



5402

UNITED NATIONS
ECONOMIC AND SOCIAL COUNCIL

Distr.
LIMITED

E/CN.14/AMA/63
18 November 1974

Original: FRENCH

ECONOMIC COMMISSION FOR AFRICA
ASSOCIATION OF AFRICAN CENTRAL BANKS

Third Meeting of the Study Group for the
Establishment of the African Centre for Monetary Studies
Addis Ababa, 2-4 December 1974

SALARIES AND RELATED ALLOWANCES FOR THE AFRICAN
CENTRE FOR MONETARY STUDIES

Participants at the second meeting of the Study Group of the Association of African Central Banks, held at ECA headquarters at Addis Ababa from 24 to 28 June 1974, discussed various questions relating to the establishment of the African Centre for Monetary Studies including the salaries and other allowances to be established in respect of the Director-General and the staff of the Centre. Some participants suggested that the salaries should be comparable with those paid by international and African organizations if it was wished to attract the best possible candidates as soon as the Centre was established. Others felt that the salaries set for the Centre should correspond to the highest salaries paid by African central banks. The Group asked the secretariat to submit suggestions to it on the matter.

To that end, the secretariat compiled information on the salaries and related allowances paid in the United Nations, the Organization of African Unity and the African Development Bank. It also requested African central banks to furnish it with any information which might be of assistance in establishing the salary scales for the Centre.

A. Salary scale

Tables A, B and C below give the salary scales for the staff of the United Nations, the Organization of African Unity and the African Development Bank respectively, broken down into two parts. The first relates to the Professional and higher categories and the second to General Service staff.

Table D below contains the replies received from African central banks.

B. Related allowancesI. United Nations

The main allowances and benefits which the United Nations currently provides for its staff are as follows:

1. Installation grant

This is paid to internationally recruited staff. It is equivalent to 30 days' subsistence allowance for the staff member and 15 days' allowance for each member of his family. In addition, staff with dependents receive a single amount of 600 United States dollars and other persons a single amount of 300 dollars.

2. Post adjustment (deductions or additions)

Staff salaries are normally subject to the plus or minus post adjustment established for the duty station of the staff member when he is assigned to it for at least one year. The post adjustment concerns staff in the Professional and higher categories recruited internationally. It is determined in accordance with classes and schedules based on variations in the cost of living and varies with the grade and family status of the staff member. The schedules of post adjustments are given in Table E below.

In each case where the cost of living in the area in which the staff member is serving exceeds the base level by 5 per cent or a multiple of 5 per cent, the base salary of the staff member concerned is increased by the amount shown in the Table (additions) or the relevant multiple of that amount. On the other hand, in each case where the cost of living in the area in which the staff member is serving falls below the base level by 5 per cent or a multiple of 5 per cent, the amount shown in the Table (deductions) or the relevant multiple of that amount is deducted from the base salary of the staff member concerned.

3. Assignment allowance

Subject to certain reservations, this allowance is paid to staff members in the Professional category or above who are appointed or assigned to a duty station outside their home country for a specified period. The allowance ceases to be paid when an assignment to the same duty station is of five years' duration. The annual amount of the assignment allowance is as follows:

	<u>Single staff members</u>	<u>Staff members with dependents</u>
P-5 and above	1,100	1,400
P-3 and P-4	900	1,200
P-1 and P-2	800	1,000

4. Dependency allowance

Staff members in the grades D-2 to P-1 receive, subject to certain reservations, the following dependency allowances:

- (i) 400 dollars for a dependent spouse and 300 dollars for each dependent child, or;
- (ii) When the staff member has no dependent spouse, an allowance of 200 dollars is paid in respect of not more than one dependent father, mother, brother or sister.

The General Service staff at ECA headquarters at Addis Ababa receive an allowance of 86 dollars per year per child upto a maximum of six children.

5. Education grant

Under certain conditions, internationally recruited staff are entitled to a maximum grant of 1,500 dollars per year for each child. The grant is also paid to general service staff recruited internationally. It is not paid to staff members who are nationals of the country in which they are serving.

