

*The Political Officer  
in the Department of Foreign Affairs and International Trade*

The FS group is neither young nor old. While about a quarter of its members (23%) have five or less years of service behind them, the same proportion (23%) have 21 or more years of service to their credit. In the middle are about 100 FS-1s, 80% of whom have 6-10 years of service, and about 360 FS-2s, 75% of whom have 11-20 years of service (Table 3).

| <b>TABLE 3<br/>FOREIGN SERVICE OFFICERS (FS)<br/>YEARS OF SERVICE</b> |           |           |           |           |         |     |       |
|---|-----------|-----------|-----------|-----------|---------|-----|-------|
| Level   | 0-5       | 6-10      | 11-20     | 21-30     | 31-35   | 35+ | TOTAL |
| FS 1  | 63% (187) | 28% (83)  | 7% (21)   | 2% (6)    | 0%      | 0%  | 297   |
| FS 2  | 3% (17)   | 17% (96)  | 47% (266) | 28% (158) | 5% (28) | 0%  | 566   |
| TOTAL   | 23% (198) | 21% (181) | 33% (285) | 19% (164) | 4% (35) | 0%  | 863   |

*Source: DFAIT's Demographic Profile*

At issue is the large number of FS-2 officers with 11 or more years of service (approximately 450) for whom there is limited scope for advancement due to the existence of only two FS levels below the EX level and the absence of any non-management professional levels beyond FS-2. This group represents almost 80% of FS-2s and in excess of 50% of all FSs. More than 30% of FS-2s have 21 or more years of service. Less than 3% of eligible FS-2s are promoted per year. At current rates, less than 25% of FSs can aspire to a promotion.

Nor is attrition likely to provide a solution. Only 6% of FS-2s are now eligible to retire and only another 19% within the next five years (Table 4). Not all can be expected to do so. Even if they did, some 335 of today's FS-2s would still face long odds for any advancement at all -- despite records of accomplishment in work environments which would defeat most other public servants.

| <b>TABLE 4<br/>FOREIGN SERVICE OFFICERS (FS)<br/>RETIREMENT POTENTIAL</b>                      |              |            |                |            |       |
|--|--------------|------------|----------------|------------|-------|
| <i>Assumes people retire at 55 years of age and 30 years of service, or at 65 years of age</i> |              |            |                |            |       |
| Level  | Not Eligible | At present | Within 5 years | 5-10 Years | Total |
| FS 1   | 96%          | 0%         | 2%             | 2%         | 297   |
| FS 2   | 57%          | 6%         | 19%            | 18%        | 566   |
| TOTAL  | 71%          | 4%         | 13%            | 12%        | 863   |

*Source: DFAIT's Demographic Profile*