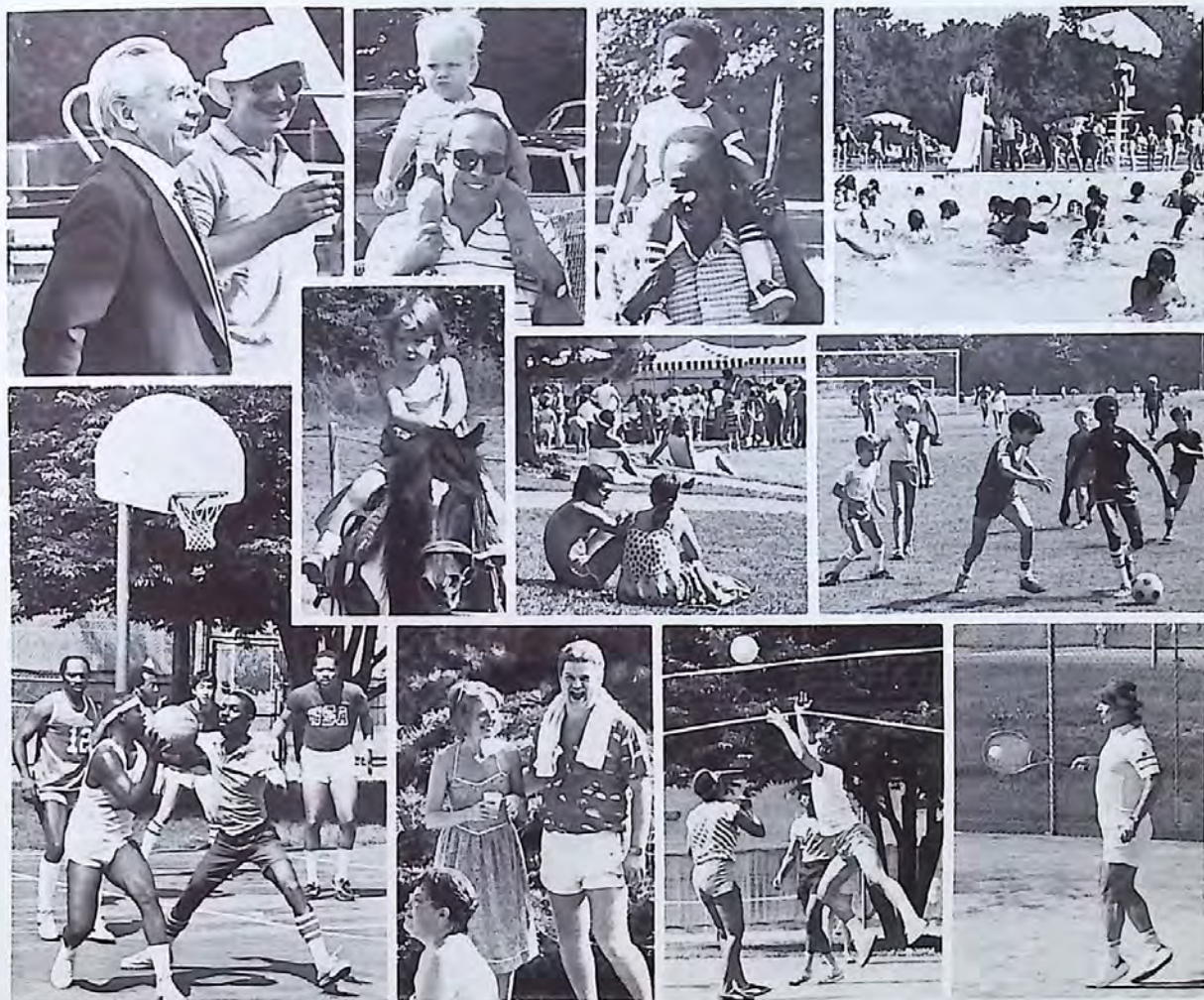


Staff



JUNE-JULY 1983

news



SECOND-GUESSING WASHINGTON'S WEATHER made heroes of the organizers of this year's annual Fund staff picnic at Bretton Woods. Once again the scheduled date had to be postponed because of poor weather. The decision to change the date of the picnic from Tuesday, June 21, to the following Thursday was made despite the fact that Tuesday's weather report called for the rain to end by mid-morning. The Administration Department decided that even if the weather cleared, the grounds would

be too wet for picnickers to enjoy themselves. The change in date could not have turned out better because Thursday was a near-perfect day.

One question staff members probably ask themselves every time the picnic is postponed because of the weather is: "What happens to all the food?" The picnic's organizers explain that nothing is wasted. Salads and other side-dishes are refrigerated until they are served, and the chicken is kept at a level just

above freezing until the moment it is put on the grill.

