World Bank Group Directive

Staff Rule 6.27 – Special Compensation Measures

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Content
This Directive, Staff Rule 6.27, "Special Compensation Measures," (hereinafter Rule) sets for the framework for special administrative actions used to supplement normal compensation practices under Staff Rule 6.01, "Compensation." This Rule supersedes all prior Special Compensation Measures, their triggers, market analyses, and their applications.

Applicable to
IBRD, IDA, IFC, MIGA, ICSID

Issuer
World Bank Group Human Resources Vice President, HRDVP; MIGA Executive Vice President and CEO, MIGEX; IFC Chief Executive Officer, IFCEO
Sponsor
Director, HR Compensation and Performance, HRDCP;
Director, IBRD/MIGA Client Services, HRDCS; Director, IFC
Human Resource Department, CHRDR
SECTION I – PURPOSE AND APPLICATION

1.01 This Directive, Staff Rule 6.27, "Special Compensation Measures," (hereinafter Rule) sets
for the framework for special administrative actions used to supplement normal compensation
practices under Staff Rule 6.01, "Compensation." This Rule supersedes all prior Special
Compensation Measures, their triggers, market analyses, and their applications.

1.02 This Rule applies to all World Bank Group Staff Members holding Regular, Open-Ended,
Term, Local Staff Regular, Extended Term Consultant and Extended Term Temporary
appointments whose salary plan is denominated and disbursed in local currency, other than
the U.S. Dollar or Euro if either is the currency of the salary plan. The Regional Vice President
or Regional Director responsible for the applicable country office has discretion to apply this
Rule to Short Term Consultants and Short Term Temporary Staff.

SECTION II – DEFINITIONS

2.01 Capitalized terms in this Rule have the meanings ascribed to them in Staff Rule 1.01,
"General Provisions," and as follows:

a. **Conditional Trigger** means an event when a specified macroeconomic indicator has
   reached or exceeded the threshold for a Special Compensation Measure.

b. **Consumer Price Index (CPI)** means an index used to measure inflation and changes in
   the price level of a market basket of consumer goods and services.

c. **Legal Tender** means a medium of payment recognized by a national legal system to be
   valid for meeting financial obligations.

d. **Prevalent Market Response** means compensation practices employed by at least 50
   percent of the surveyed employers in the country, confirmed by an independent
   consultant's survey of the broadest possible comparator base for the labor market as
determined by HR Compensation & Performance (HRDCP).

e. **Salary Scale** indicates the range of salary that Staff may be paid at each grade based on
   pay practices in the local market. Salary Scales are published annually by World Bank
   Group Human Resources Vice President, HRDVP.

f. **Special Compensation Measure** is an administrative action taken by the World Bank
   Group to respond to disruptive macroeconomic developments in a particular country, as
   further described in the Procedure, "Special Compensation Measures." Special
   Compensation Measure may include administrative actions based on the prevalent market
response, or, in the absence of such response, World Bank Group-designed
administrative actions.
SECTION III – SCOPE

03. General

3.01 The World Bank Group states Salary Scales and pays Staff according to a salary plan in a Legal Tender of their duty station wherever it is possible, practical, and manageable. Legal Tender used to state the Salary Scale and pay Staff may be either a local currency or a substitute currency that is officially used in the country instead of the local currency.

3.02 A sudden or severe change in the economic conditions in a country may cause the World Bank Group to adopt Special Compensation Measures for Staff appointed receiving salary under the country's salary plan.

3.03 HRDCP shall adopt procedures in accordance with this Rule.

04. Market Research

4.01 On the occurrence of a Conditional Trigger, HRDCP will investigate the Prevalent Market Response.

4.02 Once the market investigation is complete, HRDCP will adopt the necessary Special Compensation Measure for the salary plan.

4.03 Where both Consumer Price Index (CPI) inflation and local currency depreciation and Conditional Triggers occur in the same measurement period, country office management, in consultation with HR management, will determine which Special Compensation Measure to implement.

05. Application of Special Compensation Measures

5.01 HRDCP will implement Special Compensation Measures, as further described in the Procedure, "Special Compensation Measures."

SECTION IV – EXCEPTION

None

SECTION V – WAIVER

The Issuers, or their designees, may waive any provision of this Rule, with respect to their Staff Members, with advice from the World Bank Group Human Resources Vice President

SECTION VII – TEMPORARY PROVISIONS

None
SECTION VIII – EFFECTIVE DATE

This Rule is effective as of the date on its cover page.

SECTION IX – ISSUER

The Issuers of this Rule are:

World Bank Group Human Resources Vice President, HRDVP
IFC Chief Executive Officer, IFCEO
MIGA Executive Vice President and CEO, MIGEX

SECTION X – SPONSOR

The Sponsors of this Rule are:

Director, HR Compensation and Performance, HRDCP
Director IFC Human Resource Department, CHRDR
Director, IBRD/MIGA Client Services, HRDCS

SECTION XI – RELATED DOCUMENTS

Procedure, "Special Compensation Measures"
Staff Rule 6.01, "Compensation"

ANNEX(ES)

None

Questions regarding this Directive should be addressed to the Sponsor.