THE WORLD BANK GROUP ARCHIVES

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Folder Title: Senior Staff Merit Review - Correspondence 02

Folder ID: 1777637

Series: Senior personnel files

Dates: 01/01/1983 - 12/31/1983

Subfonds: Records of President A. W. Clausen

Fonds: Records of the Office of the President

ISAD Reference Code: WB IBRD/IDA EXC-09-3964S

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THE WORLD BANK

Washington, D.C.

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The World Bank 1818 H Street NW Washington DC 20433 Telephone: 202-473-1000

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| Subject / Title | | Đ) | | | 141 | |
| IBRD/IFC List of Vice Presidents No. as | of April 30, 1983 | | | | | |
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| Exception(s) | | | * | | | |
| Personal Information | | | | | | |
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| Correspondents / Participants | | | | | | |
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| Subject / Title IBRD/IFC List of Staff at Level P 04/3 | 0/83 | | * | | | |
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| Exception(s) Personal Information | | | | | | |
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| Document Date | Document Type | | | - |
| September, 1983 | Report | | 8 | |
| Correspondents / Participants Mr. Clausen | * | | | |
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| Subject / Title Vice Presidents and Directors Salary Ch | nart | | | |
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| Exception(s) Personal Information | | | | * |
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| June, 1983 | Report | | | | |
| Correspondents / Participants | | | | | |
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| Subject / Title Senior Staff Salary Chart | | W. T. | | | |
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| Subject / Title Senior Staff Salary Chart | | E . | | | | | |
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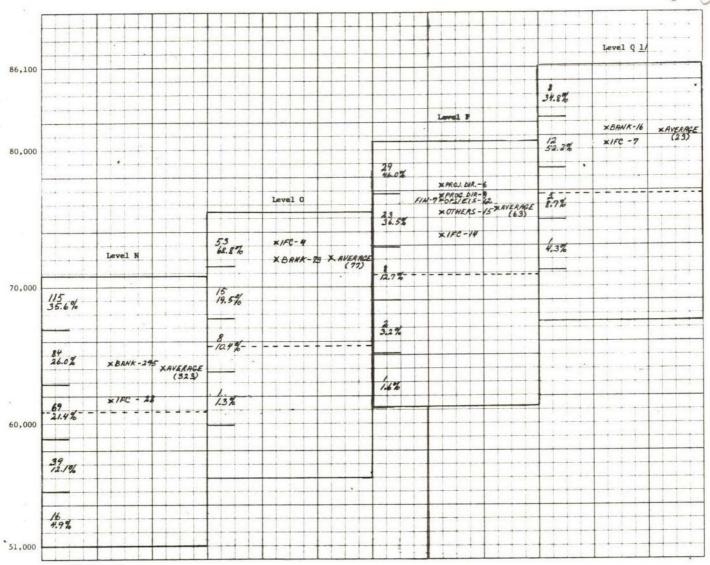


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| Alphabetical Listing of O Level Staff - | Bank and IFC | | | | |
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| Exception(s) | | | | | |
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DISTRIBUTION OF SENIOR STAFF GROUPS IN SALARY RANGES (No. and Percentage of Staff in Quintiles within Ranges)

As of April 30, 1983

on white



 $[\]underline{1}/$ Excluding two Senior Vice Presidents who are above the ceiling of range.





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| Subject / Title Level Q Salary Comparison | | | | | | | |
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WORLD BANK NET SALARY STRUCTURE EFFECTIVE MAY 1, 1983

| Bank Level | Minimum | Midpoint | Maximum | Extended Maximum1/ |
|---------------|---------|----------|---------|--------------------|
| Q | 71850 | 81755 | 91660 | - |
| P | 65150 | 75530 | 85910 | - |
| 0 | 59630 | 70010 | 80390 | - |
| N | 54330 | 64865 | 75400 | - |
| М | 46550 | 55935 | 65320 | - |
| L(T)2/ | 37830 | 50655 | 63480 | - |
| L | 37830 | 48010 | 58190 | - |
| K | 32700 | 39900 | 47100 | - |
| J | 25940 | 32405 | 38870 | - |
| <u>13</u> / | 20340 | 26245 | 32150 | - |
| Н | 22200 | 26285 | 30370 | 32150 |
| G | 19340 | 23090 | 26840 | 28600 |
| <u>F3</u> / | 14840 | 19300 | 23760 | 25230 |
| E | 17090 | 20425 | 23760 | 25230 |
| D | 14840 | 17830 | 20820 | 22210 |
| С | 13850 | 16210 | 18570 | 20080 |
| В | 12660 | 15245 | 17830 | 18570 |
| Α . | 12660 | 14125 | 15590 | 16320 |

^{1/} All Staff on duty on May 30, 1975, in levels A through H with at least 15 years of service may progress by merit increases (see para. 4(d) of Annex C to Personnel Manual Statement 4.01) up to the extended maximum of their grade as of May 30, 1975. If promoted or recruited after that date, they would be permitted to progress only to the normal maximum of their grade, as shown.