6. Social security and medical insurance

Measures are taken to ensure that staff participate in the United Nations Joint Staff Pension Fund in accordance with the regulations of the Fund. In respect of those so entitled, the Organization contributes 14 per cent of their total gross salaries.

Under certain conditions, medical insurance is provided for international and local staff members.

7. Home leave

Staff members who meet the requirements and entitled to home leave every two years.

8. Travel and removal expenses

Subject to the conditions and the definitions laid down by the Secretary-General, when appropriate, the United Nations pays the travel expenses of staff members and their dependents and their removal expenses.

9. Repatriation grant

In principle, persons whom the United Nations is required to repatriate are entitled to a repatriation grant. The amount of the grant is in proportion to the length of time the staff member concerned has served the United Nations. It varies between 2 and 14 weeks' salary for staff members without dependents with one to 12 years' service and for other staff the amount varies from 4 to 28 weeks' salary.

II. Organization of African Unity

1. Installation grant

This grant is paid to internationally recruited staff. It is equivalent to 21 days' subsistence allowance. Half of the amount is granted for the same length of time to the wife and upto a maximum of six children.

2. Post adjustment

This allowance is granted to internationally recruited staff. It amounts to 14 per cent of the salary of each staff member before the addition of 20.77 per cent to compensate for devaluation.

3. Dependency allowance

This allowance is paid to internationally recruited staff. The amounts paid are 200 United States dollars per year for a wife and 50 dollars for each dependent child upto a maximum of six.

4. Education grant

The amount of this grants, which is accorded to internationally recruited staff, is 166.66 United States dolalrs per year for upto a maximum of six children.

5. Social security

The Organization contributes 14 per cent of the staff's base salary to their pension. It repays 80 per cent of their medical expenses in lieu of insurance.

6. Home leave

Under certain conditions, staff are entitled to home leave every two years.

7. Travel and removal expenses

Under certain conditions, the Organization pays the travel expenses of staff members and their dependents and staff members' removal costs.

III. African Development Bank

The main allowances and benefits which the African Development Bank currently provides for its staff are as follows:

1. Installation grant

This is granted to internationally recruited staff members in the amount of 30 United States dollars each for the staff member and his wife for the first 15 days after their arrival. After the first 15 days, the staff member is entitled to the sum of 55,000 CFA francs (44 United States dollars) per month for a maximum of two and one half months.

2. Housing allowance

This allowance, which is paid to internationally recruited staff members amounts to 10 per cent of their base salary per year.

3. Dependency allowance

This allowance is paid to all staff on the following basis:

(In United States dollars)		<u>Wife</u>	<u>Upto a maximum of three children or other dependents</u>
A. Salaries over	7,250	360	240
B. Salaries between	4,300 - 7,250	240	180
C. Salaries between	2,400 - 4,300	180	121
D. Salaries upto	- 2,400	90	60

4. Education grant

This is granted to internationally recruited staff at the rate of 240 United States dollars per year for each child upto a maximum of six.

5. Social security and medical assistance

Under certain conditions, the sums withheld from salaries and those contributed by the Bank are reimbursed to a staff member when he leaves the service of the Bank.

6. Home leave

Under certain conditions, staff are entitled to home leave every two years.

7. Travel and removal expenses

Under certain conditions, the Bank pays the travel costs of staff members and their dependents and staff members' removal expenses.

IV. African central banks

There is little information available on the allowances paid by African central banks.

The Banque centrale de la République Malgache has advised that directors receive a monthly allowance of some 137 United States dollars and that they enjoy advantages in such matters as housing, furniture, water, electricity, heating, telephone and domestic staff.

The Bank of Sierra Leone has advised that, in addition to the salaries indicated for the higher-grade staff, the latter receive reasonable benefits.

Table A
Tableau A

Salary scales for United Nations staff. Annual gross and net equivalent after application of staff assessment. (In US dollars). Effective 1st January 1974.

