



FLOWERS AND FESTIVE MUSIC transformed the Atrium for the Fund's annual Christmas Party, which was held this year on December 12. As before, Dick Graves and his Ambiance Orchestra played traditional dance music in the Atrium from 9:00 p.m. onwards. The aficionados of the Latin beat crammed into Dining Room 5, where the ever-popular Miguel Vega and his Orchestra belted out sambas and bossa-novas. Downstairs, the cafeteria was converted into a discotheque and Bristol Sounds provided dance music to please all tastes. As is customary, the dancing stopped briefly at 9:30, while the Managing Director delivered his traditional Christmas greetings to the staff.

Altogether some 2,000 persons, probably a record number, attended the party. That, coupled with the fact that "no-shows" were at a record low, threatened at times to strain the system, but all concerned performed magnificently. Mrs. de Larosiere, as hostess for the evening, had taken a personal interest in the menu, and those who braved the lines in the gallery dined on poulet en brochette and London broil, topped off with petits fours and coffee. A committee of seven staff members had the pleasant duty of selecting the wine. Their choices--Chateau Les Alberts '79 (red) and Macon Lugny '78 (white)--must have been acceptable judging by the speed with which the supply was consumed. In the Raw Bar downstairs 10,000 oysters and 2,000 clams were dispatched with equal alacrity.

As always, the success of the party was a tribute to the many dedicated people who spent long hours organizing and making preparations for this traditional annual event. Planning began early in the year, with James Kaiser heading up an organizing committee for the party and Peggy Miller taking charge of the considerable administrative work. In the Staff Benefits Division, Patsy Coffey and Sharon Dove were responsible for preparing tickets, invitations, and circulars, and enlisted the services of

a squad of volunteers drawn from both staff members and retirees to man the entry points, check tickets, and guard against gate-crashers.



By midsummer all the bands had been contacted and hired for the evening, one of the busiest social nights of the year. Then, as the day of the party approached, a task force drawn from the Service and Supply Section and Tom Price's engineers, together with the moving crew headed by Chester Morgan, began the detailed work of adjusting heating and lighting, removing carpeting, rearranging furniture, and erecting the bandstands. Those efforts were supervised and orchestrated by Jim Littleton, Awad Osman, and Bill Thivierge, with assist-

ance given by Harold White and John Wharen, who set up, balanced, and monitored the sound system. On the night of the party, Bill attended to the last-minute coordination, directing the activities of his crew by radio and, in his spare time, took charge of stocking and replenishing the bars with wine and spirits. As a final preparation, the marble floor in the Atrium was stripped and recoated and, on Friday, the carpets were taken up in the Cafeteria and Dining Room 5. Extra guards and garage attendants were put on duty to handle the large number of staff members and guests that were expected to attend the festivities. And a touch of color was added by Evergro Nurseries, which brought in poinsettias and seasonal greens.

The smoothness with which the party went off was the most conspicuous tribute to the detailed planning that went into it. But even when the final strains of the last waltz died away the work of the organizers was not done. The caterers cleaned up and moved out by 4:30 a.m. Then, the cleaners from the General Maintenance Service Company moved in at 8:00 a.m. to restore the Fund to its normal workaday solemnity. By Monday morning, when staff members returned to work, the Atrium wore its normal aspect, as though, Cinderella-like, the party had never been. The collage in the center pages, featuring photographs by Joseph J. Diana and Gaspare Giammetta and composed by Susan Harrison, provides a glimpse of some of the most memorable highlights of the evening.

EVERYBODY JOINED IN singing carols at the Bank/Fund Choral Society's Christmas Concert, which was held in the Atrium on December 16 and in the World Bank on the previous day. The program was directed for the first time by Louise Lee, who took on the duties of Music Director of the Society at very short notice at the beginning of December. The pianist was Eugene Crotzer.

The program opened with a number of traditional carols sung by the Choral Society alone. The outstanding soloists in two of the carols were TiaJuana Rountree of the World Bank, who sang "Ave Maria," and Barbara Hinton of

the Fund's European Department, who sang Adolphe Adam's "O Holy Night." For the second half of the program the audience joined in singing a number of familiar carols, including "Silent Night" and "O Come All Ye Faithful." The Choral Society will begin rehearsals in January for its spring program, and anyone who enjoys singing is welcome to participate. Details will be circulated later.



