

FS Survey of Terms and Conditions of Employment  
Detailed Results Table Part I – May 3, 2002

		DFAIT/CIC	USA	COUNTRY - A	NEW ZEALAND	COUNTRY - B	COUNTRY - C	COUNTRY - D	COUNTRY - E	COUNTRY - F
32.	Of the Foreign Service Officers who leave at each level, please indicate the percentage leaving for each of the reasons below:	<p><b>FSDP:</b> 0% retirement or death 100% voluntary separation</p> <p><b>FS-02:</b> 58% voluntary separation 42% Retirement or death</p> <p><b>EX-01 level:</b> 69.6% retirement or death 30.4% voluntary separation</p>	Specific statistics not available	<p><b>Entry level:</b> 74.7% retirement or death 25.3% voluntary separation</p> <p><b>Second level:</b> 39.5% retirement or death 60.5% voluntary separation</p> <p><b>Third level:</b> 43.9% retirement or death 56.1% voluntary separation</p> <p><b>Fourth Level:</b> 51.8% retirement or death 48.2% voluntary separation</p>	<p><b>Entry level:</b> 0% retirement or death 0% voluntary separation</p> <p><b>Second level:</b> 100% voluntary separation</p> <p><b>Third level:</b> 100% voluntary separation</p> <p><b>Fourth Level:</b> 100% Voluntary Separation</p> <p><b>Fifth Level</b> 80% retirement or death 20% voluntary separation</p>	Retired 1.9% (No other figures available)	Very low attrition	<p><b>Entry Level:</b> 0% Retirement or death 100% Voluntary Separation</p> <p><b>Second Level:</b> 0% Retirement or death 100% Voluntary Separation</p> <p><b>Third Level:</b> 100% Retirement or death 0% Voluntary Separation</p> <p><b>Fourth Level:</b> 100% Retirement or death</p>	<p><b>Entry Level:</b> 0% Retirement or death 100% Voluntary Separation</p> <p><b>Second Level:</b> 0% Retirement or death 100% Voluntary Separation</p> <p><b>Third Level:</b> 80% Retirement or death 20% Voluntary Separation</p> <p><b>Fourth Level:</b> 96% Retirement or death 4% Voluntary Separation</p>	
33.	Of those who leave due to voluntary separation, please rank the top three reasons for leaving at each level.	<p><b>FSDP:</b> Family or spousal career Compensation Career Change</p> <p><b>FS-02:</b> Family or spousal career Compensation Career Change</p> <p><b>EX-01:</b> Family or spousal career Compensation Career Change</p>		<p><b>Entry Level</b> Compensation Career Change Lifestyle</p> <p><b>Second Level</b> Career Change Compensation Lifestyle</p> <p><b>Third Level</b> Family or spousal career Career change Compensation</p> <p><b>Fourth Level</b> Career Change Lifestyle Family or spousal</p>	<p><b>Entry Level</b> Compensation Career Change Family or Spousal Career</p> <p><b>Second Level</b> Compensation Career Change Family or spousal Career</p> <p><b>Third Level</b> Family or Spousal Career Compensation Career Change</p> <p><b>Fourth Level</b> Career Change Lifestyle Compensation</p>	<p><b>Entry Level</b> Family or spousal career N/A Compensation</p> <p><b>Second Level</b> Family or spousal career N/A Compensation</p> <p><b>Third Level</b> Family or spousal career Career Change Family or Spousal Career</p> <p><b>Fourth Level</b> Family or Spousal Career Career Change</p>		<p><b>Entry Level</b> Compensation Career Change Family or spousal career</p> <p><b>Second Level</b> Career Change Compensation Family or spousal career</p> <p><b>Third Level</b> N/A N/A</p> <p><b>Fourth Level</b> N/A</p>	<p><b>Entry Level</b> Compensation Career Change Family or spousal career</p> <p><b>Second Level</b> Compensation Career Change Family or spousal career</p> <p><b>Third Level</b> Compensation Career Change Family or spousal career</p> <p><b>Fourth Level</b> Compensation Career Change Family or spousal career</p>	

Note: Some of the respondents are not included in the table because they requested confidentiality. Their data are only included in the Summary Results Table.