As if attesting to the food's freshness on the day of the picnic, staff members, their families, and guests consumed about 2,500 chicken quarters, 2,630 hot dogs, innumerable pounds of baked beans, corn, coleslaw, apple sauce, and pickled beets, and 5,430 ice cream bars, cones, and cups; all these were washed down with plenty of iced tea, lemonade, coffee, beer, and soft drinks.

To most adults, the picnic was a pleasant break from the usual workday and gave them a chance to see colleagues in a more relaxed atmosphere. But it is hardly surprising that it was the children who enjoyed themselves most. In addition to swimming, basketball, badminton, soccer, and the moon-bounce and pony rides, children spent their time at the five booths

that offered ball bingo, five-pin bowling, and the ever popular spin-art, can-can, and bean bag games.

Much organizational work goes into making the picnic a success. This year's picnic was under the overall supervision of Peter Swain, of the Administration Department. Rosemary Eory of Staff Relations was in charge of arranging games and coordinating the issuance of tickets with the Administrative Officers. The staff of the Service and Supply Section was, as usual, very involved in orchestrating different aspects of the picnic. Peggy Miller contacted and supervised the caterers; Harold White, Charles Ball, and Bill Duff helped the Bretton Woods staff in setting up the facilities; and, as always, Harold Maloney supervised Major White and his staff to ensure that traffic flowed smoothly and security was tight.

JULIUS EMMANUEL ISMAEL of Indonesia has been elected Executive Director of the Fund for Burma, Fiji, Indonesia, Lao People's Democratic Republic, Malaysia, Nepal, Singapore, Thailand, and Viet Nam. He succeeds A. Hasnan Habib, also of Indonesia, who will remain in Washington as his country's Ambassador to the United States--a position he held concurrently with his appointment to the Fund's Executive Board.

Mr. Ismael was born in July 1927. He



Julius Emmanuel Ismael has been elected Executive Director, replacing A. Hasnan Habib.

was educated at the University of Indonesia, from which he received a Sarjana Ekonomi; at Cornell University, in New York, where he was awarded a Master of Science degree in Agricultural Economics; and at the University of Pittsburgh, from which he received a Ph.D in Public and International Affairs.

Mr. Ismael's career with the Indonesian Government began in 1968, when he became Special Assistant to the Chairman of the National Planning Agency. He was named President of the Bank Ekspor-Import Indonesia in 1970 and was appointed Managing Director of Bank Indonesia in 1973. Mr. Ismael remained with the Bank Indonesia until July 1, 1983, when he took up his duties as Executive Director of the Fund. Concurrently with his assignments in the Government, Mr. Ismael was a member of the Academic Staff at the University of Indonesia; he was named Professor of Financial Management at the University in 1974.

THE PHOTOGRAPHER OF THE YEAR AWARD of the International Camera Club was won by Maurice Asseo, of the World Bank, who scored 75 points. The second prize went to Hans-Eberhard Kopp, with 72 points, and the third prize was awarded to David McMurray, with 66 points; both winners are Bank staff members.

The Slide of the Year contest was won by Bank staff members Curt Carnemark, Janusz Kraswoski, and Magdalena Rodenas.

The only Fund staff member to win an award this year was Oonagh Bravo of the Secretary's Department. She received an honorable mention for her entry, "Beatitude."

DONALD K. PALMER has been promoted to Associate Director of the Exchange and Trade Relations Department.



Donald K. Palmer has been appointed Associate Director of the Exchange and Trade Relations Department.

THOMAS B.C. LEDDY, of the United States, joined the Fund on June 6 as Assistant Treasurer, under a five-year fixed term appointment.

He studied Economics at the George Washington University, where he completed



Thomas B.C. Leddy has joined the Fund as Assistant Treasurer.

TWO OTHER STAFF APPOINTMENTS to senior level positions were made on June 6. Franz Drees was appointed an Advisor in

A national of the United States, Mr. Palmer did his undergraduate studies at Georgetown University and his graduate work at Harvard University, from which he received a PhD in Economics.

Prior to joining the Fund, Mr. Palmer worked for the U.S. Government as an Economist, and was later appointed Deputy Assistant Secretary (for Latin America) in the U.S. State Department.

Mr. Palmer joined the Fund in 1969 as a Senior Advisor in ETR. He was promoted to Deputy Director of the same Department in 1970. His new appointment is effective June 15.

the course work for a PhD. His career with the Treasury Department began in 1965, when he joined as an International Economist. He was made Assistant Financial Attache of the U.S. Embassy in Tokyo in 1968, and in 1970 returned to Washington.

