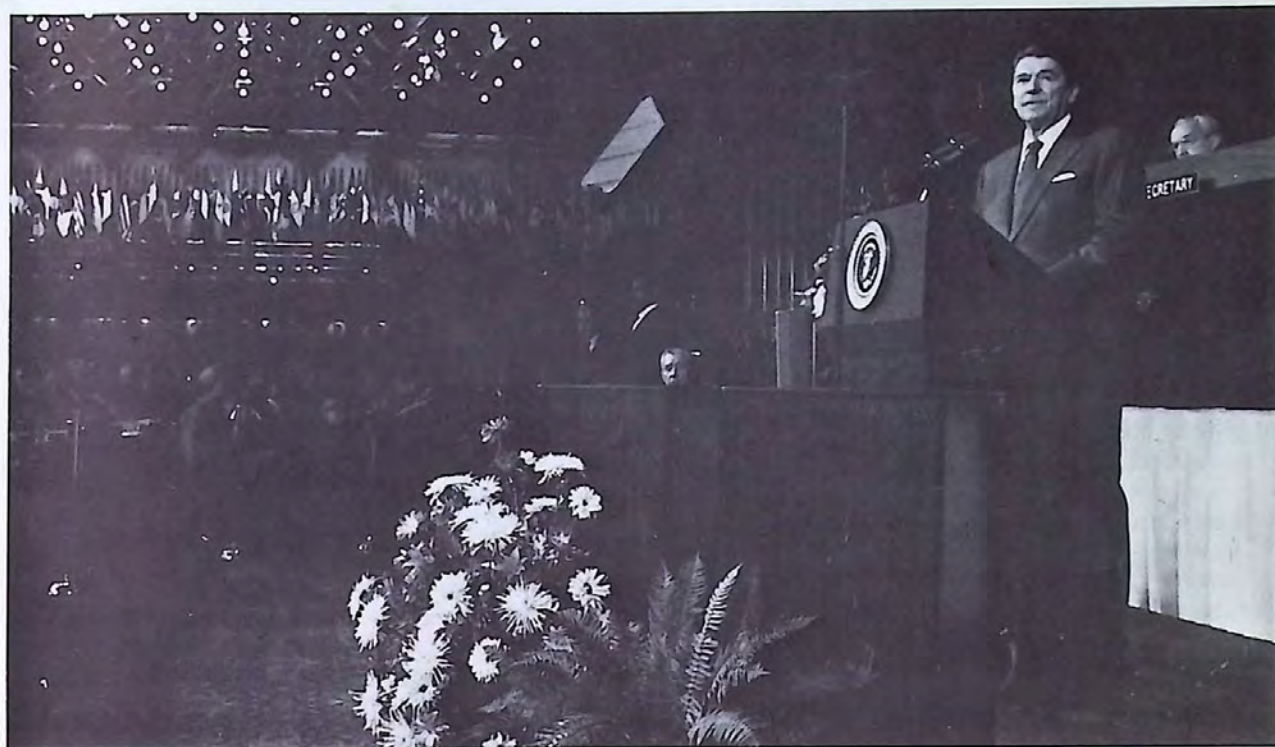




President Reagan addresses the thirty-ninth Annual Meetings of the Boards of Governors of the Fund and Bank. The meetings were once again an organizational success that reflected, in large part, the dedication of the staffs of the two organizations. The collage on pages 8 and 9, composed by Susan Harrison and featuring photos by Gwendolyn Stewart, shows the diverse functions performed by the staffs during the meetings.

MOST G-IV STAFF ARE DEEPLY CONCERNED

with the effects that the Tax Reform Act of 1984 will have on their tax liability to the U.S. Federal Government. As discussed in Administrative Circular 84/23, and as noted in the July/August issue of *Staff News*, Fund staff members who hold G-IV visas will be classified as nonresident aliens for federal income tax purposes for tax years beginning in 1985. What this means for G-IVs is that they will have to reevaluate their investment strategy—including real estate holdings—to take into consideration the provisions of the new law. To make this process a little easier, *Staff News* asked Joan Powers of the Fund's Legal

Department to write an article providing answers to some of the most commonly asked questions regarding the new law and the consequences of nonresident classification. These answers are based on interpretations of the new law by the Legal Department, and may be subject to modification in light of forthcoming regulations, rulings, and cases.

