staff news
INTERNATIONAL MONETARY FUND
JAN. / FEB. 1985

The UNICEF exhibit included contributions by children of Fund staff members.

VISITORS TO THE ATRIUM in December were greeted by an explosion of primary colors. Closer examination disclosed a number of paintings of remakable subtlety and power. Surprisingly, not one of the artists was well known, and none was more than 16 years old. The exhibition, entitled "My World in the Year 2000," featured 280 works comprising UNICEF's travelling exhibition. These works are part of UNICEF's permanent collection of 5,000 works of art by children from almost every country. Hanging beside the UNICEF works were over 30 paintings and drawings by children of Fund staff. This was the first occasion on which the Fund played host to a UNICEF exhibition.

Yves Gisse of the Fund's Art Society and Kenneth Branch of UNICEF's office in Washington were in charge of organizing the exhibit, which opened on December 12. They were assisted by Shiela Wright and Lelde Schmitz of the Art Society Committee. Mrs. de Larosière took particular interest in the show and was present at a luncheon for the UNICEF representatives and at the show's opening. The well-attended opening was enlivened by a classical concert performed by the D.C. Youth Orchestra's string ensemble.

==

ELIGIBILITY REQUIREMENTS for expatriate benefits were changed at the end of January. Staff members who came on duty after January 28, 1985, (and whose letters of appointment were dated after that day) will be considered expatriates for Fund purposes only if they have not held U.S. permanent resident status or U.S. citizenship at any time during the 12 months prior to the day they became members of the staff. Non-U.S. staff members who at the time of the change had permanent resident status will not lose their expatriate benefits and will, moreover, be entitled to any updating of these benefits. This does not mean, however, that these staff members will automatically be entitled to receive any new expatriate benefits that might be approved by the Executive Board in the future. Entitlement of these staff members to new expatriate benefits would be a matter for the Board to decide.

In addition to changing the eligibility requirements for expatriate benefits, the Fund has lifted the provisions that prevented F-M staff from applying for permanent resident status. Non-U.S. staff members who have a G(iv) visa as of January 28, 1985 and who eventually change their visa status, will continue to be eligible for expatriate benefits and will qualify for any updating of these benefits provided that procedures to obtain permanent resident status are formally initiated with the U.S. authorities on or before January 28, 1986. New benefits will not automatically be extended to them, however. If current staff members wait until after the January 28, 1986 deadline to formally initiate the procedures required for a change of visa status--and are granted a change of status--they will forfeit their eligibility for expatriate benefits.

LITERARY EFFORTS OF AUDITORS are not, as commonly supposed, confined to obscure notations in small print at the end of balance sheets. James R. Hamilton is an outstanding refutation of the traditional stereotype. While his hours at the Fund are spent working as an auditor in the Internal Auditor's Office, his after-work hours are devoted to editing and producing two financial management publications.

Mr. Hamilton edits a monthly newsletter with the snappy title *Auditalk*, issued by the Washington Chapter of the Institute of Internal Auditors. He also produces *Public Fund Digest*, an annual publication of the International Consortium on Governmental Financial Management. His work on the two publications, Mr. Hamilton explains, entails taking on the roles of writer, editor, news gatherer, designer, proofreader, and, on occasion, chief mail clerk.

James R. Hamilton of the Internal Auditor's Office produces two financial management publications during his spare time.

Mr. Hamilton sees his editorial work as an effort toward "building bridges" between members of related professional groups, in particular accountants, auditors, economists, and others in the financial disciplines. It also provides him with an opportunity for meeting new people, sharing ideas, promoting professional activities, and giving recognition to people and organizations in the field, he adds. But perhaps more importantly, he admits, working on the publications allows him to indulge in a more creative style of writing that contrasts with the sparse and rigorous phraseology demanded by his profession. "And writing is fun," he maintains, although he has no plans to desert the sober side of the art for more exotic forms of writing, such as novels and poetry.

Under Mr. Hamilton's stewardship, *Auditalk* has evolved from a typescript document of six to eight pages to an attractively designed 20-page newsletter set in type. This new look has been extremely well received by the membership, and Mr. Hamilton admits that he is proud of the positive feedback. He is particularly pleased by the fact that *Auditalk* has doubled its circulation since he took over as Editor. Indeed, the last issue was so well received that the Washington Chapter decided to run off extra copies and mail them to all the U.S. chapters of the Institute.