In 1973 Mr. Leddy was named Deputy Director of the Office of International Monetary Affairs, and in 1975 he became Alternate Executive Director of the Fund for the United States. Concurrently with his assignment at the Fund, he was Special Assistant to the Under Secretary for Monetary Affairs. Mr. Leddy was promoted to Director of the Office of International Monetary Affairs in 1979, and a year later became Deputy Assistant Secretary for International Monetary Affairs.

the Middle Eastern Department. Henry E. Jakubiak was made Chief of Division D in the Middle Eastern Department.

THOSE DARING FUND STAFF IN THEIR FLYING MACHINES? This is a phrase that might easily come to mind when describing several staff members who spend part of their free time piloting planes sometimes no larger than compact cars. But the description would not be quite accurate. In fact, most Fund pilots believe that flying a plane does not require any more courage than driving a car. They explain that the amount of instruction and flying time needed to obtain a pilot's license assures their safety as well as that of their passengers. Their accident-free record suggests they are right.

But if the love of thrills and adventure is not what distinguishes a pilot from the rest of us, then what exactly lures these staff members to the hobby of flying? A look at three Fund aviators provides some answers.

Gertrude Long of the Secretary's Department became fascinated with small planes while on a safari in Nairobi, following the 1973 Annual Meetings. She and her family (including two young sons) took a flying tour of the game parks so that they could get a better view of the animals. This was the first time Mrs. Long had ever been in a small plane, and

she enjoyed the experience so much that she began taking flying lessons a few months after returning home. Almost ten years later, she is an experienced pilot whose dream is to tour the Kenyan game parks in her own plane. For the time being, however, she is flying closer to home in one of three planes owned by the Octopus Flying Club in Maryland, of which she is the Vice-President.



Gertrude Long and her son Patrick prepare to fly home following the Toronto Annual Meetings.

One of Mrs. Long's most memorable flights occurred in March 1982, when she, along with her children and a friend, made an impulsive decision to go to Florida for the space shuttle take-off. Mrs. Long explains that long-distance flights such as the one to Florida can be very challenging, particularly when the weather is bad. In such cases, pilots are forced to fly "blind," that is, to navigate the plane through the use of instruments, without the aid of visual guidance. Instrument flying requires special training, as well as a special license. Mrs. Long received her instrument rating about a year and a half ago. Although she usually tries to fly when the weather is good, her instrument rating has proven very valuable on a number of occasions when a trip was necessary but the weather was less than perfect (including the return trip from Toronto following last year's Annual Meetings!).

Mrs. Long receives tremendous satisfaction from piloting a small plane.

She explains that flying is relaxing; at the same time, it is exhilarating because it provides an intellectual challenge that few other sports can match. Her interest in aviation has also prompted her to join the "Ninety-Nines." This is an organization for female aviators founded by Amelia Earhart. Its main goals are to educate the public about aviation and to provide services to the community (for example, its members often fly medical supplies from one state to another when emergencies arise).

The only disadvantage to being a pilot, says Mrs. Long, is that it has made her a bit apprehensive about flying on commercial airliners!

Ciro Tognetti of the IMF Institute has loved flying since childhood, but it was not until 1978 that he decided to make his dream a reality by taking lessons. His approach was very relaxed, though, getting in about two hours of instruction a month. Mr. Tognetti obtained his pilot's license in 1980 and is now in the process of studying for his instrument rating. Since becoming a pilot, Mr. Tognetti has been flying an average of two to four hours a month; but he makes these hours count.



Ciro Tognetti uses the planes of Dulles Aviation Inc. until he purchases his own airplane.

As a member of the club Dulles Aviation Inc., Mr. Tognetti has a number of four-passenger planes at his disposal. He explains that he is not interested in owning a plane for the time being because time constraints do not permit him to

fly on a regular basis. When he does fly, he and his wife (who is not only his regular passenger but also his navigator/radio assistant) usually go to nearby beaches. He is not fond of taking long trips since he admits that after a while even the most beautiful scenery can become a bit boring unless the weather is perfect.

Mr. Tognetti is a regular participant in seminars offered by the Federal Aviation Agency to familiarize pilots with safety regulations and inform them of new techniques for flying under special circumstances. These seminars are held every two months.

James Nettles, of the IMF Institute (on loan from the Central Banking Department), first learned to pilot a plane in the 1950s when he was living in Peru. Other demands on his time forced him to abandon the activity, however, but he never lost hope that he would one day take to the air again. In early 1982, while stopping at an airport to look at planes taking off and landing, he decided that it was now or never. He signed up for lessons that very day (his wife agreed, on the condition that he would give up motorcycle riding), and has been flying ever since.