Barème des traitements des fonctionnaires des Nations-Unies. Montants annuels bruts et nets après application des contributions du personnel. (En dollars des Etats-Unis). Entrée en vigueur 1^{er} janvier 1974.

Level Catégorie	A. Professionals and higher categories 1/	Steps Echelons												
		I	II	III	IV	V	VI	VII	VIII	IX	X	XI	XII	XIII
D-2	Director/ Directeur	39 030 26 066	40 140 26 670	41 250 27 225	42 360 27 780									
D-1	Principal Officer/ Administrateur général	32 540 22 497	33 590 23 074	34 640 23 652	35 690 24 229	36 740 24 807	37 790 25 384	38 840 25 962						
P-5	Senior Officer/ Administrateur hors classe	28 530 20 118	29 330 20 598	30 130 21 078	30 930 21 558	31 730 22 038	32 530 22 616	33 330 23 194	34 130 23 771	34 930 24 349	35 730 24 927			
P-4	First Officer/ Administrateur de 1 ^{ère} classe	22 680 16 542	23 390 17 003	24 100 17 460	24 810 17 886	25 520 18 312	26 230 18 738	26 940 19 164	27 650 19 590	28 360 20 016	29 070 20 442	29 780 20 868	30 490 21 294	
P-3	Second Officer/ Administrateur de 2 ^{ème} classe	18 410 13 766	19 010 14 156	19 610 14 546	20 210 14 936	20 810 15 326	21 410 15 716	22 010 16 106	22 610 16 496	23 210 16 886	23 810 17 276	24 410 17 666	25 010 18 056	25 610 18 446
P-2	Associate Officer/ Administrateur adjoint de 1 ^{ère} classe	14 780 11 346	15 290 11 703	15 800 12 060	16 310 12 401	16 820 12 733	17 330 13 064	17 840 13 396	18 350 13 727	18 860 14 059	19 370 14 390	19 880 14 722		
P-1	Assistant Officer/ Administrateur adjoint de 2 ^{ème} classe	11 260 8 682	11 720 9 204	12 180 9 526	12 640 9 848	13 100 10 170	13 560 10 492	14 020 10 814	14 480 11 136	14 940 11 458	15 400 11 780			
GS-9	General Services 2/ Fonctionnaires des services généraux 2/ Senior secretariat assistant...etc/ Assistant du secrétaire agent de 2 ^{ème} classe...etc	7 340 6 006	7 622 6 216	7 900 6 425	8 177 6 634	8 459 6 844	8 741 7 053	9 024 7 328	9 297 7 471	9 574 7 681	9 852 7 990			
GS-8	Senior secretary/ Secrétaire agent de 2 ^{ème} classe...etc	5 972 4 979	6 250 5 187	6 528 5 398	6 809 5 607	7 087 5 816	7 369 6 026	7 647 6 235	7 924 6 444	8 206 6 654	8 484 6 863			
GS-7	Secretary, account clerk...etc/ Secrétaire, commis comptable...etc	4 264 3 699	4 507 3 879	4 746 4 059	4 984 4 239	5 228 4 480	5 466 4 600	5 705 4 780	5 948 4 960	6 184 5 140	6 425 5 380			
GS-6	Senior typist...etc/ Dactylographe agent de 2 ^{ème} classe...etc	3 115 2 794	3 295 2 935	3 470 3 076	3 646 3 217	3 821 3 358	4 003 3 500	4 186 3 641	4 376 3 782	4 566 3 923	4 751 4 084			
GS-5	Junior stenotypist, clerk typist...etc/ Steno-dactylo agent de 1 ^{ère} classe, commis dactylographe...etc	2 448 2 229	2 565 2 331	2 687 2 434	2 808 2 536	2 925 2 633	3 052 2 740	3 178 2 856	3 305 2 945	3 431 3 047	3 563 3 149			
GS-4	Clerk...etc/ Commis...etc	1 885 1 694	1 927 1 786	2 035 1 879	2 142 1 971	2 254 2 064	2 360 2 156	2 468 2 249	2 580 2 341	2 687 2 434	2 794 2 526			
GS-3	Junior clerk, driver...etc/ Commis agent de 1 ^{ère} classe, chauffeur ...etc	1 339 1 256	1 407 1 314	1 470 1 373	1 533 1 431	1 601 1 489	1 665 1 548	1 728 1 606	1 796 1 665	1 859 1 732	1 923 1 781			
GS-2	Messenger, senior guard...etc/ Planton, gardien agent de 2 ^{ème} classe	784 745	837 793	886 842	939 891	988 939	1 042 988	1 095 1 037	1 149 1 085	1 202 1 134	1 260 1 183			
GS-1	Cleaner, guard...etc/ Nettoyeur, gardien...etc	521 496	545 515	569 534	593 553	617 573	641 593	665 617	689 639	713 665	737 689			