Q. Does the new tax legislation apply to my 1984 federal tax return?

A. No. When you file your return in 1985 for the 1984 tax year, the old rules will still apply. The first

tax return that will be affected will be the one you file in 1986 with respect to your 1985 tax year.

Q. Beginning in 1985, will the Internal Revenue Service (IRS) instruct me to file as a nonresident and provide me the necessary forms?

A. No. It is up to you to file Form 1040NR, the form used by nonresidents, for tax years beginning in 1985 if your U.S. tax liability has not been satisfied by withholding at the source. If your U.S. tax liability has been satisfied--for example, if you are not subject to tax and you have no U.S.-source income (e.g., your only non-Fund income is derived from bank or credit union deposits and foreign sources)--you will not be required to file a return. If a nonresident alien has only "unearned" or passive income to report (that is, income other than salary or compensation, such as dividend payments on stock from U.S. corporations) the due date for the form is June 15, 1986. You should be aware that there is no minimum amount of unearned income that will be exempt from tax; the \$1,000 personal exemption may be taken only against earned income. For a working spouse of a staff member on a G-IV visa who has taxable earned income, Form 1040NR will be due on April 15, 1986. Copies of the form for previous tax years are available for your information in the Fund lobby. If a nonresident alien wishes to pay estimated tax on a quarterly basis, there are special forms available from the IRS for doing so.

Q. If I have been filing as a resident, may I continue to do so after 1984?

A. The new law classifies all full-time employees of international organizations and members of their immediate families who hold G-IV visas as nonresident, without regard to their previous filing status. However,

the new law continues to permit a nonresident alien who is married to a U.S. citizen or resident to file a joint return with his spouse. In this case, the staff member would be subject to the same treatment as other resident filers.

Q. Does that mean that a G-IV staff member who is married to a green card holder may elect to file jointly and be treated like a resident?

A. Yes. Under the new law, persons on permanent immigration visas (green card holders) will automatically be classified as residents for income tax purposes. Under the Internal Revenue Code, a married couple in which one spouse is a resident and the other is a nonresident may elect to file jointly and subject their worldwide income (apart from Fund compensation) to U.S. taxes.

Q. What if I am in the process of obtaining a permanent resident visa?

A. The new law provides that for the first year in which an individual who has never filed a tax return as a resident becomes a lawful permanent resident, he will be considered a resident alien for tax purposes for that portion of the year beginning on the date he obtains his green card and is physically present in the United States (assuming he has not also met the "substantial presence" test for that year).

Q. If I have been filing as a resident alien, whom should I inform about my change in status to nonresidency?

A. If you have filed statements or forms with brokers (Form 1078), banks (W-9 statement), or any other financial institutions in which you represented that you were a resident for tax purposes, you should amend that information by January 1, 1985.

Q. If my spouse and I are both on G-IV visas, may we elect to file a joint

tax return?

- A. No. Nonresident alien couples are not permitted to file jointly. You must each report your respective income in the "married filing separately" category.
- Q. Is interest on my deposits in a savings and loan taxed if I am a nonresident?
- A. No. And there is no tax on interest earned on deposit accounts at commercial banks and credit unions.
- Q. What is the tax rate for nonresidents on dividends and taxable forms of interest income?
- A. The rate is 30 percent unless there is a tax treaty between the United States and a country in which you are considered a "resident" for income tax purposes that provides for a lower rate. If you are not considered a tax "resident" in any jurisdiction, you will be subject to the flat 30 percent rate.
- Q. What types of investments are not taxable to nonresident aliens?
- A. Under the present law, the United States does not tax nonresidents on certain sources of income such as interest earnings on deposits in banks, savings and loan associations, and insurance companies, nor does it tax discounts on securities payable within six months of the original issue date. The new law repeals for nonresident aliens the tax on what it defines as "portfolio interest," that is, interest paid on certain qualified forms of debt issued after July 18, 1984. Your broker should have all the pertinent information regarding this type of investment and will provide you with the appropriate statement (Form W-8) necessary for claiming exemption from taxes on earnings of interest on these securities.
- Q. Will the information reporting and backup withholding requirements of U.S. tax law continue to apply with respect to portfolio interest paid on an obligation issued before July 18, 1984, to a nonresident alien?
- A. Yes.
- Q. If in filing as a resident, I have previously sold my residence and "rolled over" the proceeds into the purchase of a new residence without paying capital gains tax, will I be required to pay the deferred capital gain as soon I become a nonresident for tax purposes in 1985?
- A. No. Taxes are not due unless a taxable gain has been realized. Thus, you will not have to pay capital gains tax on the gains you rolled over until you sell your new residence. Once you sell it, you must calculate your gain on this property by using the adjusted purchase price of your original residence.
- Q. As a nonresident, will I be able to deduct the mortgage interest and the real estate taxes paid on my home?
- A. No.
- Q. May I deduct the mortgage interest and real estate tax paid on property that I rent out?
- A. Nonresident aliens who own rental property may elect to have the income from the property treated as "trade or business income" and thus subject to graduated tax rates instead of the flat 30 percent tax. When this election is made, the nonresident may take deductions against the rental income for mortgage interest, real estate taxes, depreciation, and other expenses associated with the property. This election, and the consequent treatment of income and deductions, must be made on a property-by-property basis.
- Q. If my spouse and I are both nonresi-