Mr. Nettles became a licensed pilot in July 1982; shortly thereafter, he bought a very noisy but very classy Piper Tripacer (a fabric-covered 1953 four-seater). He keeps the plane at Hyde Field, in Maryland. Since this is the most congested airport in the state, the approach to Hyde Field is considered one of the most dangerous.

On the other hand, approaches to other airports can cause problems as well. Mr. Nettles vividly recalls that while waiting to land at Hyde Field on a day when visibility was particularly poor, he got lost and ended up on the approach to Dulles Airport. This was unfortunate because his timing coincided exactly with that of a 727 that was just preparing to land...!

Mr. Nettles is a very careful pilot; he recently received a safety award from the Wings Program of the Federal Aviation Agency. However, he likes to be adventurous once in a while. For this reason, he decided not too long ago to buy a one-person ultralight plane. Made of

very flimsy material, this 150-pound plane permits the pilot to feel at one with the sky (once he gets over the horror of being supported by a vehicle that often weighs less than the pilot himself). In addition, Mr. Nettles is in the middle of studying to get his gliding rating, is hard at work trying to become an expert skydiver, and is taking lessons to obtain his instrument rating by 1984.



James Nettles and his daughter making a final check of the Tripacer before taking off.

Mr. Nettles is also actively involved in several aviation associations. He is a member of the Aircraft Owners and Pilots Association, the Tripacers Owners Club, and the Experimental Aviation Association.

With all these activities, one wonders when he has time to fly his Tripacer. He explains that he makes time every weekend that the weather is favorable and he and his wife feel like eating especially good food. It seems that their destination is usually any place where a good restaurant beckons them!

Mrs. Long, Mr. Tognetti, and Mr. Nettles are by no means the only staff members who are licensed pilots or who are in the process of obtaining their license. Some of the other fliers in the Fund are Paul McClellan and Jerome Moyer, both of the Office of the Internal Auditor, Robert Frederick of the External Relations Department, Ernest Klimonda of the Administration Department, and John Kay of the Secretary's Department.

THE JOINT LIBRARY HAS WEATHERED ANOTHER MOVE and is now fully open for business as usual in a brand new facility on the Concourse level of Phase IIa. "The move was a disruption, but a beneficial one," explains Librarian Maureen Moore, adding that "it gave us an opportunity to design a library that will meet our very special and unique needs."

Planning of all aspects related to the library's new quarters began in earnest in the fall of 1981. "We received excellent assistance from the Fund's Service and Supply Section," Mrs. Moore notes. "From developing the layout, to selecting the furniture, to moving the books, files, and equipment, the Fund staff was uniformly helpful."



The circulation desk is the striking focal point of the new Joint Library.

Two factors were paramount in the design of the new library: increasing the usable space for readers and planning for the growing number of computer terminals and printers. "Seating space for readers has tripled," Mrs. Moore states, "and we have introduced carrels and smaller tables for greater privacy. All the offices, work-stations, and public reading areas have been wired for terminals and printers in order to handle the expected increase in computer equipment. As more and more of the Joint Library's collection goes online, we will be ready."

In the next few years computer terminals and printers will be as common a sight in the Joint Library as the card

catalog and the book stacks. Working hand-in-hand with the Bureau of Computing Services, the Joint Library is developing an integrated system for the principal library operations: ordering and cataloging materials for the library's collection; checking-out books and periodicals to Fund and Bank staff; and preparing bibliographies and other specialized research tools to assist library users. "Staff members from the Bureau and the Joint Library looked at a number of automation systems," Mrs. Moore explains, "and we finally selected a software system called MINISIS." The two units are now in the process of adapting MINISIS to meet the requirements of the Joint Library.

Mrs. Moore points out that "we are already using MINISIS to order and catalog library materials. We also have online our Index of Articles and Research Papers, and in the coming year plan to develop a system for routing periodicals to readers in the Fund and Bank."



Librarian Maureen Moore looks on as Michael Rahill checks the online catalog.

But computers are not the only new feature of the Joint Library. For example, two dozen pieces of art were selected to blend with the new decor of oak wood and soft colors. There is also a paging system, so patrons can be located whenever they are in the library. Mrs. Moore quips: "If you tell your colleagues that you are going to the Joint Library, you had better come."



The Library's spaciousness allows for both quiet research and casual reading by staff members of the Fund and Bank.



One subject that the Joint Library staff does not joke about, however, is the large number of books that are not properly checked out or are not returned on time. Mrs. Moore notes that, "We have increased security in the new library and are designing a computer-based check-out system. But ultimately we must rely on the professionalism of the staff to bring the books back." Pointing to the new rows of empty shelving, Mrs. Moore explains that, "We have plenty of space

to house all our 'lost sheep'. We certainly would like to see them all back in the fold."

