Sosa (photo middle right). The other members of the SAC are Peter Engström, Joseph G. Keyes, Florence Maffei-Sirel, and Mai Stuart (photos below left to right). Alternates are John Lipsky (for Mr. Boxall), Burke Dillon (Mr. Dickie), Margaret Kelly (Mr. Engström), Reimer Carstens (Mr. Keyes), Patrice Guilmard (Mrs. Maffei-Sirel), Bette Venkateswaran (Mrs. de Sosa), and Janice Smart (Miss Stuart).

Six subcommittees were designated. The Advisory Subcommittee, under the Chairmanship of Mr. Dickie, will continue to promote the institution of formal grievance procedures and will oversee the technical work performed by the working groups on tax reimbursement and on G-IV visas. The Career Development Subcommittee, chaired by Mrs. de Sosa, will encompass career development issues as a whole including those previously covered by the Subcommittee on A-E staff. The Compensation Subcommittee, chaired by Mrs. Maffei-Sirel, will encompass the activities of last year's Salaries Subcommittee and Expatriation Allowance Working Group and other compensation-related issues. The Constitution and Structure Subcommittee, under Mr. Engström, will be concerned with the issues of recognition of the Staff Association and the proposed amendments to the Staff Association Constitution and By-Laws. The Status of Women Subcommittee, which is to be chaired by Miss Stuart, will continue to work on those issues which specially pertain to the interest of women. The Welfare Subcommittee, under the Chairmanship of Mr. Keyes, will deal with those issues associated with fringe benefits not covered in the Compensation Subcommittee.

The SAC is of the opinion that the effectiveness of the Staff Association would be enhanced by a broad volunteer participation in its activities. Staff members who are interested in working on subcommittees are encouraged to contact either the chairmen of the various subcommittees or Joy Huston in the Staff Association Office, ext. 6493. Past experience is not necessary. All those with an interest in the well-being of the staff are welcome to apply and assist the SAC in its work.

PAINTINGS, DRAWINGS AND MACHINES, by Allan Bridge, a young Washington artist, were on display in the Atrium in the Art Society's exhibition which opened on the evening of June 14. Over the past three years, Mr. Bridge's artistic interests have taken him increasingly into an exploration of the scientific concepts of relativity and the interrelationships of time and space. The present exhibition, which will remain on display until July 8, is the first full scale display of the results of his inquiry and afforded an interesting opportunity for staff members to see works of a nature rarely seen in Washington. The greatest interest was aroused by Mr. Bridge's fascinating Mortality Machines, plastic constructions which over a period of time, under the direction of the observer, are programmed to run through and exhaust their stocks of glass marbles. The Art Society's next exhibition will be of the works of Kaethe Kollwitz, the pre-war German artist who won renown for her sensitive studies of the sufferings of people under poverty and political constraint.

THE ANNUAL PRIZE DRAWING OF THE ART SOCIETY was held on the evening of Thursday, June 16, in the second floor gallery. In the drawing, prizes were won by Ernst-Albrecht Conrad, Mary Windsor, Julio Gonzalez, Jerry Johnson, Carlos Aguirre, Sonja Kandel, and Alice Masters. The first door prize was won by Eckard Pieske, Executive Director for Germany, and the second door prize was won by Klaus P. Regling. Special thanks should be extended to a number of staff members and wives who lent works for the prize drawing. These were: Mrs. Helen Finch, Mrs. Kitty Hauvonen, Whitey Karlsson, and Bruno Valentini.

The evening was an opportunity for members of the Art Society to express their thanks and appreciation to John Gunter, who resigned as President following his retirement as Director of the Middle Eastern Department. In his remarks, Mr. Gunter reviewed the past year's activities of the Art Society, noting that in the period the society had presented 12 shows--including the prize drawing--four of which had been arranged with support from various national embassies. A highlight of the season, he said, consisted ofthe show of the works of Paul Jenkins, which had been organized as a benefit for CARE, the charitable organization. The CARE Committee reported that it grossed more than $30,000 in sales from that show and that its art exhibitions at the Fund had become a regular feature of the fund-raising activities of the organization's Washington chapter. However, no such show is being planned for the coming year, although it is possible that more shows may be held in the future. The Art Society received a special award for its support of CARE's fund-raising activities.

Another show which was worthy of special attention, Mr. Gunter said, was that of the works of Ming Wang, the Chinese-born Washington artist. The artist was so pleased with the outcome of his show that he donated a large print to the members of the Art Society. This print was reproduced by John Sirica, the Washington print maker, and 55 copies were made available to members of the Art Society at cost.

The new Committee of the Art Society, elected at the time of the prize drawing, consists of: John Woodley, President, Ernst-Albrecht Conrad, Treasurer, Barbara Monsma, Secretary, and Hans Flickenschild, Franz Ludecke, Ian McDonald, Alexander Mountford, Andrea Rhodin, Horst Ungerer, Sigrid Vollerthun, and Gertrud Windsperger.

New Members of Fund Staff


Ms. Robbie Lee Blair
Australia - ETR


Mr. Wolf-Dieter Donecker
Germany - OED


Mr. William D. Duff
U.K. - ADM


Mrs. Amparo Gualteros
Colombia - BLS


Miss Isabel M. Jones
Uruguay - RES


Mrs. Audrey Pavon
U.K. - TRE


Mr. Simon P. Quin
U.K. - RES


Mr. Mohammad Shadman
Iran - OED


Mr. R. G. Ware
U.K. - OMD

DEE DEE LUM of the IMF Institute was declared Photographer of the Year at the International Camera Club's annual banquet on the evening of June 17. Ms. Lum won the title for having gained the greatest number of wins and places in the ICC's monthly competitions during the past season. The first runner up for the title was Ginger Awid of the World Bank. Other runners up were Al Raizen of the Bank, and Dave Beach and Colette Leroy of the Fund.