dents and sell a residence that is owned jointly by us, how do we report the gain from the sale?

- A. In this case, you and your spouse would be considered joint tenants, and each would be deemed to have realized 50 percent of the proceeds from the sale. Each one of you would have to report and pay tax on your share of the gain.

- Q. May I set up a corporation under the laws of Maryland and Virginia, for example, and transfer to the corporation the title to my residence so that I would not lose the deductions for home mortgage interest and real estate tax?

- A. In the eyes of the U.S. tax authorities, the creation of the corporation and the subsequent transfer of title would, in all likelihood, be regarded as transactions "without substance" done for the sole purpose of avoiding U.S. income tax. And the transfer of property to the corporate entity might entail other consequences, including liability for transfer taxes and gift taxes.

- Q. I hold a G-IV visa. What are the tax consequences on the sale of my house if I become a permanent resident?

- A. Once you become a permanent resident, you automatically become a resident for tax purposes. If you

sell your house after you become a permanent resident, then you will be in a position to enjoy the tax-free roll over of the capital gain into a new principal residence. Your tax status as a resident as of the date you sell your house determines the appropriate tax treatment. You can get the same advantage if your wife or husband becomes a permanent resident and you make the election to file jointly.

- Q. As a nonresident, may I make tax-free contributions to an Individual Retirement Account (IRA)?

- A. Nonresident aliens are allowed an adjustment to their taxable earned income for contributions to a qualifying IRA. If, as a staff member of the Fund, your only earned income is your salary from the Fund, you are not entitled to any adjustments to your U.S. tax liability by virtue of contributing to an IRA. However, a working G-IV spouse whose salary is subject to the graduated income tax rates may shield \$2,000 of that income from tax annually through an IRA contribution.

Any questions that have not been answered by this article may be asked during the next seminar on the practical implications of nonresident alien status, to be held in mid-November. Staff members may also contact Linda Goldman, the Fund's Legal Services Consultant, at Ext. 58141.

A FAREWELL RECEPTION FOR WILLIAM B. DALE

drew a crowd of about 800 staff members to the Atrium on October 1--most of whom queued up in a line that twisted from one side of the Atrium to the other--to bid the former Deputy Managing Director a personal goodbye. Food and drink were plentiful at the reception, but with all the greetings they had to exchange, Mr. Dale and his wife Debbie seemed to have

little time for refreshments themselves. For Mrs. Dale, the effort was a rather heroic one, as she had sprained an ankle playing with her grandchild earlier in the day. We wish her a speedy recovery.

The reception was hosted by the Staff Association Committee and the staff at large to demonstrate their thanks and affection for Mr. Dale, who took an active interest in improving the working

environment at the Fund in his 10 years as Deputy Managing Director. Patrice



Mr. Dale and A. Shakour Shaalan delight in the statue presented to Mr. Dale by the staff.

Guilmard, Chairman of the SAC, delivered some brief remarks to the crowd conveying the fond memories of the staff to Mr. Dale and citing several major advances for the staff during his tenure as DMD, including the mobility scheme, the opening up of the performance appraisal process, the introduction of the grievance procedure, and the evolution of career development and compensation policies. Mr. Guilmard then presented the Dales with two gifts from the staff: a number of matted photographs of the Bretton Woods and Savannah conferences and of the original Fund building--pre-

pared by the Fund's photo lab--and a 31-inch high bronze sculpture of a young boy with a bird. The sculpture is by Edward Fenno Hoffman III of Wayne, Pennsylvania, who had recently exhibited his work in the Atrium, where his sculptures caught Mrs. Dale's eye. Yves Gisse, Chairman of the Art Society, was instrumental in assisting the SAC in locating the sculpture.

