

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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PUBLIC DISCLOSURE AUTHORIZED


CLAUSEN'S PERSONNEL MATERIAL: Senior Staff Merit Review, 1983

②



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 **Archives**

 **1777637**

A1990-006 Other #: 2 Box # 209519B
Senior Staff Merit Review - Correspondence 02

II. ALPHABETICAL LISTING

Q Level



Record Removal Notice

| | | | | |
|---|----------------------------------|--|-----------------------------------|----------------------------------|
| File Title Senior Staff Merit Review - Correspondence 02 | | Barcode No. 1777637 | | |
| Document Date [undated] | Document Type Report | | | |
| Correspondents / Participants | | | | |
| Subject / Title IBRD/IFC List of Vice Presidents No. as of April 30, 1983 | | | | |
| Exception(s) Personal Information | | | | |
| Additional Comments | | The item(s) identified above has/have been removed in accordance with The World Bank Policy on Access to Information or other disclosure policies of the World Bank Group. | | |
| | | <table border="1"><tr><td>Withdrawn by Shiri Alon</td><td>Date February 22, 2019</td></tr></table> | Withdrawn by Shiri Alon | Date February 22, 2019 |
| Withdrawn by Shiri Alon | Date February 22, 2019 | | | |

P Level



Record Removal Notice

| | | | | |
|--|----------------------------------|--|-----------------------------------|----------------------------------|
| File Title Senior Staff Merit Review - Correspondence 02 | | Barcode No. 1777637 | | |
| Document Date [undated] | Document Type Report | | | |
| Correspondents / Participants | | | | |
| Subject / Title IBRD/IFC List of Staff at Level P 04/30/83 | | | | |
| Exception(s) Personal Information | | | | |
| Additional Comments | | <p>The item(s) identified above has/have been removed in accordance with The World Bank Policy on Access to Information or other disclosure policies of the World Bank Group.</p> <table border="1"><tr><td>Withdrawn by Shiri Alon</td><td>Date February 22, 2019</td></tr></table> | Withdrawn by Shiri Alon | Date February 22, 2019 |
| Withdrawn by Shiri Alon | Date February 22, 2019 | | | |



Record Removal Notice

| | | |
|--|----------------------------------|--|
| File Title Senior Staff Merit Review - Correspondence 02 | | Barcode No. 1777637 |
| Document Date September, 1983 | Document Type Report | |
| Correspondents / Participants Mr. Clausen | | |
| Subject / Title Vice Presidents and Directors Salary Chart | | |
| Exception(s) Personal Information | | |
| Additional Comments | | The item(s) identified above has/have been removed in accordance with The World Bank Policy on Access to Information or other disclosure policies of the World Bank Group. |
| | | <table border="1"><tr><td>Withdrawn by Shiri Alon</td><td>Date February 22, 2019</td></tr></table> |
| Withdrawn by Shiri Alon | Date February 22, 2019 | |



Record Removal Notice

| | | | | |
|--|----------------------------------|--|-----------------------------------|----------------------------------|
| File Title Senior Staff Merit Review - Correspondence 02 | | Barcode No. 1777637 | | |
| Document Date June, 1983 | Document Type Report | | | |
| Correspondents / Participants | | | | |
| Subject / Title Senior Staff Salary Chart | | | | |
| Exception(s) Personal Information | | | | |
| Additional Comments | | <p>The item(s) identified above has/have been removed in accordance with The World Bank Policy on Access to Information or other disclosure policies of the World Bank Group.</p> <table border="1"><tr><td>Withdrawn by Shiri Alon</td><td>Date February 22, 2019</td></tr></table> | Withdrawn by Shiri Alon | Date February 22, 2019 |
| Withdrawn by Shiri Alon | Date February 22, 2019 | | | |



