

**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
	4. Other: Does not meet career aspirations 5. Parental/other adult care responsibilities 6. Poor fit of posting responsibilities with officer's skills	5. Parental/other adult care resp.	5. Inadequate compensation offer 6. Inability of same-sex/common-law partner to be included on the officer's visa and/or passport 7. Poor fit of posting responsibilities with officer's skills 8. Parental/other adult care responsibilities	5. Inadequate compensation offer 6. Inability of same-sex partner to work at the posting location	4. Local conditions 5. Inadequate compensation offer 6. Inability of same-sex/common-law partner to be included on the officer's visa and/or passport	5. Inability of same-sex/common-law partner to be included on the officer's visa and/or passport 6. Inadequate compensation offer	responsibilities with officer's skills 6. Inability of same-sex/common-law partner to be included on the officer's visa and/or passport	common-law partner to be included on the officer's visa and/or passport	5. Inability of same-sex/common-law partner to be included on the officer's visa and/or passport 6. Inadequate compensation offer
<i>Career Progression</i>									
28.	What criteria are used to determine if an individual will be promoted?	Promotion to 2 <sup>nd</sup> level: Performance appraisal	Promotion to 2 <sup>nd</sup> level: Performance appraisal Interview Simulation Exercise Existence of an opening at the next level Other: Written application Other: Written and oral referee reports	Promotion to 2 <sup>nd</sup> level: Performance appraisal Other: Assessment of potential to perform at the next level	Promotion to 2 <sup>nd</sup> level: Performance appraisal Years of experience in grade Existence of an opening at the next level	Promotion to 2 <sup>nd</sup> level: Performance appraisal Years of experience in grade Existence of an opening at the next level	Promotion to 2 <sup>nd</sup> level: Performance appraisal Years of experience in grade Existence of an opening at the next level	Promotion to 2 <sup>nd</sup> level: Performance appraisal Years of experience in grade Existence of an opening at the next level	Promotion to 2 <sup>nd</sup> level: Performance appraisal Years of experience in grade Existence of an opening at the next level
		To 3 <sup>rd</sup> level: Performance appraisal Existence of an opening at the next level	To 3 <sup>rd</sup> level: Appraisal Interview Existence of an opening at the next level, Other: Written application Other: Written and oral referee reports	To 3 <sup>rd</sup> level: Appraisal Existence of an opening at the next level Other: Assessment of potential to perform at the next level	To 3 <sup>rd</sup> level: Performance appraisal Years of experience in grade Existence of an opening at the next level	To 3 <sup>rd</sup> level: Performance appraisal Years of experience in grade Existence of an opening at the next level	To 3 <sup>rd</sup> level: Years of experience in grade	To 3 <sup>rd</sup> level: Performance appraisal Years of experience in grade Existence of an opening at the next level	To 3 <sup>rd</sup> level: Performance appraisal Existence of an opening at the next level

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.