In brief comments to the gathering, Mr. Dale, obviously touched and very



The reception in Mr. Dale's honor was attended by about 800 staff members.

pleased with the gifts, expressed his deep gratitude to the staff. While he claimed a special fondness for the photographs of the Bretton Woods conference, he was quick to note that contrary to the impression that might be held by some staff, he was not present at the scene! We wish the Dales a happy and productive retirement.

CHARLES H. DALLARA took up his duties as Executive Director for the United States on October 5, succeeding Richard D. Erb, who held the post from July 1981 until his appointment as Deputy Managing Director earlier this year.

Mr. Dallara was born in 1948. He received his undergraduate degree in Economics from the University of South Carolina and later graduated from Flet-

cher School with an M.A. in International Economics and an M.A.L.D. (Law and Diplomacy). He joined the Treasury Department in 1976 as an International Economist in the Office of International Monetary Affairs. In 1979 Mr. Dallara was made Special Assistant to the Under Secretary for Monetary Affairs and in 1981 became Special Assistant to the Assistant Secretary for International



Charles H. Dallara is the new Executive Director for the United States.

Monetary Affairs. He held this last position until 1983, while concurrently serving as the U.S. Alternate Executive Director in the Fund. Mr. Dallara was named Deputy Assistant Secretary for International Monetary Affairs in 1983, a position he held until his appointment to the Executive Board. Mr. Dallara has received several awards for his service with the Treasury Department, including a Special Achievement Award in 1981 and a Performance Award in 1979.

UNDIAGNOSED MEDICAL PROBLEMS are often a major cause of stress, as is well known by those who have suffered aches and pains or illnesses that refused to go away. The anxiety is often caused by uncertainty as to whether a symptom is indicative of a serious medical disorder. One way to reduce this stress is to go down to the satellite Health Unit and let the registered nurse on duty evaluate your complaint and suggest a course of action.

As its name implies, the satellite Health Unit is an extension of the main Health Room in the World Bank. Located on the Red Level of the new wing of the Fund building, Room RD-525, the Unit operates Monday through Friday from 9:00 a.m. until 5:30 p.m. The Unit is at all times staffed with a nurse from the main Health Room, with the job rotated daily among the nursing staff.

Although use of the Unit by the staff has grown substantially since it opened one year ago, it is still being underutilized. A perusal of the daily procedure sheets shows that most of the 30-odd average daily visits to the Unit in September were for Tylenols or blood pressure readings. And even though the nurses are more than happy to oblige, they point out that there is a lot more that they can do for the staff. The Unit can provide virtually all of the services available in the main Health Room, with the exception of the ordering and collection of medicine issued in connection with official travel, arrangement

of appointments for and conduct of periodic physical examinations and related



Nurse Georgetta Moss gives a shot to Mohammed Dairi in the main treatment room.

laboratory work, post-mission tests and consultations, allergy injections, and Ortho-Rater eye tests. In the majority of cases, the nurse will evaluate your symptoms and give you some over-the-counter medicine that may take care of the problem. If she feels that treatment by a doctor is indicated, the nurse will refer you to one of the doctors in the main Health Room, to your personal physician, or to a specialist.

Some other services provided by the Unit include emergency care for work-

related injuries and illnesses, counseling on varied health matters, immunizations for official and benefit travel of staff members and eligible dependents, and administration of medications and



Many staff members go to the satellite Health Unit to have their blood pressure checked.

injections (except allergy shots) as prescribed by a staff member's doctor. Moreover, staff members with muscular aches can take advantage of the Unit's heat lamp and heat and cold packs in the privacy of the therapy room--or can obtain chemically activated portable packs to take back to the office. And those with skin wounds that need to be cleaned and dressed can have this delicate task performed in the Unit's modern and well-equipped main treatment room. VDT operators will also be pleased to know that the nurse has a supply of eye drops especially designed for the unique needs of these staff members, and that she will be happy to discuss with them any concerns they may have regarding the effects of VDTs on their health.