With the help of other members, particularly the President of the Institute's Washington Chapter, Mr. Hamilton has introduced a number of innovations that enhance the usefulness of the publication. *Auditalk* now gives information on seminars and conferences of interest to members, publishes articles on auditing, and carries regular features, such as profiles of new members and a column on "message from the President." The magazine also provides information on professional opportunities and vacancies in an effort to match resources with needs, that is, matching jobs and people.

Mr. Hamilton has a finger in every phase of the publication process. With help from a free-lance typesetter, he manages to publish *Auditalk* seemingly with little effort. Mr. Hamilton collects articles and edits them, writes up new material, designs the layout, proofreads the galleys, and checks the bluelines. With a true auditor's methodical approach, he says that "once something is organized, it doesn't take up that much time."

His work as Editor of *Auditalk* was given recognition by the Institute of Internal Auditors last year when it awarded him a citation for Outstanding Service as Newsletter Editor. The award was for his efforts in expanding the scope of *Auditalk*, as well as for improving its quality. Mr. Hamilton is understandably proud of his achievement, particularly since his publications are geared to an especially hard-to-please audience. "It is an occupational hazard of auditors to be overcritical," he explains.

Mr. Hamilton's other "baby" is the *Public Fund Digest*, the professional journal of the International Consortium on Governmental Financial Management. The Consortium brings together 13 professional organizations and more than 40 institutions, universities, CPA firms, and government offices concerned with improving public sector financial management throughout the world. Its 70-page journal, which has a circulation of 2,000, carries reprints of articles of interest to governmental financial managers and to other professionals in the financial fields.

Some of the most recent topics discussed in *Public Fund Digest* included "The Debt Overload: An Opportunity to Improve Government Financial Management," "International Accounting and Reporting: Where in the World Are We Headed?" and "Opportunities to Help Improve Government Financial Management in Latin America." The publication has an attractive cover--various currency symbols against the background of a map of the world--which Mr. Hamilton designed.

The next issue of *Public Fund Digest*, to be published this spring, will be devoted to the proceedings of an international financial management conference entitled "Managing the Public Debt: The Impossible Dream?" The conference, held in September 1984, featured some well-known speakers, including H. J. Witteveen, former Managing Director of the Fund, and André de Lattre, Managing Director of the Institute of International Finance.

Besides his love for the printed word, Mr. Hamilton takes a keen interest in the cultures of other countries and is fluent in Spanish and Portuguese. His previous job with the U.S. General Accounting Office took him to many countries in Latin America and Asia. He still maintains his professional and personal contacts with auditors in these countries.

(This article was written by Esha Ray.)

FUND PUBLICATIONS IN 1984 were numerous. They were so numerous, in fact, that just one sample of each publication, laid side by side, would cover a conference table measuring 14 feet by 4 feet. This was proved by Kenneth Hutcherson, Acting Chief of the Graphics Section, who came up with the idea that the table in the Graphics' conference room would make a perfect showplace for exhibiting the publications. As he explains, "I just wanted to display all the publications produced both in house and commercially through the Graphics staff." The samples were just recently taken down, after being on exhibit for six weeks. "We needed to use the table," Mr. Hutcherson admits.

The array of publications published by the Fund in 1984 was impressive. The Graphics section typeset, designed covers, drew charts, and otherwise performed the graphics work for 28 books, 34 pamphlets (new and reprints), 13 Occasional Papers, and more than 1 million fliers to promote Fund publications. This is in addition to producing, or helping produce, the five publications that the Fund publishes on a biweekly, monthly, or quarterly basis in up to seven languages.

Fund publications processed in 1984 are displayed in a conference table at the Graphics Section.

==

THE CHILDREN'S HOSPITAL 1984 TOY FUND drive was a huge success, with staff members donating 14 boxes of new toys—twice as many as in 1983. The larger number of donations reflect an upsurge in contributions by the staff at large. But it is also the result of the generosity of some special Fund staff members who went out of their way to share their good fortune with others. Such individuals abound, but two cases merit special attention. In the first, one staff member donated three boxes full of toys for the Children's Hospital. In the second, the staff members of a division voted to forgo their usually large and costly Christmas party and used the money to purchase toys for the toy fund.

