

**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
Mid-career Recruitment										
13.	Do you recruit Foreign Service Officers at mid-career?	No	Yes, but from within the Public Service only	Yes, from within the Public Service and the private sector	Yes, from within the Public Service and the private sector	Yes, but from within the Public Service and the private sector	No	Yes, from within the Public Sector and the private sector	No	No
14.	What are the minimum criteria for consideration as a mid-career recruit?	N/A	B.A. 4 years experience 0 foreign languages Other: Previous Government Service at a mid-career grade	No Specific degree No specific number of years work experience 0 foreign language	B.A 6 years work exp 0 foreign language	Other: No minimum criteria – merits relevant to the work		Master's 1 year of work experience 2 Foreign Language Other: Foreign Service and Civil Service exams	N/A	N/A
15.	At what level are mid-career recruits typically placed?		Appropriate level commensurate with work experience.	Appropriate level commensurate with work experience.	Appropriate level commensurate with work experience.	Appropriate level commensurate with work experience.		Other: level is calculated based on career up to time of entry into civil service (previous civil service considered at full value, private sector exp. at half value)	N/A	N/A
Locally Hired Professional Staff										
16.	What is the staffing trend with respect to locally hired professionals instead of Foreign Service Officers?	Percentage of locally hired professionals is rising	Percentage of locally hired professionals remains steady.	Percentage of locally hired professionals remains steady.	Percentage of locally hired professionals is rising	Percentage of locally hired professionals is rising	Percentage of locally hired professionals is rising	Other: Locally hired staff at foreign missions comprises mostly administrative/technical personnel	Percentage of locally hired professionals is rising	Percentage of locally hired professionals is rising
Professional Orientation and Training										
17.	What kind of orientation and training are provided to new Foreign Service Officers?	On-the-job training Classroom-setting courses Self-study courses Domestic training assignments Foreign training assignments	On-the-job training Classroom-setting courses Self-study Courses Foreign training assignments Language Training	On-the-job training Classroom-setting courses Domestic training assignments	On-the-job training Classroom-setting courses Domestic training assignments Foreign training assignments Language training	On-the-job training Classroom-setting courses Self-study Courses Language Training	Classroom-setting courses Self-Study courses Language training	On-the-job-training Classroom-setting courses Domestic training assignments Foreign training assignments	On-the-job-training Classroom-setting courses Language training	On-the-job-training Classroom-setting courses Language training

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.