The physical facilities of the Unit,

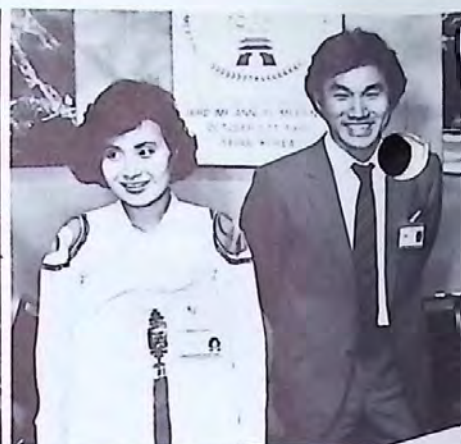
though substantially smaller than those of the main Health Room, are quite impressive. In addition to the treatment and therapy rooms, the satellite Unit contains an emergency-care room featuring such lifesaving equipment as a resuscitator to artificially ventilate a patient who has stopped breathing and a special "crash cart" (a metal suitcase of sorts) filled with tools and medicines necessary to treat victims of cardiac arrest. The Unit is also equipped with two resting rooms (one each for men and women) containing a total of six beds. These are available for use by staff who need to lie down once in a while and by those whose doctors have prescribed an hour or so of rest every day. The only requirement for using the resting rooms is a screening to ensure that a patient who is feeling "a little tired" is not showing symptoms of a more serious disorder.

The availability of all these services makes the satellite Health Unit an important benefit to the staff, especially considering its proximity to most Fund offices and the short wait (relative to the main Health Room) before treatment is received. Since the heavy work load often does not permit Fund staff to get away from their offices for long periods of time, these two elements can often mean the difference between having a health problem checked by a qualified medical professional or waiting until what could have been just an inconvenience turns into a serious health matter.

The next time you are not feeling up to par or have a health question you would like answered by a qualified professional, why not go downstairs to RD-525 and see the nurse on duty? You have nothing to lose but your anxiety.

THE POPULAR "HOLIDAY BALL" for young people (15-21 years) will be held this year on December 27, in the World Bank. The ball is hosted by the State Department, the Bank, and the Fund.

Full details and an application form to reserve tickets may be obtained from the InFFO office, Room 1-528, beginning on the first week of December. The application (please turn to page 10)





form should be returned no later than December 10. Remember to apply early,

as space availability is limited and tickets sell quickly.

THE EXECUTIVE BOARD PROCEEDINGS DIVISION

of the Secretary's Department has a hectic schedule throughout the year, but its agenda gets even fuller at the time of the meetings of the Board of Governors, the Interim and Development Committees, and the Group of 24. The tasks that keep the 16 members of the Division busy on a regular basis include recording the proceedings of meetings of the Executive Board and its Committees, preparing informal summaries of Executive Board meetings, transmitting to member countries relevant decisions adopted by the Executive Board, and coordinating the transmittal of Board papers on member countries to international and regional organizations.

The Division, which is headed by Acting Chief Barbara Owen, also serves as Secretariat for the Group of 24—a task it has performed since 1972, when the Group was established. As the formal body representing the developing countries in discussions on international monetary matters, the Group gathers regularly just prior to the biannual meetings of the Interim and Development Committees. The Executive Board Proceedings Division helps the Group of 24 Ministers and Deputies put out their agendas, reports, and communiqués whenever they meet. Ann Greasley and Rose-Marie Wright have been responsible for helping streamline this complex and time consuming process for more than a decade (first with John Kay, then with Barbara Owen, and now with Robert Franklin) and in places as far apart as Manila, Libreville, Helsinki, and, of course, Washington. Their headquarters this year was a storage room next to the Meeting Hall in the new wing of the Fund building. Mr. Franklin, Ms. Greasley, and Mrs. Wright spent much of their time this year in their makeshift office, to-



The minute writers were in charge of summarizing main points made by the governors for later inclusion in a memorandum to senior staff. Richard Laurent, (left, standing), Barbara Owen, James Corr, and Avinash Bhagwat (seated) review a copy of one of the finished memoranda.

gether with Andrew Beith, Director of the Bureau of Language Services, ensuring that the documents to be issued by the Group were carefully edited, put on the Lexitron, modified as the discussions proceeded, and translated promptly. For Mr. Franklin, this job came on top of his other duties at Annual Meetings time. These other tasks usually include writing briefing papers for the Chairmen of the Annual Meetings and the Interim Committee, helping with the election of Executive Directors, and most recently, helping the Chairman of



Readying the Group of 24 documents for printing required last-minute changes as the discussions proceeded. Counterclockwise, from left, C. Rose-Marie Wright, Ann Greasley, Robert Franklin, and Andrew Beith work in their storage-room "office."

the Group of 24 Deputies steer the documents of the Group through the various stages of preparation and translation.