1/ The posts of the Under Secretary General and Assistant Secretary General are not reproduced in this table.

1/ Les postes de Secrétaire général adjoint et de sous Secrétaire général ne sont pas reproduits dans ce tableau.

2/ Salaries paid by UN to Miss Achebe.

2/ Salaires payés par le CEA à Adèle Achebe.

Note - Annual net salaries are subject to a reduction equivalent to 7 p. 100 of the gross salaries for pension.

Note - Les montants nets sont sujets à une réduction équivalente à 7 p. 100 du salaire brut à titre de pension.

Table 2
Tableau 2

Salary scales for the staff of Organization of African Unity.
Annual salaries including 10 p. 100 annual increase approved by
the Council of Ministers with effect from 1st June 1972 are as follows
in 20.17 p. 100 compensation for devaluation. (In U.S. dollars) /

Barème des traitements des fonctionnaires de l'Organisation de l'Unité africaine.
Traitements annuels comprenant 10 p. 100 d'augmentation annuelle approuvée par le
Conseil des Ministres avec effet au 1er juin 1972 ainsi qu'une compensation
de 20.17 p. 100 à titre de compensation de dévaluation. (En dollars des Etats-Unis).

Level Catégorie	A. Administrators and higher categories de rang supérieur 1/	Steps Echelons									
		I	II	III	IV	V	VI	VII	VIII	IX	X
P-6	Executive Secretary/ Secrétaire exécutif	19 061	19 450	19 858	20 257	20 655	-	-	-	-	-
P-5	Principal Officer/ Administrateur général	17 247	17 592	17 938	18 283	18 629	18 974	-	-	-	-
P-4	Senior Officer/ Administrateur hors classe	14 849	15 194	15 539	15 885	16 230	16 576	16 921	17 266	17 612	17 957
P-3	First Officer/ Administrateur de 1ère classe	12 000	12 305	12 611	12 916	13 222	13 527	13 833	14 139	14 444	14 750
P-2	Second Officer/ Administrateur de 2ème classe	10 146	10 425	10 704	10 983	11 262	11 541	11 820	12 099	12 378	12 656
P-1	Assistant Officer/ Administrateur adjoint de 2ème classe	8 290	8 555	8 821	9 086	9 352	9 618	9 884	10 150	10 415	10 681
OS-5	B. General Services/ B. Services généraux										
OS-5	Principal/ Agent de 1ère classe	6 933	7 152	7 351	7 551	7 750	7 949	8 148	8 348	8 547	8 746
OS-4	Senior I/ Agent de 2ème classe	5 949	6 148	6 348	6 547	6 746	6 945	7 145	7 344	7 543	7 743
OS-3	Senior II/ Agent de 3ème classe	4 543	4 743	4 942	5 141	5 340	5 540	5 739	5 938	6 137	6 336
OS-2	Junior I/ Agent de 4ème classe	3 605	3 764	3 924	4 083	4 243	4 402	4 561	4 721	4 880	5 040
OS-1	Junior II/ Agent de 5ème classe	3 070	3 170	3 270	3 371	3 471	3 571	3 671	3 772	3 872	3 972

Note - Annual salaries are subject to a reduction
of 7 p. 100 for pension /
Note - Les montants annuels sont sujets à une
réduction de 7 p. 100 à titre de pension.

