

The most common reasons for turning down postings were local conditions (isolation, personal security cultural differences, climate, lack of health care facilities), parental responsibilities (care of children) and inability of the spouse to work at the posting location. At DFAIT/CIC, the top three responses were the same.

5.1.5 Career Progression

The most commonly cited criterion for promotion at all levels (75% for the two lower levels, 81% for higher levels) in other countries was a review of performance appraisals, as at DFAIT/CIC. The second most cited criterion was the existence of an opening at the next level, especially for more senior levels. At DFAIT/CIC, an opening must be available for promotion to the highest level. The number of years of experience in grade was cited in nearly half of all cases for promotion to the second level, increasing somewhat at higher levels. Postings abroad and interviews were cited less often; simulation exercises were only cited in two cases (other than DFAIT/CIC). In other organizations, performance appraisals, years of experience in grade, and the existence of an opening at the next level are criteria in the majority of cases.

Officers spend an average of 3.2 years at the entry level; 5.8 years at the second level, 7.8 years at the third level, and 8.8 years at the fourth level, as shown below:

Years in Each Level

	DFAIT/CIC	Countries	Other Orgs
Job A	5	3.2	2.8
Job B	10*	5.8	3.8
Job C		7.8	4.2
Subtotal of A, B & C	15	16.8	10.8
Job D		8.8	4.8

* DFAIT/CIC only has two levels and two salary scales.

Among countries, 22% of officers at entry level are promoted from the entry level to the second level in a typical year, 15% from the second level to the third level, 13% from the third level to the fourth and 11% from the fourth level to the fifth. DFAIT/CIC has two levels below the EX-01 level, as indicated above. As the FSDP was only initiated in 1998, no FSDP officers have actually been promoted from FSDP to FS-02. The first such movement will only occur in 2003. However, for comparison purposes only, based on annual intake and on recent FS-01 to FS-02 promotion experience, about 18% of the FSDP officers at DFAIT/CIC are expected to be promoted from FSDP to FS-02 each year. In respect of FS-02 to EX-01, an average of 3-4% are promoted each year.