

promotions in the SCY 1-2 group based on only a few days' experience in a post abroad contributed greatly to the already low morale among secretaries of long service with the Department whose own promotions had been hard-won.

When revising the Statements of Qualifications, the Committee based the review on the following principles:

1. Rated Requirements for Knowledge and Abilities to be linked to their increasing degree of complexity and responsibility from level to level.
2. Personal Suitability requirements to be revised to reflect the qualities essential to a rotational Foreign Service Secretary, and to be defined to avoid differing interpretations by rating officers.
4. Basic Requirement for Experience to be expressed in order to take into account the concept of a rotational Foreign Service Secretary.

WE THEREFORE RECOMMEND THAT

1. *The Statements of Qualifications (Annex 'B') as re-written be adopted and implemented when this report is accepted.*
2. *The Summary of Duties on the Statements of Qualifications be removed permanently for rotational SCYs and only the actual duties/responsibilities as performed by the secretary be taken into account.*
3. *The required permission be sought from the Public Service Commission for the raising of the Basic Requirement for Experience.*