1/ The posts of the Secretary General and Assistant
Secretary General are not reproduced in this table /
Les postes du Secrétaire général et de Secrétaire
général assistant ne sont pas reproduits dans ce tableau.

Table C
Tableau C

R/CW.14/AMA/63

Salary scale for the staff of the African Development Bank
Annual basic salaries. (in U.S. dollars). Effective 1st January 1970/
Barème des traitements des fonctionnaires de la Banque Africaine de
Développement. Montants annuels des salaires de base.
(En dollars des États-Unis). Entrée en vigueur en janvier 1970.

Level Catégorie		Steps Échelons									
		I	II	III	IV	V	VI	VII	VIII	IX	X
A. Professionals and higher categories 1//											
A. Administrateurs et fonctionnaires de rang supérieur 1//											
D-4	Director/ Directeur	24 971	25 514	26 057	26 600	27 142					
D-3	Director/ Directeur	21 714	22 257	22 800	23 343	23 885					
D-2	Director/ Directeur	20 085	20 628	21 171	21 714	22 257					
D-1	Director/ Directeur	18 457	19 000	19 543	20 085	20 628					
P-8	Deputy Director/Head of Division/ Sous Directeur/Chef de Division	16 530	17 100	17 670	18 240	18 810	19 380	19 950	20 520		
P-7	Deputy Director/Head of Division/ Sous Directeur/Chef de Division	15 048	15 504	15 960	16 416	16 872	17 328	17 784	18 240		
P-6	Senior Officer/ Fonctionnaire supérieur	13 566	14 022	14 478	14 934	15 390	15 846	16 302	16 758		
P-5	Senior Officer/Officer/ Fonctionnaire supérieur/Fonctionnaire	12 084	12 540	12 996	13 452	13 908	14 364	14 820	15 276		
P-4	Officer/ Fonctionnaire	10 944	11 400	11 856	12 312	12 768	13 224	13 680	14 136		
P-3	Assistant Officer/ Adjoint de fonctionnaire	9 690	10 032	10 374	10 716	11 058	11 400	11 742	12 084		
P-2	Assistant Officer/ Adjoint de fonctionnaire	8 550	8 892	9 234	9 576	9 918	10 260	10 602	10 944		
P-1	Assistant Officer/ Adjoint de fonctionnaire	7 410	7 752	8 094	8 436	8 778	9 120	9 462	9 804		
B. General Services/ B. Fonctionnaires des services généraux											
G-8	Principal/ Agent de première classe	8 436	8 664	8 892	9 120	9 348	9 576	9 804	10 032		
G-7	Principal/ Agent de première classe	7 296	7 524	7 752	7 980	8 208	8 436	8 664	8 892		
G-6	Assistant principal/ Agent de 2ème classe	6 156	6 384	6 612	6 840	7 068	7 296	7 524	7 752		
G-5	Assistant principal/ Agent de 2ème classe	5 016	5 221	5 426	5 632	5 837	6 042	6 247	6 452		
G-4	Senior clerk/ Agent de 3ème classe	4 104	4 309	4 514	4 720	4 925	5 130	5 335	5 540		
G-3	Senior clerk/ Agent de 3ème classe	3 192	3 374	3 557	3 739	3 922	4 104	4 286	4 469		
G-2	Clerk/ Agent de 4ème classe	2 280	2 462	2 645	2 827	3 010	3 192	3 374	3 557		
G-1	Clerk/ Agent de 4ème classe	1 368	1 540	1 710	1 882	2 052	2 224	2 394	2 566		

Note - These amounts are subject to 7 p. 100 reduction for Provident Funds/

Note - Ces montants sont sujets à une réduction de 7 p. 100 à titre de Fonds de prévoyance.

