

The Committee also considers that, while Knowledge is important, the application of that Knowledge through demonstrated Abilities is more important. Of equal importance, for a rotational Foreign Service Secretary, are the Personal Suitability factors. On the present promotion board scoring, Knowledge is currently weighed by 6 for the SCY 1-3 and by 7 for the SCY-4.

Taking into consideration the following principles that:

1. Knowledge should be attributed a weight factor of 2 (two) for SCY 1-4 instead of 6 (six) for SCY-1-3, and a weight factor of 7 (seven) for SCY-4 (Knowledge will be then worth 10% of the possible marks, instead of 33%);
2. Appraisal reports be weighed in relation to the length of period the report covers, e.g., three months/twelve months, eight months/twelve months, etc;
3. Promotion Board members should have sufficient knowledge of both official languages,

WE THEREFORE RECOMMEND THAT

1. *Terms of reference and guidelines and instructions for promotion boards be completely re-written (this should be done by the Appraisal and Promotion Policy Unit, if adopted).*
2. *Promotion boards should be composed of at least three fluently bilingual members plus a non-voting secretary (possibly a SCY not included in area of selection), who will take notes of comments made by board members or of marks awarded.*
3. *Apart from Knowledge, which should have a weight factor of 2 (two), no other individual Rated Requirement be given additional weight.*