Do you have one of the Joint Library's lost books? If you do, chances are that one of your colleagues is looking for it. Please return the item by internal mail to the Joint Library at its new address, Room C-530. Or you may wish to bring it in person now that the elevators of Phase IIa take you directly to the Library's lobby.

THE AUDIT PROCESS IN THE FUND has undergone major revisions in recent years owing to the introduction of sophisticated new techniques by Peter A. Whipple, the Internal Auditor, and his staff of auditors. The Office of the Internal Auditor is organizationally part of the Office of the Managing Director.

Most staff members probably think that auditors are people who manually check vouchers and other financial records for accuracy, i.e., who do typical "compliance audits." This is only partially correct. The formerly time-consuming process of compliance audits has been made more efficient and effective through the introduction of computers. This has permitted auditors to devote more time to audits whose main purpose is to review operations and provide constructive assistance and advice.

The most important types of audits conducted by the Office of the Internal Auditor are the compliance audits, sys-



The staff of the Office of the Internal Auditor (left to right): Jerome Moyer, Richard Ronneberg, Martha Zuppas, Amparo Guerrero, Susan Ficken, Paul McClellan, Betty Huang, James Hamilton, and Peter Whipple.

tems reviews, and operational audits.

In a compliance audit of, for example, Fund procurement, the auditors would concentrate primarily on examining purchase orders and invoices for accuracy. Amparo Guerrero, one of the auditors, notes that the question answered by this type of
(please turn to page 10)





audit, is: "Are the records accurate?"

By contrast, a systems review of procurement would examine how purchase



Amparo Guerrero explains audit procedure to Djenane Elie-Goodall of the Secretary's Department.

orders are prepared, who was authorized to sign them, what steps were being taken to prevent errors, and what procedures were being followed to compare the purchase orders with invoices and to approve such invoices for payment. Betty Huang and Susan Ficken explain that the question answered by the systems review is: "What is being done to ensure that the records will be accurate?"



Peter Whipple discusses audit report with Betty Huang.

Lastly, the operational audit is a comprehensive review of procedures to determine whether the administrative goals of the organization are being accomplished. The travel survey circulated to the staff last fall was part of an operational audit of travel services in the Fund. A computer tabulation of the survey results allowed the auditors

to evaluate the quality of travel services provided to the staff, and to recommend the necessary changes. The question answered by an operational audit is: "Is the unit accomplishing its goals on a timely basis and at the lowest possible cost, given the quality requirements?" Since operational audits are a relatively new technique, the Office of the Internal Auditor has engaged the services of James R. Hamilton on a contractual basis to help the other auditors develop expertise in this type of audit. Mr. Hamilton has worked with the International Division of the U.S. General Accounting Office as a management analyst.

All audits, but especially the systems and operational reviews, are useful for resolving long-standing problems, simplifying complex procedures, and identifying potential internal control improvements. For such reasons, audits provide excellent opportunities for an objective evaluation of operations, provided that timely and candid input is available. In essence, audits should be perceived as positive vehicles for change. The Fund's team of auditors makes every reasonable effort to arrive at conclusions and recommendations that are factually correct, meaningful, and beneficial. Audit reports that contain only petty criticisms serve no useful purpose.

All audit reports are reviewed carefully by both Mr. Whipple and Richard H. Ronneberg, the Assistant Internal Auditor, before they are issued. "In-depth reviews of audit reports are essential if they are to be useful," Mr. Whipple notes. But Mr. Ronneberg adds, "This process can be very difficult for the auditor because everything said in the audit report must be supported adequately." Mr. Whipple explains, "If a finding cannot be adequately supported, it must be cut from the audit report."

To facilitate the audit process, the Office has developed a comprehensive Audit Manual that has been used and tested by the staff for several years. The Office has also implemented a five-year Audit Plan that allows for revisions to accommodate unscheduled requests.

In the same manner that the auditors review Fund operations, the operations of the Office of the Internal Auditor are examined critically by two different

groups: a certified public accounting firm (currently Coopers & Lybrand), which conducts an ongoing review of the auditing process, and the External Audit Committee, which reports annually to the Managing Director. The three Committee members are highly qualified audit or financial specialists who are nominated



Deputy Managing Director William B. Dale and Peter Whipple with the members of the 1983 External Audit Committee.

on a rotational basis by different member countries; their nomination must be confirmed by the Executive Board. With the assistance of the certified public accounting firm, the Committee audits the financial statements of the Fund and reports its conclusions to the Board of Governors. The Committee also reviews the administration of the Fund's financial affairs and provides recommendations for improvements. This independent audit by professional representatives of member countries ensures a truly objective and international examination of Fund operations.