The toys donated by the staff were distributed by "Santa Claus" to all those children being treated at the Children's Hospital who were too ill to be sent home for Christmas. Toys that were left over will be used during the year. For example, they will be handed out as farewell gifts to children who are hospitalized for a month or longer. The toys will also be used to replenish or replace the ones in the Hospital's several playrooms.

But whatever their final destination, staff members who contributed toys can be assured that their donations help bring that extra bit of enjoyment to young patients who have to cope with illness and with separation from their families either at Christmas time or at any time during the year.

THE EXCITING WORKS of two artists from Russia were on exhibit in the Atrium from January 8 until February 1. The exhibit of pieces by Yury Kokoyanin and Leonid Lerman, both of whom are currently living in the United States, was well attended, with visitors in evidence from both the Washington area and New York.

Mr. Kokoyanin's use of color is subtle and yet his paintings, reliefs, and prints are dramatic. The subjects of his work could be considered mundane, were it not for his obsession with the architecture of Leningrad and Rome and with mythological creatures--all of which find their way into each one of his works. The tone of Mr. Lerman's sculptures and reliefs differs dramatically from that in the works of Mr. Kokoyanin. The sculptor blends European classicism with the vibrant energy of the New World to create a somewhat more down-to-earth feeling. The powerful and imaginative pieces in the exhibit are representative of his work as it has evolved over the last four years. The display included figurative bronzes, sculptures, and metaphysical reliefs.

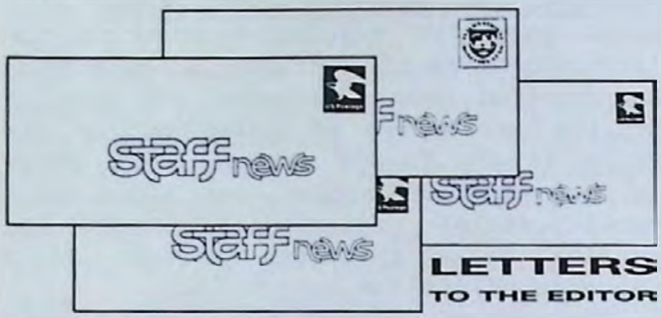
DESPITE THE HAZARDOUS ICE STORM that swept over the Washington area in the late afternoon of February 5, more than one hundred people attended the opening of the exhibition of paintings by Jim Prior in the Fund's atrium. Mr. Prior is not only an artist but also makes exotic string musical instruments and carries on a thriving business as a restorer of violins and cellos.

The artist completed all 37 works displayed in the atrium in the past two years, during a sustained burst of artistic creativity. The works range from portraits to abstracts, and are done in a startling variety of media: brush pen, pen and ink, watercolors, oil crayon and pencil, etching, and acrylic on canvas.

Mr. Prior says that his extensive art education in various art schools, at the university, and on fellowship at various museums served only to help him unlearn what he had intuitively understood about painting to begin with. At the end of his education, he says, he was a worse painter than at the outset. Now, however, he paints for his own enjoyment and works just keep "tumbling out" of his imagination.

Rosanne Heller organized the exhibit of works by Yury Kokoyanin and Leonid Lerman. Here she introduces the artists to those attending the opening.

David D. Driscoll handled arrangements for the exhibit of Jim Prior's works. Here he introduces the artist to those present at the show's opening.



To the Editor:

For an organization that is small and compact by the standards of government departments or other UN specialized agencies, the Fund appears to me to be becoming increasingly bureaucratized. Every month seems to bring a new form. One even has to fill in a form to dispose of confidential trash.

I think part of the phenomenon can be explained by the way departments go about automating their activities. It is important to realize that the putative benefits remain with those whose functions are automated but the costs are spread throughout the Fund. Witness the automation of leave accounting, which produced a more complicated leave slip and leave-accounting form. Or the computerization of medical records. Now we have to fill in a form in order to get travel medicine, where a phone call sufficed previously.

May I suggest a maxim? Computerization of your function is no justification for imposing a new or more complicated form on your colleagues.