Record Removal Notice

| | | | | |
|--|----------------------------------|--|-----------------------------------|----------------------------------|
| File Title Senior Staff Merit Review - Correspondence 02 | | Barcode No. 1777637 | | |
| Document Date June, 1982 | Document Type Report | | | |
| Correspondents / Participants | | | | |
| Subject / Title Senior Staff Salary Chart | | | | |
| Exception(s) Personal Information | | | | |
| Additional Comments | | <p>The item(s) identified above has/have been removed in accordance with The World Bank Policy on Access to Information or other disclosure policies of the World Bank Group.</p> <table border="1"><tr><td>Withdrawn by Shiri Alon</td><td>Date February 22, 2019</td></tr></table> | Withdrawn by Shiri Alon | Date February 22, 2019 |
| Withdrawn by Shiri Alon | Date February 22, 2019 | | | |



Record Removal Notice

| | | | | |
|--|----------------------------------|--|-----------------------------------|----------------------------------|
| File Title Senior Staff Merit Review - Correspondence 02 | | Barcode No. 1777637 | | |
| Document Date [date crossed out] | Document Type Report | | | |
| Correspondents / Participants | | | | |
| Subject / Title Senior Staff Salary Chart | | | | |
| Exception(s) Personal Information | | | | |
| Additional Comments | | <p>The item(s) identified above has/have been removed in accordance with The World Bank Policy on Access to Information or other disclosure policies of the World Bank Group.</p> <table border="1"><tr><td>Withdrawn by Shiri Alon</td><td>Date February 22, 2019</td></tr></table> | Withdrawn by Shiri Alon | Date February 22, 2019 |
| Withdrawn by Shiri Alon | Date February 22, 2019 | | | |