Up at the Sheraton Hotel, the minute writers from the Executive Board Proceedings Division were working at what could well be called a game of excerpts. This year the team was headed by Barbara Owen and Kenneth Friedman, and included minute writers James Corr, Susan Fennell, Richard Laurent, and Susan Yeager. In addition to preparing the records of the Interim Committee and Group of 24 meetings, the minute writers sit in at all plenary meetings of the Board of Governors taking notes on all that is said on topics of current interest to the Fund. (Avinash Bhagwat, Advisor to the Secretary, gives the writers advice on the choice of topics.) The material is then summarized and readied for the next stage, when Joan Hall and Glennys George take over. They have responsibility for turning a jumble of excerpts of Governors speeches into a legible memo that highlights the main points made at each session. Scissors fly and word processors click away as odd sentences and paragraphs are clipped, retyped, and carefully sorted out under previously agreed headings. The

clippings are then scotch-taped neatly on paper and readied for xeroxing. Once finished, the 100-odd pages are hand-delivered to management and senior staff; they later make their way to the Documents Preparation Unit, which has the task of retyping the excerpts for eventual distribution within the Fund.



Joan Hall (forefront) and Glennys George separate the excerpts under pre-established headings.

The Executive Board Proceedings Division is responsible for yet another job—one that, though performed less often than the rest, is no less strenuous. This job is to guide potential member countries of the Fund through the membership process. When the People's Republic of Mozambique decided earlier this year to apply for membership, Mr. Corr was appointed Secretary of the Committee on Mozambique and assigned responsibility for ensuring that the membership process was finished in time for the Annual Meetings, so that Mozambique could participate in the biennial elections of Executive Directors. Despite the short time available (Mozambique's application was received at the beginning of May and the country did not accept its proposed quota until September 10), Mr. Corr came through. The membership Resolution was adopted on the opening day of the Annual Meetings, and the

Mozambique officials signed the Articles of Agreement at the State Department within the hour, enabling the new member to participate in the elections the fol-

lowing day.

Mozambique will join the constituency of Mr. Mtei when the new Board takes office on November 1.

CONTRIBUTING TO UWC CAN NET YOU A PRIZE.

Contributions to the United Way Campaign have always gone to worthy causes, but now you will have the opportunity to help yourself as well as others with your contributions. By contributing this year you will have a chance to win one of many prizes ranging from an IBM PC, to trips to exotic places, to dinners for two in area restaurants. The United Way Campaign provides financial assistance for over 200 voluntary aid agencies in the Washington area. Since it is the only charity drive in which the Fund participates, all Fund staff are encouraged to give a contribution so we can top last year's Fund total of \$45,342.

In all likelihood, all of us have at one time or another benefited from these

services that, in addition to health care and charity programs, include scouting for boys and girls, health programs through the YMCA and YWCA, and transportation for the elderly.

A canvasser will be contacting each staff member during the campaign, which runs from November 1 to the 16th; the raffle for the prizes will be held on November 26 at 12:00 noon in the Atrium. Additional information regarding the campaign and the raffle may be obtained from your canvasser or by calling Staff Relations on extension 58283.

Retirees wishing to contribute may send their checks to the Staff Relations Unit, Room 6-320. Arrangements will be made to forward their checks to the United Way, and for raffle stubs to be sent to them at home.

WORK RULES FOR G-IV DEPENDENTS seem to have been subject to misinterpretation by a growing number of staff members. The rules state that the spouse or unmarried children of a staff member holding a G-IV visa (and who are themselves on G-IV status) may not work for hire unless the Immigration and Naturalization Service (INS) authorizes their employment. Please remember that submission of the request for employment to the INS does not constitute authorization. Authorization goes into effect only upon receipt of the notice of approval from INS.

A further point to bear in mind is that the authorization allows the G-IV

dependent to work only with the employer cited in the application form. Thus, if the dependent intends to change employers, he or she should secure a new work authorization. According to the regulations, an authorization is valid only until its expiration date or until the dependent changes employers.

The rules followed by most INS Districts also specify that G-IV dependents may obtain work authorizations only in the geographic area where the G-IV principal works and resides. Moreover, the dependent must reside in the same household as the staff member.