^{2/} Technical Specialists at level L assigned to positions numbered in the 3000-3499 series are administered within the L(T) range.

^{3/} F/I positions are in the process of being reclassified into grades 1-5.

SALARY REVIEW SYSTEM

MAY 1, 1983 MATRICES

BUDGET MATRIX

| Reward Category | | | | | | | |
|-----------------|-----|-----|------|------|------|--|--|
| Zone | 1 | _2 | 3 | 4 | 5 | | |
| 5 | 3.2 | 3.2 | 6.4 | 8.6 | 10.0 | | |
| 4 | 3.2 | 3.2 | 8.0 | 10.0 | 11.5 | | |
| 3 | 3.2 | 4.0 | 9.0 | 11.0 | 13.0 | | |
| 2 | 3.2 | 5.0 | 10.0 | 12.0 | 14.0 | | |
| 1 | 3.2 | 6.0 | 11.0 | 13.0 | 15.0 | | |

GUIDELINES MATRIX

| | | | Reward Categ | ory | e describedados e Senselaciones de Companyo e de Companyo |
|------|-----|----------|--------------|-----------|---|
| Zone | 1 | 2 | 3 | 4 | 5 |
| 5 | 3.2 | 3.2 | 6.4- 8.5 | 7.0-10.0 | 8.0-11.0 |
| 4 | 3.2 | 3.2 | 6.4- 9.5 | 8.0-12.0 | 10.0-13.0 |
| 3 | 3.2 | 3.2- 5.0 | 7.5-10.5 | 9.0-13.0 | 11.0-15.0 |
| 2 | 3.2 | 4.0- 6.0 | 8.5-11.5 | 10.0-14.0 | 12.0-16.0 |
| 1 | 3.2 | 5.0- 7.0 | 9.5-12.5 | 11.0-15.0 | 13.0-17.0 |

Notes:

- 1. The budget matrix is based on an assumed distribution of staff among the categories of 2%, 8%, 60%, 20% and 10% respectively, (from low to high) and actual salaries of staff as of April 30, 1983.
- 2. The budget matrix is designed to distribute the entire 8.8% pool available for salary increases.

1983 MERIT REVIEW FOR SENIOR STAFF

| Q Level Staff | Notional Budget | Recommended Increases |
|---|-----------------|-----------------------|
| Vice Presidents - Operations | 50,530 | 45,400 |
| Vice Presidents - Finance | 18,110 | 14,840 |
| Vice Presidents - IFC | 41,730 | 35,130 |
| Vice Presidents - Other | 29,980 | N.A. |
| TOTAL | 140,350 | 95,370 |
| P Level Staff | | |
| Directors and Other P Level Staff - Operations | 167,630 | 151,810 |
| Directors - Finance | 37,350 | 38,670 |
| Directors and Other P Level Staff - IFC | 83,890 | 75,150 |
| Directors and Other P Level Staff - Other | 74,390 | 65,740 |
| TOTAL | 363,260 | 331,370 |
| GRAND TOTAL | 503,610 | 426,740 |
| O and N Level Directors | | |
| | 50,010 | 53,380 |

May 1982 General Salary Increase: 7.5%

Personnel Management Department June 16, 1983

| Bank Level | Minimum | Midpoint | Maximum | |
|---------------|---------|----------|---------|--|
| 1 | 27570 | 33515 | 39460 | |
| 2 | 23160 | 27795 | 32430 | |
| 3 | 19960 | 23560 | 27160 | |
| 4 | 16880 | 19935 | 22990 | |
| 5 | 14300 | 16875 | 19450 | |

Note: F/I positions are in the process of being reclassified into this salary structure.





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| Vice Presidents of the Bank and IFC | Salary Progressions sine | ce 1/1/74 | | | | | | |
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