New Members of Fund Staff



Mr. Ahmed Abisourour
Morocco - ETR



Mr. Christirey P. Amurao
Philippines - ADM



Mr. David Burton
U.K. - EP



Mr. Michael J. Callaghan
Australia - OED



Mr. Patrick L. Clawson
U.S.A. - EP



Mr. Martin G. Gilman
U.S.A. - AFD



Miss Renee N. Khoueiri
Lebanon - BLS



Ms. Krisztina K. Lipsey
Australia - FAD



Mrs. Regina M. Llana
Philippines - FAD



Mr. Donald K. McAlister
U.K. - BUR



Mr. Peter J. Montiel
U.S.A. - EP



Mr. Federico Rubli-Kaiser
Mexico - WHD



Mr. Delphin G. Rwegasira
Tanzania - RES



Miss Maha A. Sabi
Jordan - AFD



Mr. C.R.C. Saint-Etienne
France - EP



Mr. Robert R. Schneider
U.S.A. - FAD



Mr. Johannes Schuijjer
Netherlands - OED



Mr. Douglas I. Shaw
Canada - OED



Mr. Grant H. Spencer
New Zealand - RES



Ms. Karen A. Swiderski
Canada - EP



Mr. Shlomo Tarab
Israel - BUR



Mrs. B. Tucci-Bartsiotas
Uruguay - EUR



Mrs. Anne Van Wylick
Belgium - BLS



Mr. Kenneth R. Young
U.S.A. - EXR



Mr. Abdelhadi A. Yousef
Jordan - OED





New Members of Fund Staff



Mr. Richard K. Abrams
U.S.A. - ETR



Mrs. Lourdes Alvero
Philippines - LEG



Mr. Luca Barbone
Italy - OED



Mrs. Margaret J. Boesch
Canada - OED



Mrs. Claudia Cabib
U.S.A. - ADM



Ms. Helen Camp
Australia - EUR



Mr. Barry Campbell
Canada - LEG



Mr. Charles V.A. Collyns
U.S.A. - BUR



Ms. Kathleen Cullinane
U.S.A. - ADM



Ms. Mary Ann Daly
U.S.A. - TRE



Miss Ana M. De Loayza
Peru - INS



Mr. Michel A. Dessart
Belgium - BUR



Ms. M. Kanny Diallo
Senegal - OED



Mrs. Deborah K. Drissi
U.S.A. - ADM



Ms. Lesley J. Duffield
U.K. - ETR



Mrs. Sacha H. Eid
Jordan - BLS



Mr. Joshua E. Greene
U.S.A. - EP



Mr. Curtis A. Hatch
U.S.A. - TRE



Mr. Walter E. Hermann
Germany - EUR



Mr. David M. Hicks
U.S.A. - ETR



Mr. Robert J. Hodrick
U.S.A. - RES



Ms. Marguerite F. Hudgins
U.S.A. - SEC



Ms. Susan N. Hunchar
U.S.A. - ADM



Mr. Shah W. Jewayni
Afghanistan - ADM



Mrs. Shylaja Jonathan
India - SEC

New Members of Fund Staff



Ms. Erika Kaufman
U.S.A. - ETR



Mr. Hoe E. Khor
Malaysia - EP



Mrs. Evelyn P. Kopsidas
U.S.A. - TRE



Mr. Ahsan N. Mansur
Bangladesh - EP



Ms. Melinda A. Maxwell
U.S.A. - BUR



Ms. Alice C. McPhillips
U.S.A. - OED



Mr. Cayetano Mesa
Dominican Republic - SEC



Mr. Donogh C. McDonald
Ireland - EP



Mr. Pierluigi Molajoni
U.S.A. - EP



Ms. Jeanie Muncy
U.S.A. - MED



Miss Natasha Nababan
Indonesia - ADM



Ms. Elaine B.M. Noël
Jamaica - AFR



Mrs. Esther Parsons
Sri Lanka - LEG



Ms. Linda Proudfoot
U.S.A. - ADM



Mr. Daniel M. Pyle
U.S.A. - OED



Ms. Michelle T. Reese
U.S.A. - INS



Mr. Jeffrey W. Robinson
U.S.A. - ADM



Miss Gisele M. Rooz
France - BLS

A MORE STREAMLINED AND EFFECTIVE SYSTEM TO MEASURE PERFORMANCE AND DETERMINE MERIT AWARDS has now been introduced by Management in an effort to make the annual ritual less onerous while allowing for a greater correlation between salary increases and meritorious performance than had previously been the case. The more salient features of the new system, developed from recommendations made by the staff Committee on Performance Appraisal, Salary Structure and Policy, include the introduction of a scale for rating staff members' overall performance during the year, and the establishment of guidelines linking ratings to the size of the merit awards. Furthermore, Management has proposed that salary steps in ranges A-I be abolished effective May 1, 1982, subject to approval by the Executive Board, and that all salary increases be expressed in percentage terms. In addition, a new long-term appraisal process, designed to supplement the annual exercise, is to be instituted effective next May. The new exercise will be oriented toward the long-term objectives of career development and manpower planning, and will include a careful review of a staff member's prospects in the Fund, with attention paid to training needs or possible reassignments that might result in greater career opportunities.

