

Rotationality Review

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Conclusions/Recommendations

1. The present distribution of rotational and non-rotational positions meets operational needs with the exception of the E branch and the AS group. There is a deficit of junior FS positions abroad.

DEPUTIES' RESPONSE: We respect the ADMs' assessment of the situation in their areas under their purview. The shortage of junior FS positions abroad is of concern. We believe that after years of budget restrictions, the pendulum has swung far enough and that we need to start rebuilding our stock of junior positions abroad. This will be done when new resources are available.

2. Conversion of positions should proceed on the basis of existing criteria. Incumbents should be given the option of converting or being grandfathered.

DEPUTIES' RESPONSE: Agree.

3. Recruitment of rotational officers from university and through lateral entry should be increased to fill vacant positions.

DEPUTIES' RESPONSE: We have agreed to intakes of 60 FS officers this year and next and we support a lateral entry exercise into the FS group this summer under clear and transparent rules.

4. The lateral entry process should be made more transparent and regularized as a means of entry into the foreign service.

DEPUTIES' RESPONSE: Agree.