Applications for work authorization should be submitted, if at all possible,

at least 30 days before the employment term is scheduled to begin. The same time frame holds for renewals or extensions of existing work authorizations for the same employer. Should dependents begin working before the authorization is granted, they will not be able to adjust their status to permanent re-

sidency in the United States should they meet the conditions for immigrant status. Instead, they will be required to apply for a new visa overseas, that is, dependents will have to return to their country of birth, where the consular officer will conduct the required permanent residency interviews.

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THE ARTISTS OF THE FUND AND BANK were well represented at the exhibit of works by staff and spouses from both institutions, held in the Atrium from September 18 until October 5 under the sponsorship of the Art Societies of the two organizations. The opening drew an especially large crowd of art lovers who came to view the works of their friends and colleagues.

The long-awaited chance for the staff to show their talent was the inspiration of Mrs. de Larosière, who was in charge of opening the show. She knew that many staff members and their spouses were quite good artists and decided that the Annual Meetings presented a perfect opportunity to assemble some of these works and show them in the Atrium, so that the many visitors from all over the world could appreciate and enjoy the di-

verse talents of the staff of the Fund and Bank.

Organizing the exhibit was a challenge to the two Art Societies, especially because they only had a very short time to prepare for the show. Selection of the works was made by a special committee headed by Dr. Milo Beech, Curator at the Freer Gallery of Art of the Smithsonian Institution; Mrs. de Larosière and Mrs. Clausen also took part in the selection process. The 250 or so submissions represented a strong showing by any standard, and Dr. Beech was extremely impressed with the caliber of the work. The Committee eventually settled on 60 pieces, including oils, watercolors, pencil drawings, collages, and wall hangings. Not included in this exhibit were some sculptures and pieces of jewelry that could not be shown be-

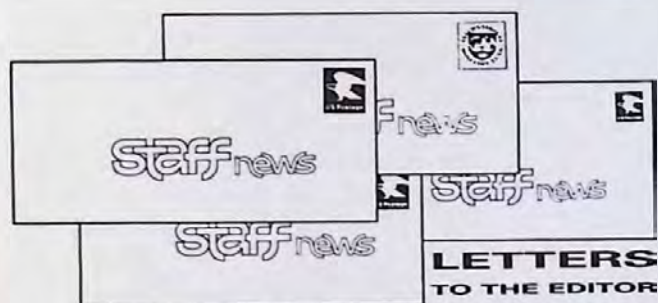


Members of the 1984/1985 Art Society Committee: from left, Benedicte Christensen, Rosa Vera-Bunge, Charles Collins, Yves Gisse, Shiela Wright, Sheila Odell, Mariam Khoursheed, Dominique Berthet, Helen Junz, and Rosanne Heller.

cause of space and security constraints. Nonetheless, the exhibit was a huge success, which the two Art Societies hope will be repeated.

The 1984/1985 Art Society Committee of the Fund, which just recently took office is composed of: Yves Gisse, President; Lelde Schmitz, Vicepresident; Rosa Vera-Bunge and Benedicte Christensen, who share the position of Treasurer; Charles Collyns, Secretary in

charge of minutes and preparation of monthly meetings; Shiela Wright, Secretary in charge of correspondence and public relations; David Driscoll, Rosanne Heller, and Amor Tahari, officers in charge of the mailing list; Mariam Khoursheed, officer in charge of lectures; and members Dominique Berthet, Patricia Chabrier (who also acts as lectures coordinator), Helen Junz, Sheila Odell, and Gertrud Windsperger.



Your invitation for letters from the staff in the July/August issue is welcome. Allow me to make two general points.

First, the comparison in the last issue of Staff News with The Bank's World --and your own response--missed one essential point. As I understand it, The Bank's World was designed to bring a greater degree of cohesion and community feeling to an institution that is several times the size of the Fund, spread across half a dozen buildings, and involved in a very broad spectrum of activities. It has also been used as a vehicle for the explanation of management policy. The Fund, by contrast, is still small, compact, and focused in its activities.

Second, I think that the purpose of Staff News is to provide information to the staff about the staff and the institution that may not conveniently be available through other channels. This it largely does, with its coverage of staff appointments and transfers, specific events, extracurricular activities

of individual staff members, functions of particular units that may not be well known, new regulations affecting staff, etc. One could quibble with the mixture and the presentation, but by and large I think the approach is right.