The auditors find their work very satisfying. They meet many staff members and become familiar with different aspects of the Fund's operations. Their work brings them into particularly close contact with the staff of several departments, including Treasurer's, Administration, Legal, and Secretary's, as well as with the Bureau of Computing Services and the Internal Audit Department of the World Bank. Paul McClellan comments that "By meeting and speaking to so many staff members, we begin to acquire a true sense of the purpose and importance of the Fund and of how our Office fits into the larger picture."

The Fund auditors' know-how is very much in demand by outside organizations, as well. One of their number, Emilie Tonogai, has spent the past year in the Sinai as a Finance Officer on loan to the UN Multinational Forces and Observers. And copies of the Audit Manual developed by the Office have been requested by the internal audit departments of several international organizations around the world. The Fund auditors are qualified to provide technical assistance in financial management and reporting systems, budgeting systems, operational, compliance, and systems-based auditing, and in computer-assisted auditing.



Richard Ronneberg, James Hamilton, and Paul McClellan with Walter Scholz (member of the 1983 External Audit Committee).

Since so much of the Office's work is done with the use of computers, the auditors have, over the past few years, completed training in higher level programming languages as well as in Burroughs data-base systems. This enables them to write their own computer programs for audit applications; they are assisted in their work by Audit Clerk Martha Zuppas. The Office has its own computer expert, Jerome Moyer, who advises the auditors and tests Fund computer security and data management. An automated time budgeting and reporting system, in which the Office staff report their time twice each month on a computer terminal, has been in place for the last two years. Developed by Mr. Ronneberg, this system generates monthly reports for Office management; it is so effective that the World Bank uses it for their internal audit operations and the UN internal auditors have requested copies of the programs.

Despite the demands on their time, the Fund auditors are active in professional associations, such as the Institute of

Internal Auditors, the American Institute of Certified Public Accountants, the Association of Government Accountants, and the International Consortium on Governmental Financial Management. Over the past three years, members of the Office of the Internal Auditor have presented papers at the annual meetings of the Representatives of Internal Auditing Services of UN Organizations.

And they are proud of their professional accreditations. One is a Certified Internal Auditor, three are Certified Public Accountants, one is a Chartered Accountant, and one is a Certified Data Processor. (This article was contributed by staff members of the Office of the Internal Auditor.)



Susan Ficken and Jerome Moyer run a computer program to support a compliance audit.

A TEAM OF FUND AND BANK STAFF MEMBERS was awarded first prize in the 1983 Hometown Run's corporate category. The 9.4-mile race, sponsored by the Washington Urban League, attracted 1,500 participants who entered either as individuals or as corporations (there was no category for international organizations). Each participant paid an entry fee entitling him to a commemorative tee-shirt and giving him an opportunity to test his skills against other runners. The race took them from the District Building to Howard University (via Adams Morgan and Capitol Hill) and back.

Corporate running times were calculated

by averaging the individual scores of team members. The Fund/Bank runners' winning score was a remarkable 59 minutes, with individual scores ranging from a minimum of 53 minutes to a maximum of 64 minutes.

There is one disadvantage to winning: now they have to decide how to share the trophy. For the time being, they have agreed that each team member will keep it in his possession about one month out of every year. But they will soon have more trophies to go around. They are already planning to enter the Marine Marathon (to be held in November), where they will compete against as many as 12,000 runners.



The winners of the Hometown Run 1983 celebrate their victory with a luncheon at the Fund's Dining Room. From left to right: Mark Binning (Bank), Peter Tillotson, Luc Van Der Veken, Bruno Zara (Bank), Timothy Cole, George Morgan, Francisco de Oliveira, Denio Zara, Ed Doheny (Bank), and John Huddleston.

THE HEALTH ROOM IS NOT THE FIRST PLACE TO CONTACT IN CASE OF EMERGENCY! If a staff member is taken seriously ill, the procedures listed below should be followed immediately. Because the element of time is vital in an emergency, it is important to observe the following procedures in sequence:

1. Dial 9-911 (Rescue Squad).
2. Contact someone trained in Basic Cardiac Life Support (CPR). A list of persons currently trained in this technique is displayed in all restrooms and has been distributed to Administrative Officers.
3. Dial 7-3055 (Main Guard Desk) to inform the guard on duty about the arrival of Rescue Squad personnel and to advise him of the location where they should be directed.

(On other than official work-

ing hours, the guard on duty can be asked to use the public address system to page anyone trained in CPR for assistance.)