MARRIAGES. Ms. Elizabeth C. Lichner, of the Treasurer's Department, was married on September 5 to Mr. John F. Tucker.

BABIES. A daughter, Keya, was born to Mr. and Mrs. Shailendra J. Anjaria on November 4; a daughter, Frederica, was born on November 29 to Mr. and Mrs. Henri Ghesquiere; a daughter, Uchenna Tunde Mary, was born on September 9 to Mr. and Mrs. Samuel Itam; a daughter, Vanessa Morrow, was born on September 29 to Mr. Leslie J. Lipschitz and Ms. Susan M. Schadler; a daughter, Adriana Carla, was born on November 29 to Mr. and Mrs. Carlos M. Pacheco.

TRANSFERS. In November, Mr. Ulrich Baumgartner transferred from the Exchange and Trade Relations Department to the Asian Department; Mr. Abdinur M. Mursal transferred from the Administration Department to the Secretary's Department; Miss Mai Stuart transferred from the Exchange and Trade Relations Department to the Staff Contingency Fund; Mrs. Annie A. Tioseco transferred from the Bureau of Statistics to the Treasurer's Department.

RESIGNATIONS. Mr. Age F.P. Bakker, Mr. Seung-Woo Kwon, and Mr. Alfred Steinherr resigned in November.

RETIRES: Mr. Luis Ruben Azocar, of the External Relations Department, and Mr. Lakshman Kannangara, of the Office of Executive Directors, retired in November.



LUIS RUBEN AZOCAR, Assistant to the Director of the External Relations Department, retired from the Fund on November 30. A national of Chile, Mr. Azocar joined the Fund as Information Officer in May 1963, after leaving his post as Editor of the Chilean political satire magazine Topaze. Upon joining the Fund, Mr. Azocar's specific mission was to help improve public relations in Latin America at a time when these were at a very low point, thus marking the first occasion in which the Fund actively sought to improve its external relations with member countries. Mr. Azocar was promoted to Senior Information Officer in May 1972 and to Assistant to the Director in May 1974. In addition to his work with the press at the Annual Meetings and meetings of the Interim and Development Committees, Mr. Azocar contributed his press services to the Group of 24 and represented the Fund at the annual meetings of the Inter-American Development Bank. He was also Editorial Advisor of Finance and Development and played an important role in the original launching and development of the Boletin del FMI.

Mr. Azocar was also involved in the Dialogue Club, which he founded and directed. This is a forum where journalists gather in Washington for background discussions with Latin American leaders and other officials. A keen tennis player, he also served on the original committee for the establishment of Bretton Woods.

Following his retirement, Mr. Azocar and his wife, Violeta, returned to Santiago to spend more time with their daughters and grandsons. However, he does not expect to lead a life of complete leisure, and instead plans to write economic articles for El Mercurio and other journals. Before leaving, Mr. Azocar expressed his hope that Fund staff members will contact him when they visit Chile, either in Santiago or at his house at the beach resort of Zapallar.

Correction: In the November issue of Staff News, page 9, the caption under Miss Gloria O. Parker's photograph contained a misprint. A corrected version appears on the right.



STAFF NEWS

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