

**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
29.	How long (in years) will a Foreign Service Officer remain in a level before being promoted?	To 4 th level: Performance appraisal Existence of an opening at the next level	To 4 th level: Appraisal Interview Existence of an opening at the next level Other: written application Other: Written and oral referee reports	To 4 th level: Appraisal Existence of an opening of potential to perform at the next level Other: experience/postings relevant to some fundamental determining factor	To 4 th level: Performance appraisal Years of experience in grade Existence of an opening at the next level	To 4 th level: Performance appraisal Years of experience in grade Existence of an opening at the next level	To 4 th level: Years of experience in grade Existence of an opening at the next level	To 4 th level: Performance appraisal Years of experience in grade Existence of an opening at the next level	To 4 th level: Performance appraisal Postings abroad Existence of an opening at the next level
		To 5 th level: Performance appraisal Existence of an opening at the next level	To 5 th level: Performance appraisal Interview Existence of an opening at the next level Other: Written Application Other: Written and oral referee reports	To 5 th level: Performance appraisal Existence of an opening at the next level Other: Assessment of potential to perform at the next level Other: experience/postings relevant to some degree, but not determining factor	To 5 th level: Performance appraisal Years of experience in grade Existence of an opening at the next level	To 5 th level: Performance appraisal Years of experience in grade Existence of an opening at the next level	To 5 th level: Years of experience in grade Existence of an opening at the next level	To 5 th level: Performance appraisal Years of experience in grade Existence of an opening at the next level	To 5 th level: Performance appraisal Interview Postings abroad Existence of an opening at the next level
29b	What percentage of officers are promoted from each level each year?	Entry level: 4 years Second level: 5 years Third level: 7.5 years Fourth level: 8.5 years	Entry level: 1 year Second level: 2.5 years Third level: 6.5 years Fourth level: 6 years	Entry level: 4 years Second level: 4 years Third level: 5 years Fourth level: 9 years	No average figures	Entry level: 3 years Second level: 6.5 years Third level: 6.5 years Fourth level: 4 years	Entry level: 3 years Second level: 6 years Third level: 10 years Fourth level: 20 years	Entry level: 9 years Second level: 6 years Third level: 12 years	Entry level: 3 years Second level: 5.5 years Third level: 8 years Fourth level: 4 years
		To FS-2: 18% To EX-1: 3-4%	To second level: 1.1% To third level: 8.8% To fourth level: 3.4%	To Second level: 25% To Third level: 25% To fourth level: 25%					

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.