Jack Mott, husband of Gladys Mott of the Fund's Administration Department, won the award for the best slide of the year for his photograph "Marabou" (photo left). Other prize winners, in order, were Keith Thomas of the Bank, "Dal Lake, Kashmir"; Paul Holden, Fund, "Girl on Beach"; Ginger Awid, Bank, "Bubbles I"; Dee Dee Lum, Fund, "Mexicanita"; Dora Diaz, Bank, "Light on Water"; and Richard Webb, Bank, "Mountain through Window".

After the dinner, a motion of appreciation was expressed to Colette Leroy for the gracious and efficient manner in which she performed the duties of Acting President of the ICC in the period following the resignation of Carole Devillers as President mid-way through the season.

SVEN CRONQUIST was elected President of the International Camera Club at the Annual Meeting held on June 22. First Vice-President for Programs is Carlos Gavino of the World Bank and Second Vice-President in charge of contests is Dolores Harrison, also of the World Bank. Other officials of the ICC Executive Council who were elected at the meeting are: Peter Nelson, Bank, Treasurer; Barbara Perry, Bank, Secretary; Magdalena Rodenas, Publicity Chairperson for the Bank; Ian McDonald, Publicity Chairperson for the Fund; Christine Hoedemaker, Chairperson for Special Events; and Colette Leroy and Dee Dee Lum of the Fund as ex-officio members of the Council.

Following the election, Miss Leroy presented a much appreciated slide show, "Up the Nile and back in time"--a record of a visit to Egypt, with its historic sites and present-day peoples.

20 YEAR SERVICE STAFF. In June, Miss Patricia M. Sullivan, Supervisor, Legal Records, Legal Department, and Mr. Hordur (Whitey) Karlsson, Art Supervisor, Administration Department, commemorated twenty years of service with the Fund.

25 YEAR SERVICE STAFF. In June, Miss Marjorie E. Ward, Supervisor, Cable Room, Secretary's Department, commemorated twenty-five years of service with the Fund.

30 YEAR SERVICE STAFF. In June, Mr. Ralph L. Gordon, Section Chief, Administration Department, and Mr. Richard A. Radford, Assistant Director, Fiscal Affairs Department, commemorated thirty years of service with the Fund.

MARRIAGES. Mr. Thomas P. McLoughlin, African Department, was married on June 4, to Ms. Mary Y. Hama; and Ms. Violeta G. de Guzman, Office of Managing Director, was married on May 7 to Mr. Horacio Matias Lotuaco.

BABIES. A son, Mark, was born on March 16, to Mr. and Mrs. Mario Jelencovich (Sandra); a son, Pablo Sandro, was born on April 22, to Mr. and Mrs. Dante Simone; a daughter, Claudia Cristina, was born on April 27, to Mr. and Mrs. Claudio de Rosa; and a daughter, Zaynab, was born on May 28, to Mr. and Mrs. Shuja Nawaz.

RESIGNATIONS IN MAY. Mr. Pierre Dhonte, Ms. Vivienne F. Grau, Mr. Bernd Goos, Ms. Judith E. Hurst.

ON THE OCCASION of Charles Merwin's retirement, the IMF Bridge Club held a champagne party to thank Mr. and Mrs. Merwin for their contribution to the Club. Mr. Merwin was one of the original founders of the Club and has been its Chairman ever since. Mrs. Merwin has kept the Club's records and presented the trophies to the winners of the bi-annual competitions. Mr. and Mrs. Merwin were presented with a certificate, stating that they had been unanimously elected "co-chairpersons for life" of the Bridge Club, and with a Waterford crystal bowl. Marjorie Spelts, the Club's Treasurer and one of the co-founders of the Bridge Club, and Patrick de Fontenay, the Club's Secretary, made the presentation. The party was attended by the Club's regular players as well as by others, including John Gunter, former Acting Director of the Middle Eastern Department, Charles Olsen, the Bank-Fund Librarian, Alice Masters, and Denise Pegoix. The Merwins expect to continue to participate actively in the regular duplicate sessions of the Bridge Club. Anyone interested in playing should contact ext. 6028.

THE BRETTON WOODS SOCIAL COMMITTEE'S first event of the season, "Caribbean Evening", was a great success. With the weather warming up considerably, more events are on the list: Rock Night: July 9th. "BBS Unlimited Rock Band" will be playing rock music by the poolside. From 8:30 p.m. to 12:30 a.m. Tickets: $3.00 prior to July 8th and $4.00 at the gate. Wine and Cheese Party: July 30th. A delightful variety of cheese and wine will be served and a Disco will be hired for the occasion. From 8:30 p.m. to 12:30 a.m. Tickets: $4.00 prior to July 29th and $5.00 at the gate. Tickets may be obtained from: Margaret Fawcett, Rm. 5-120, ext. 4997, or Richard Barth, Rm. 3-300, ext. 5698.

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Published monthly by the
Information Office of the
International Monetary Fund
Washington, D.C. 20431