4. Dial 7-8222 (Health Room emergency number).

5. Dial 7-3025 (Staff Relations unit)

If the emergency occurs during other than official hours and if it is apparent that the staff member is not ill enough to be taken by the Rescue Squad to a hospital, he should either contact his own medical doctor or one of the Fund's Medical Advisors (Drs. Fidler, Sadin, Talpers, or Wilkinson). These doctors may be reached through their answering service, telephone 872-1973.

The procedures outlined above are also printed in the IMF Telephone Directory. The Administration Department suggests that they be kept handy.

RALPH L. GORDON retired from the Fund at the end of June after 36 years of service. A U.S. citizen, Mr. Gordon joined the Fund as an Offset Press Operator in 1947. He was promoted to Assistant Supervisor of the Print Shop in 1955 and three years later became Printing Supervisor. Mr. Gordon held this position until 1970, when he was promoted to Assistant Chief of the Graphics Section. In 1974 he was appointed Chief of the Section, a position he held until his retirement. Among his many duties, Mr. Gordon was instrumental in the production of all Annual Meetings documents from 1949 until 1975.

Following his retirement, Mr. Gordon and his wife plan to remain in their home

Ralph L. Gordon, Chief of the Graphics Section, retired in June.



in Falls Church. He is not sure about his plans for the future; for the time being, however, he will continue performing his duties as supervisor of Northern Virginia's High School Basketball Officials.

CHRISTIAN J. WIRZ retired in June after more than 25 years of affiliation with the Fund. A native Washingtonian, Mr.



Christian J. Wirz, Chief of the Service and Supply Section, retired in June.

Wirz first came to the Fund in 1957 as a Consulting Engineer with Shannon and Luchs; he was assigned to oversee the opening of the first two Fund buildings.

Mr. Wirz became a staff member in 1968, when he joined the Administration Department as a Service Officer. He was promoted to Assistant Chief of the Service and Supply Section in 1970, and in 1981 became the Section's Chief, a position he held until his retirement. During his Fund career, Mr. Wirz participated in the design of the automated environmental control system installed in 701 19th Street (now the World Bank's E build-

ing). This was the first building in the world to have computer-controlled heating and air conditioning.

Regarding his plans, Mr. Wirz explains that he and his wife will spend the summers in their Bethesda home and the winters in Florida. Once he recovers from recent surgery, he will resume his hobby of restoring antique automobiles (he has already finished restoring a 1931 Brewster Ford Town sedan to its

original condition and is ready to begin work on a 1930 Ford Model A rumble-seat coupe). Mr. Wirz explains that restoration takes about two to three months of full-time work, but the end result is worth it. He is also eager to resume his favorite sports of golf, sailing, and fishing. Mr. Wirz is now in the process of purchasing a medium-sized power boat so he can go deep-water fishing in the Gulf of Mexico.

EDISON V. ZAYAS took early retirement from the Fund in June. A national of Paraguay, Mr. Zayas came to the Fund in 1946 and joined what was then the Research Department. In 1962 he was appointed Resident Representative in El Salvador. Following his return to Headquarters in 1964, he was named Assistant Division Chief in the Western Hemisphere Department, where he remained for the rest of his Fund career.



Edison V. Zayas, Senior Advisor in the Western Hemisphere Department, retired in June.

He was appointed Resident Representative in Costa Rica in 1965, and in 1966 became Chief of the Central American Division. In 1968 Mr. Zayas transferred to what was then the Grancolombian Division

he was promoted to Assistant Director in 1970. Mr. Zayas was appointed Senior Advisor in 1977, a position he retained until his retirement.

Now that he will have more free time, Mr. Zayas plans to do some leisurely travel in Europe, particularly Spain, and in Latin America. He also wants to spend as much time as possible enjoying his custom-built house in Hilton Head Island, South Carolina, where he will read every book in his library and only take time off to swim, learn to play golf, and improve his tennis game using the new racquet (and 72 tennis balls) that was one of the retirement gifts he received from his friends at the Fund. Mr. Zayas is also giving some thought to the possibility of taking classes in computer science and, if time permits, auto-mechanics.

Whenever Mr. and Mrs. Zayas become tired of their active lifestyle, they plan to return to their home in Silver Spring, so that they can continue spoiling their granddaughter, spend some time with their son and daughter, and keep in touch with their Fund friends.

THE WORLD'S WORD is a new multilingual magazine whose main goal is to offer staff members of the Fund and World Bank, as well as family and friends, an opportunity to display their literary and artistic talents.

The magazine will include written material such as poetry, short stories, drama, and essays (in the staff members' native languages), as well as line drawings and black and white photographs.

The first issue is scheduled for publication in early September. The editors request that staff members interested in

contributing original works contact them. In addition, the editorial group needs volunteers to help out in manuscript revision and to handle the production and distribution aspects of the publication. Staff members who have expertise in these fields, as well as those who do not have expertise but are willing to give some of their free time to this effort, are asked to contact Jose Pedro Correia da Silva, Room N-752, Ext. 61697.