Record Removal Notice

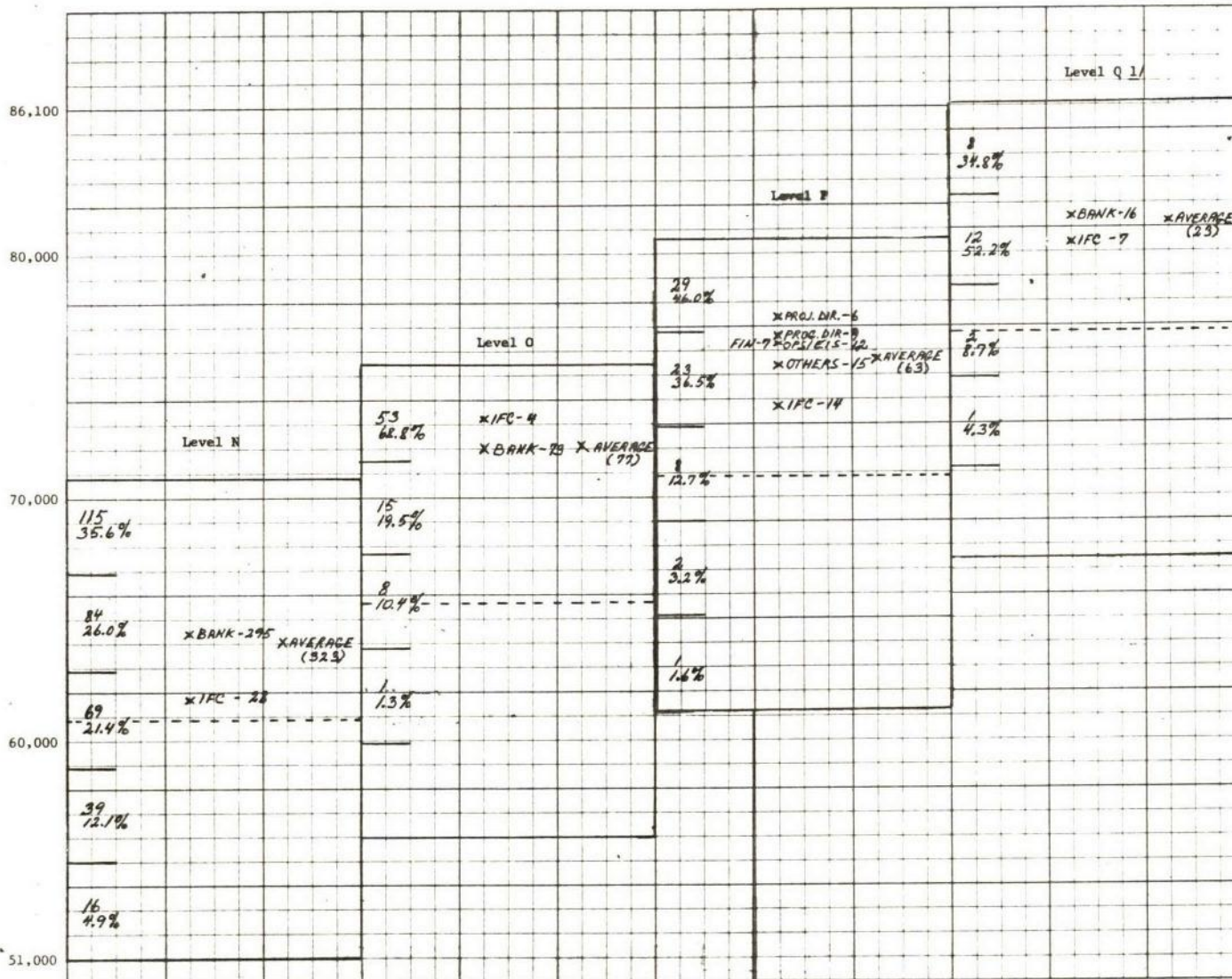
| | | | | |
|--|----------------------------------|--|-----------------------------------|----------------------------------|
| File Title Senior Staff Merit Review - Correspondence 02 | | Barcode No. 1777637 | | |
| Document Date June 25, 1982 | Document Type Report | | | |
| Correspondents / Participants | | | | |
| Subject / Title Alphabetical Listing of O Level Staff - Bank and IFC | | | | |
| Exception(s) Personal Information | | | | |
| Additional Comments | | <p>The item(s) identified above has/have been removed in accordance with The World Bank Policy on Access to Information or other disclosure policies of the World Bank Group.</p> <table border="1"><tr><td>Withdrawn by Shiri Alon</td><td>Date February 22, 2019</td></tr></table> | Withdrawn by Shiri Alon | Date February 22, 2019 |
| Withdrawn by Shiri Alon | Date February 22, 2019 | | | |

Distribution of Senior Staff
Groups in Salary Ranges

DISTRIBUTION OF SENIOR STAFF GROUPS IN SALARY RANGES
(No. and Percentage of Staff in Quintiles within Ranges)

As of April 30, 1983

on new
chart?
NO!
old
chart



1/ Excluding two Senior Vice Presidents who are above the ceiling of range.



Record Removal Notice

| | | | | |
|--|----------------------------------|--|-----------------------------------|----------------------------------|
| File Title Senior Staff Merit Review - Correspondence 02 | | Barcode No. 1777637 | | |
| Document Date [undated] | Document Type Report | | | |
| Correspondents / Participants | | | | |
| Subject / Title Level Q Salary Comparison | | | | |
| Exception(s) Personal Information | | | | |
| Additional Comments | | <p>The item(s) identified above has/have been removed in accordance with The World Bank Policy on Access to Information or other disclosure policies of the World Bank Group.</p> <table border="1"><tr><td>Withdrawn by Shiri Alon</td><td>Date February 22, 2019</td></tr></table> | Withdrawn by Shiri Alon | Date February 22, 2019 |
| Withdrawn by Shiri Alon | Date February 22, 2019 | | | |



