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ANNUAL MEETING - JUNE 1966

Canadian salary revisions affecting ICNAF

by the Executive Secretary

1. Salary revisions for ICNAF staff

In December 1965, salary revisions affecting Canadian Government clerical, technical and administrative employees were announced by the Canadian Government. Revisions were effective 1 October 1965. These revisions affect the annual salary rates of the Clerk 2, Clerk 3, Clerk 4, Editor 2 and Administrative Officer 7 positions authorized by the Commission at its 1965 Annual Meeting for Secretariat personnel (ICNAF Annual Proceedings Vol. 15, p. 15-16).

In November 1965 and in April 1966, salary revisions for professional classes were announced by the Canadian Government. Both revisions were effective 1 July 1965. These revisions affect the salary rate of the Senior Officer 1 position authorized by the Commission at its 1965 Annual Meeting for the Executive Secretary (ICNAF Annual Proceedings Vol. 15, p. 15-16).

Appendix I shows the Canadian Government salary levels (old and new) for the ICNAF staff.

In the light of the April revision for professional classifications, the following changes should be made in Appendix I to the Agenda for the Standing Committee on Finance and Administration: the item "Salaries" under "proposed estimates 1966/67" should read \$48,646 instead of \$47,886; the "total proposed estimates 1966/67" should then read \$87,846 instead of \$87,086. Similar changes should be made under "proposed estimates 1966/67" in Appendix II. "Forecast estimate 1967/68" in Appendix II should now read \$49,521 instead of \$49,076 in the item "Salaries" which gives a "total forecast estimate 1967/68" of \$89,721 instead of \$89,276. Details of items in Appendix I and II should be altered to reflect the revisions in the salary of the Executive Secretary to \$18,250 in the proposed estimates for 1966/67 and 18,500 in the forecast estimates for 1967/68.

2. Retroactive salary for ICNAF staff from 1 July 1965 to 30 June 1966

Details of the amounts and periods involved in calculating retroactive salary for each member of the ICNAF Secretariat are shown below:

	<u>Old rate</u> (Appendix I)	<u>New rate</u> (Appendix I)	<u>Period</u>	<u>Amount</u>
(a) Clerk-typist (Clerk 2)	\$3,090	\$3,214	6 mos.	\$ 62.00
(b) Clerk-stenographer (Clerk 3)	4,050	4,212	9 mos.	121.50
(c) Senior Secretary (Clerk 4)	4,710	4,898	9 mos.	141.00
(d) Editorial Assistant (Editor 2)	5,730	6,017	9 mos.	215.25
(e) Asst. Exec. Secretary (Admin. Officer 7)	10,900	11,554	5 mos.	272.50
(f) Exec. Secretary	16,250	18,250	12 mos.	2,000.00
	<u>Total</u>			<u>\$2,812.25</u>

The total amount of retroactive or "back" pay due the members of the Secretariat is \$2,812.25.

Since an amount for retroactive pay was not included in the appropriations for 1965/1966 or the proposed estimates for 1966/67, the Commission may wish to consider whether the retroactive amount will be met (1) by transfer between primaries in the 1965/66 budget or (2) by appropriation from the Working Capital Fund under the 1966/67 budget.

Canadian Government Salary Levels for ICNAF Staff

<u>Clerk 2</u>	effective 30 June 1965	3090	3240	3390	3540	
	effective 1 October 1965	<u>3214</u>	<u>3370</u>	3526	3682	
<u>Clerk 3</u>	effective 30 June 1965	3900	4050	4200	4350	
	effective 1 October 1965	4056	4212	4368	4524	
<u>Clerk 4</u>	effective 30 June 1965	4410	4560	4710	4860	
	effective 1 October 1965	4586	4742	4898	5054	
<u>Editor 2</u>	effective 30 June 1965	5730	5910	6090	6270	6450 6630
	effective 1 October 1965	6017	6206	6395	6584	6773 6962
<u>Admin. Officer 7</u>	effective 30 June 1965	10,900	11,300	11,800	12,300	
	effective 1 October 1965	11,554	11,978	12,508	13,038	
<u>Senior Officer 1</u>	effective 30 June 1965	14,500	15,000	15,500	16,000	16,500 17,000 // 17,500 18,000 (Ann. Inc. \$250)
	effective 1 July 1965 (announced Dec. 1965)	15,370	15,900	16,430	16,960	17,490 18,020 // 18,550 19,080 (Ann. Inc. \$265)
	effective 1 July 1965 (announced 6 April 1966)	A. 16,500	17,000	17,500	18,000	18,500 19,000 19,500 20,000 (Ann. Inc. \$250)
	effective 1 July 1966 (announced 6 April 1966)	B. 16,500	17,000	17,500	18,000	18,500 19,000 19,500 20,000 20,500 (Ann. Inc. \$250)

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