World's Word can succeed only if staff members contribute works for publication. Put your creative talents to work!

New Members of Fund Staff



Mohamad B. Chatah
Lebanon - OED



Juan Carlos Di Tata
Argentina - WHD



Joshua H. Felman
U.S.A. - RES



Christine A. Gilbert
U.K. - BUR



Ousmane Kaba
Mali - INS



Katherine Lee
U.S.A. - SEC



Michael E. Massourakis
Greece - AFD



Roger H. Nord
Netherlands - ASD



Robert K. Rennhack
U.S.A. - ETR



Doris C. Ross
Germany - WHD



Anne Rousseau
France - BLS



Dorothy L. M. Rowley
U.K. - SEC



Paola Samakovlija
U.S.A. - OED



Salvatore Schiavo-Campo
U.S.A. - AFD



John Thornton
U.K. - INS



Milan Zavadjil
Yugoslavia - ASD



Howell H. Zee
U.K. - RES

THIRTY-YEAR STAFF. Prabhakar R. Narvekar, of the Asian Department, commemorated thirty years of service in June.

TWENTY-FIVE YEAR STAFF. Ciro Tognetti, of the IMF Institute, commemorated twenty-five years of service in May; Iole B. Lopez, of the Office of Executive Directors, commemorated twenty-five years of service in June.

TWENTY-YEAR STAFF. Alex Governatori, of the Treasurer's Department, commemorated twenty years of service with the Fund in May; Ana Maria V. de Perio, of the Administration Department, and Said Habib Hitti, of the Middle Eastern Department, commemorated twenty years of service in June.

MARRIAGES. Ulhas R. Gunjal, of the Asian Department, married Sushama Tipnis on March 6; Maria Teresa Iordanow, of the Bureau of Language Services, married Baldwin Boone on April 27; Tow Fong Chin Kin Kwee, of the Bureau of Language Services, married Ng You Kwong Ng Sui Hing on May 23; Michael E. Massourakis, of the African Department, married Cathy Haines on May 29; Susan Hill, of the Western Hemisphere Department, married Garry J. McCuskey on June 4; and Zarela Martinez, of the Administration Department, married Manuel Ercilla on June 15.

BABIES. A daughter, Minu K., was born on April 2 to Mr. and Mrs. Sukhdev Shah; a daughter, Zahra, was born on May 8 to Mr. and Mrs. Shuja Nawaz; twin daughters, Nelly A. and Zulma F., were born on May 10 to Mr. and Mrs. Abdinur M. Mursal; a daughter, Christina G., was born on May 17 to Mr. and Mrs. Michael G. Kuhn; a son, Justin H., was born on May 27 to Mr. and Mrs. Mohamed A. Wasfy; a son, Tyrone B., Jr., was born on June 3 to Mr. and Mrs. Tyrone B. Harris; a son, Johann P.,

was born on June 3 to Mr. and Mrs. Hellmut O. Hartmann; a daughter, Nasreen B., was born on June 9 to Mr. and Mrs. Abdel R. Ismael; a son, Xavier F., was born on June 12 to Violeta and Horatio Lotuaco; and a daughter, Paraskevi, was born on June 14 to Apollonia and Antonios Antoniadis.

RESIGNATIONS. The following staff members resigned from the Fund in May: Deborah K. Drissi, Jiang Hai, William J. Shields. The following staff members resigned in June: Isher Judge Ahluwalia, Malcolm Holmes, Michel Queyrane, Osamu Tsukahara, Luc A. Van Der Veken, Hideaki Suzuki.

RETIRES. The following staff members retired from the Fund in June: Ralph Gordon, of the Administration Department; Annette Loe-Sack-Sioe, of the Administration Department; Christian J. Wirz, of the Administration Department; and Edison V. Zayas, of the Western Hemisphere Department.

DEATH OF RETIRES. Charles M. Powell, who retired from the Fund in October 1965, died on April 24. Marthe Ares, who retired in April 1976, died on May 19.

STAFF TRANSFERS. The following staff members transferred in May: Marie de Pelet-Colaco, from the Central Banking Department to the Administration Department; Michel A. Dessart, from the Bureau of Statistics to the IMF Institute; Hans Flinch, from the Treasurer's Department to the Bureau of Statistics; Kanitta M. Meesook, from the Asian Department to the Exchange and Trade Relations Department; Alison K. Mitchell, from the position of Resident Representative in Nepal to the Exchange and Trade Relations Department; and Anoop Singh, from the European Department to the Asian Department.

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**Staff
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