William Byrne,
Treasurer's Department

To the Editor:

I read with interest the Letter to the Editor contained in the November-December issue of *Staff News* regarding our Ranges A-F vacancy list system. Providing staff members with opportunities for career advancement and development remains an important objective of the Fund's personnel policies. An important vehicle for support staff to achieve this objective is the biweekly vacancy list that covers all vacant positions in Ranges A-F.

The purpose of the vacancy list is to ensure that information is provided about all openings in order for interested staff members to have the opportunity to present their credentials and compete for the vacant position, prior to consideration being given to external candidates. There are often several qualified internal applicants for a given vacancy and, in the final analysis, only one can be selected. Similarly, in the type of case referred to in the Letter to the Editor, departments may occasionally conclude that it is necessary to look outside the Fund for the skills and experience required, even if one or several internal applicants may themselves feel that they are qualified. The Fund's policy regarding mandatory advertising at ranges A-F does not guarantee that all vacancies will be filled internally. The Administration Department does, however, review all cases where departments turn down the internal applicants before circulating the files of external candidates. And it will, at times, ask the advertising department to reconsider its decision.

Our experience to date suggests that departments recognize the importance of career development and are fully aware of the mutual advantages that it brings to the staff and to the institution as a whole. A number of vacancies are filled each year by staff members who have been specifically trained in anticipation of a vacancy coming up. Many departments have also demonstrated a willingness to accept a period of on-the-job training when a promising but less than fully experienced internal applicant is selected for a position. While departments are encouraged to follow this approach whenever possible, pressures and other special circumstances may sometimes make it difficult to accept an internal candidate who is not qualified to perform all aspects of the job from the outset.

Statistics from recent years confirm that the interests of the staff and the institution in providing promotion and career development opportunities are not being neglected. During the period 1983-84, there were 245 positions advertised on the vacancy list for Ranges A-F. External candidates filled 85 of these vacancies. Seventy-four of these were for vacancies in Ranges A or B, which are usually difficult to fill internally. As shown in the table below, during this same period there were only 11 cases out of a total of 117 advertised vacancies in Ranges C-F where the positions were not filled with internal applicants.

The case referred to in the Letter to the Editor was the only one during the entire 1983-84 period where a vacant position in Ranges E-F was not filled internally. While the disappointment on the part of unsuccessful applicants for this one position is understandable, the Fund's overall record in recent years has been consistent with our efforts to provide staff members with promotion and transfer opportunities.

A working group composed of representatives of the Staff Association Committee and the Administration Department has recently issued a report regarding the Fund's vacancy list procedures for positions in Ranges G-I. It is hoped that this report, whose recommendations are currently under review, will further strengthen career advancement and development opportunities for staff members in Ranges G-I, and for staff aspiring to positions at these levels.

Albert D. Goltz, Chief,
Staff Development Division
Administration Department

Vacant Positions Advertised in Ranges C-F, 1983-84

Range	Positions Advertised	Positions Filled Internally	Positions Filled Externally	Positions Still Vacant or Withdrawn
C	58	52	3	3
D	41	28	7	6
E	8	8	--	--
F	10	8	1	1
C-F	**117**	**96**	**11**	**10**

==

NEW PROCEDURES FOR ORDERING MEDICINES were incorrectly stated in Administrative Circular 3/85, issued on January 15. The Circular should have stated that orders for travel medicine will be ready for collection three days after the order is placed, and not three days before departure.

VAN POOL DIRECTORY

Area Served	Arrival/Departure	Remarks and Persons to Contact
Bethesda, Md. (Montgomery Mall)	8:25-5:10	N7 and N11 buses have been discontinued. Sign up now. Call Mr. Rivera, Ex. 75541.
McLean, Va.	Now forming	From Old Chain Bridge Rd. at Old Dominion Dr. Call Ms. Weichbrodt, Ex. 75768.
Reston, Va.	8:45-5:35	Via Dulles Toll Road; spot seats available. Call Ms. Ferreira-Snowden, Ex. 75445.
Springfield, Va.	Now forming	Seeking riders for new van pool. From Backlick and Old Keene Mill Rds. Call Ms. Harrison, Ex. 61112.
Vienna, Va.	7:55-4:35	Wolf Trap Barn via Lewinsville Rd. and Route 7. Call Mr. McFayden, Ex. 60568.
White Oak/Adelphi, Md.	8:50-5:40	Spot seats available. Call Ms. Harley, Ex. 74924, or Mr. Armar, Ex. 74221.