1/ The posts of the President and Vice President are not reproduced in this table/

1/ Les postes de Président et de Vice-Président ne sont pas reproduits dans ce tableau.

Table D
Tableau D

Annual salary scales for higher categories of
staff member of some African Central Banks.
(In US dollars)/

Barème des traitements annuels des fonctionnaires
de rang supérieur dans certaines Banques centrales
africaines. (En dollars des Etats-Unis).

<u>Level/</u> <u>Catégorie</u>	<u>Banque de la</u> <u>République</u> <u>du Burundi</u>	<u>Banque centrale</u> <u>de la</u> <u>R. Malgache</u>	<u>Bank</u> <u>of</u> <u>Sierra Leone</u>
Directeur de 1ère classe	7 950		
Directeur de 2ème classe	7 320		
Directeur adjoint	6 625		
Sous Directeur	5 750		
Fondé de pouvoir principal	4 645		
Fondé de pouvoir	3 750		
Directeur en fin de carrière		11 695	
Directeur en début de carrière		7 042	
Departmental Heads			6 480 - 7 380
Deputy Departmental Heads			4 860 - 6 480
Assistant Departmental Heads			4 860 - 6 480
Managers			3 600 - 4 800
Assistant Managers			3 600 - 4 800

Table F
Tableau F

7/28.14/2001/63

Schedule of post adjustments for salaries of the United Nations staff, (in US dollars). Effective 1st January 1974.
Barème des ajustements des traitements des fonctionnaires des Nations-Unies. (En dollars des Etats-Unis). Entrée en vigueur premier janvier 1974.

A. Additions where cost of living is higher than at the base

A. Indemnités de poste (additions) pour les régions où le coût de la vie est plus élevé qu'au lieu d'affectation.

		Steps Échelons												
Level/ Catégorie		I	II	III	IV	V	VI	VII	VIII	IX	X	XI	XII	XIII
D-2	F	1 044	1 068	1 089	1 110									
	C	696	712	726	740									
D-1	F	942	960	978	990	1 005	1 023	1 038						
	C	628	640	652	660	670	682	692						
P-5	F	864	876	894	912	927	939	954	966	978	993			
	C	576	584	596	608	618	626	636	644	652	662			
P-4	F	723	738	759	774	792	810	828	843	858	873	888	900	
	C	482	492	506	516	528	540	552	562	572	582	592	600	
P-3	F	606	621	639	657	672	687	705	720	735	750	765	780	795
	C	404	414	426	438	448	458	470	480	490	500	510	520	530
P-2	F	504	519	534	549	564	576	591	606	618	633	648		
	C	336	346	356	366	376	384	394	404	412	422	432		
P-1	F	396	411	423	438	453	465	480	492	507	522			
	C	264	274	282	292	302	310	320	328	338	348			

B. Deductions where cost of living is lower than at the base

B. Réductions pour les régions où le coût de la vie est moins élevé qu'au lieu d'affectation.

		I	II	III	IV	V	VI	VII	VIII	IX	X	XI	XII	XIII
D-2	F-C	696	712	726	740									
D-1	F-C	628	640	652	660	670	682	692						
P-5	F-C	576	584	596	608	618	626	636	644	652	662			
P-4	F-C	482	492	506	516	528	540	552	562	572	582	592	600	
P-3	F-C	404	414	426	438	448	458	470	480	490	500	510	520	530
P-2	F-C	336	346	356	366	376	384	394	404	412	422	432		
P-1	F-C	264	274	282	292	302	310	320	328	338	348			

F - Rate of post adjustment applicable to staff members with a dependent spouse or child.

C - Rate of post adjustment applicable to staff members with no dependent spouse or child.

F - Fonctionnaires ayant un conjoint à charge ou des enfants à charge.

C - Fonctionnaires sans conjoint à charge ni enfants à charge.