Staff News could, however, be more lively. Why not have a dash of humor? Economics has been called the "dismal science" but not all economists are necessarily dismal. Also, as with The Bank's World, I hope your readers will write in specific questions to be answered by the officials responsible, answers that would be of interest to the staff at large. For example: why is the much-touted new telephone system working so abysmally without so much as a word of explanation from anyone? Where is the career streams exercise heading? Why are travel claims treated in such arbitrary fashion at times?

--Bahram Nowzad

I am curious to know why the now-completed squash and racquetball courts in the red level of the Fund building have not been officially opened to the staff. Have your any light to shed on this issue?

--Name Withheld

The now-completed squash and racquetball courts have not been officially opened because we feel that all recrea-

tional and exercise activities should be under the supervision and guidance of trained fitness personnel. To this end, we have for some time been negotiating a service contract with Employee Fitness Associates (EFA), a group that includes a number of physicians as well as several physical fitness experts associated with the George Washington University's Human Kinetics and Leisure Studies Department.

Plans for the opening and operation of the exercise center are expected to be announced shortly. The EFA staff who will run the center have advised us strongly against a gradual phase-in of the center's activities, citing the extreme difficulty of imposing proper supervision under these circumstances. In the absence of supervision there is a greatly increased likelihood of injury and accident.

-- Joseph G. Keyes, Assistant Director,

Staff Benefits Division, Administration Department

[Note: If you have questions that you would like answered and that you feel may be shared by other staff members, please send them in to us and we will publish them along with a reply from appropriate officials if possible. As a matter of editorial policy, we request that all letters be signed.

Should anonymity be requested, we will make every possible effort to comply. However, if we feel that the opinions expressed in a letter call for a signature, we will advise the writer and give him or her the final word on whether the letter will be published or not. Please address your letters to: Editor, *Staff News*, Room 10-548.]

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THIRTY-YEAR STAFF. Welmoet V. White of OED commemorated thirty years of service in September.

TWENTY-FIVE YEAR STAFF. The following staff members commemorated twenty-five years of service: in July, W.A. Beveridge of ETR; in September, Francis D'A. Collings of AFD and Rudolf R. Rhomberg of RES.

TWENTY-YEAR STAFF. The following staff commemorated twenty years of service: in July, Gladys Alfaro of OED and Alison K. Mitchell of ETR; in August, Madge C. McLaren of RES.

MARRIAGES. Margaret Wilcox of ADM was married to Frederick Karsten on September 8, and Lilliana R. Fidel of EXR was married to Thomas P. Hamilton on September 15.

BIRTH. A son, William S. Evans, was born to Mr. and Mrs. Owen Evans on September 29.

RETIREE. Abdel K. El Selehdar of MED retired in August.

STAFF TRANSFERS. The following staff members transferred in August, Alfredo Baumgarten Jr. from WHD to AFR; Jean-Pierre Golle, from ASD to ADM; Susan Yeager, from RES to SEC; Jacqueline Aldridge, from MED to BUR; Mary Bulough, from MED to RES; Carmen Burigan, from TRE to SEC; and Gisele Rooz, from AFR to INST. In September, the following staff members transferred: Roland Daumont, from the post of Resident Representative in Mali to Office in Europe; Patricia Herran, from WHD to MED; Bruno Mauprivez, from BUR to EXR; Lan Anh Nguyen, from FAD to CBD; Cecilia Poppe, from OED to SGSS; Patrizia Salama, from SGSS to ADM; Stella Ymar, from OED to SGSS.

RESIGNATIONS. The following staff resigned in August: Orhan Arkan, Beverly Ann Blackburn, Janet A. Bruss, and Ersilia Quattrociochi.

New Members of the Fund Staff



Hassan A. Ali
U.S.A. - ADM



Janice R. Bramson
Chile - OED



Teri L. Burlingame
U.S.A. - BCS



Peter B. Clark
U.S.A. - WHD



Louise B. Lundgren
Sweden - OED



Paul Masson
Canada - RES



James E. McEuen
U.S.A. - EXR



Abbas Mirakhor
Iran - RES



Anneta Orraca-Tetteh
Ghana - AFD



Rosemarie Polles
U.K. - BCS



Ersilia Quattrociochi
Australia - AFD



Jesus E. Rodriguez
Venezuela - OED



M. Sahasranam
India - ETR



R. Maxine Stough
U.S.A. - EXR



Alan J. Tregilgas
Australia - OED

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Jun Wang
China - BLS



Thomas A. Wolf
U.S.A. - RES

**Staff
news**

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