New Members of the Fund Staff


Patrice Bollon
OED - France


Catherine Byrne
MED - Ireland


Annette L. Canizares
AFD - Philippines


Christopher Clarke
SEC - U.K.


Marie Therese Culp
BLS - U.S.A.


Leighton H. Cumming
ADM - U.S.A.


Pauline E. Dhillon
INS - U.K.


Margaret W. Housen
RES - U.S.A.


Richard Hemming
FAD - U.K.


Suzanne M. Kohnen
OED - Denmark


Bertrand P. Ledoux
AFD - France


Rita L. Medina
OED - Bolivia


Karen Miller
OED - Australia


Ahmad H. Mustafa
OED - Jordan


Nokama J. Smith
ADM - U.S.A.


Ahmed Tas
AFD - Algeria


Eric Van der Walde
BUR - U.S.A.

NOTARY SERVICES are no longer available in the Fund. This is due to the fact that most of the notaries public in the Fund increasingly found that these services consumed a large part of their work day, thus placing additional burdens on their coworkers.

Staff members who need the services of a notary public may obtain them, for a fee, from the Credit Union, the American Security Bank located at the World Bank, or from any of a number of notaries public in the area (they are listed in the Yellow Pages).

BIRTHS. A son, Roland Oliver, was born on September 13 to Elke Meldau-Womack and Franklin Womack; a son, Ng-Kwet-Choy Derek Jonathan, was born on October 31 to Tow Fong and Mario Ng Sui Hing; and a daughter, Pauline Elisa, was born on January 5 to Annette Berthail Costa and Fernando M. de Sidou e Costa.

RESIGNATIONS. The following staff members resigned from the Fund in November: Joan Hall, Francesco Spinelli, and Pamela Jane Watson. In December, Mary Ann Daly, Ana P. Santos, and Grant H. Spencer. In January, Alberto Pera and Inger Walker.

RETIREES. Odette Chikel of the African Departmet retired in November. In December, E. Beatrice Hanneson of the Office of Executive Directors, Subimall Mookerjee of the Exchange and Trade Relations Department, and John S. Smith of the Research Department retired from the Fund.

DEATH OF RETIREE. Rolf Evensen, who retired on February 28, 1981 from the European Department, died on December 13, 1984.

TRANSFERS. The following staff members transferred in November: David S. Cutler, from TRE to ADM; G.E. Gondwe, from ADM to AFR; Mario T. Hernandez, from WHD to INST; Oumar Barou Makalou, from AFR to INST; J.B. Zulu, from AFR to CBD; E. Catherine Fleck, from EUR to RES; Norma M. Gillen, from INST to ETR; Jeffrey W. Robinson, from ADM to SEC; and Luzmaria Valencia, from WHD to ETR.

The following staff members transferred in December: Daniel A. Citrin, from ASD to SG, Resident Representatives and Advisors; Tawfik Ramtoolah, from OED to INST; Lindsay A. Wolfe, from MED to ADM; Warda B. Grais, from BUR to INST.

The following staff members transferred in January: John T. Boorman, from EUR to ETR; Edgardo Decarli, from WHD to TRE; Donal J. Donovan, from ETR to AFR; Abdel Rehman Ismael, from RES to OED; John R. Karlik, from TRE to SG, Resident Representatives and Advisors; Hyong Chun Kim, from ASD to RES; Carl-Johan Lindgren, from WHD to CBD; Thomas P. McLoughlin, from AFD to WHD; Ali Salehizadeh, from RES to ASD; Reinold H. van Til, from FAD to SG, Resident Representatives and Advisors; Glennys A. George, from SEC to ADM; Nicolette C. Lamiel, from CBD to SG, Secretarial Staff; Pornsawan Nivasabutr, from TRE to EUR; and Lucia Chiriboga Yepez, from BUR to CBD.

Photo credits: pages 1 and 5, Denio Zara; pages 2, 4, and 9, Robert Townsend.

staff news

Published by the
Current Publications Division
of the External Relations Department
International Monetary Fund
Washington, D.C. 20431

Year 1985 — Issue No. 1