

- trend in our attrition?

5.1.6 Attrition

For the purposes of this study, we defined attrition as any individual who left the Foreign Service, not including promotions. Fifty-seven percent of countries have attrition under two percent, and 21% have 3-5% attrition. Attrition is somewhat higher at the second and third levels. At DFAIT/CIC, attrition is 3-4% among Foreign Service Officers. Voluntary separation is higher than attrition for any other reason, except at the highest levels. The most cited reasons for voluntary separation are compensation at the entry level, career change at the second level, family or spousal career at the third level, and career change at the fourth level. For DFAIT/CIC, family or spousal career is the primary reason for attrition for FSDP and FS-02.

Most of the countries (73%) and other organizations (75%) reported that turnover has remained steady over time. Twenty percent of countries reported an increase in turnover.