Record Removal Notice

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|--|----------------------------------|--|-----------------------------------|----------------------------------|
| File Title Senior Staff Merit Review - Correspondence 02 | | Barcode No. 1777637 | | |
| Document Date [undated] | Document Type Report | | | |
| Correspondents / Participants | | | | |
| Subject / Title Level P Salary Comparison | | | | |
| Exception(s) Personal Information | | | | |
| Additional Comments | | <p>The item(s) identified above has/have been removed in accordance with The World Bank Policy on Access to Information or other disclosure policies of the World Bank Group.</p> <table border="1"><tr><td>Withdrawn by Shiri Alon</td><td>Date February 22, 2019</td></tr></table> | Withdrawn by Shiri Alon | Date February 22, 2019 |
| Withdrawn by Shiri Alon | Date February 22, 2019 | | | |

IV. MAY 1983 SALARY STRUCTURE AND MATRICES

WORLD BANK NET SALARY STRUCTURE
EFFECTIVE MAY 1, 1983

| <u>Bank Level</u> | <u>Minimum</u> | <u>Midpoint</u> | <u>Maximum</u> | <u>Extended Maximum^{1/}</u> |
|--------------------|----------------|-----------------|----------------|--------------------------------------|
| Q | 71850 | 81755 | 91660 | - |
| P | 65150 | 75530 | 85910 | - |
| O | 59630 | 70010 | 80390 | - |
| N | 54330 | 64865 | 75400 | - |
| M | 46550 | 55935 | 65320 | - |
| L(T) ^{2/} | 37830 | 50655 | 63480 | - |
| L | 37830 | 48010 | 58190 | - |
| K | 32700 | 39900 | 47100 | - |
| J | 25940 | 32405 | 38870 | - |
| I ^{3/} | 20340 | 26245 | 32150 | - |
| H | 22200 | 26285 | 30370 | 32150 |
| G | 19340 | 23090 | 26840 | 28600 |
| F ^{3/} | 14840 | 19300 | 23760 | 25230 |
| E | 17090 | 20425 | 23760 | 25230 |
| D | 14840 | 17830 | 20820 | 22210 |
| C | 13850 | 16210 | 18570 | 20080 |
| B | 12660 | 15245 | 17830 | 18570 |
| A | 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

| Zone | Reward Category | | | | |
|------|-----------------|----------|----------|----------|----------|
| | <u>1</u> | <u>2</u> | <u>3</u> | <u>4</u> | <u>5</u> |
| 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

| Zone | Reward Category | | | | |
|------|-----------------|----------|----------|-----------|-----------|
| | <u>1</u> | <u>2</u> | <u>3</u> | <u>4</u> | <u>5</u> |
| 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

| <u>Q Level Staff</u> | <u>Notional Budget</u> | <u>Recommended Increases</u> |
|---------------------------------|------------------------|------------------------------|
| 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 | <u>503,610</u> | <u>426,740</u> |
|-------------|----------------|----------------|

O and N Level Directors

| | |
|--------|--------|
| 50,010 | 53,380 |
|--------|--------|

May 1982 General Salary Increase: 7.5%

Personnel Management Department
June 16, 1983

| <u>Bank Level</u> | <u>Minimum</u> | <u>Midpoint</u> | <u>Maximum</u> |
|-----------------------|----------------|-----------------|----------------|
| 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.



Record Removal Notice

| | | | | |
|--|----------------------------------|--|-----------------------------------|----------------------------------|
| File Title Senior Staff Merit Review - Correspondence 02 | | Barcode No. 1777637 | | |
| Document Date November, 1981 | Document Type Report | | | |
| Correspondents / Participants | | | | |
| Subject / Title Vice Presidents of the Bank and IFC Salary Progressions since 1/1/74 | | | | |
| Exception(s) Personal Information | | | | |
| Additional Comments | | <p>The item(s) identified above has/have been removed in accordance with The World Bank Policy on Access to Information or other disclosure policies of the World Bank Group.</p> <table border="1"><tr><td>Withdrawn by Shiri Alon</td><td>Date February 22, 2019</td></tr></table> | Withdrawn by Shiri Alon | Date February 22, 2019 |
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