

**FS Survey of Terms and Conditions of Employment
Detailed Results Table Part 3 – May 3, 2002**

Note: Question numbering is as per "Foreign Service in other countries" survey. Questions that were not asked of international organizations and private sector companies are marked "N/A". A blank indicates that the responding country, business or organization did not complete that particular question.

		DFAIT/CIC	COMPANY - A	COMPANY - B	COMPANY - C	COMPANY - D
Locally Hired Professional Staff						
16.	What is the overall trend of staffing foreign missions with locally hired professionals instead of Foreign Service Officers?	Percentage of locally hired professionals is rising	Percentage of locally hired professionals is rising	Percentage of locally hired professionals remain steady	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 Language training	N/A	N/A	N/A	N/A
18.	How long is the orientation and training program for new Foreign Service Officers?	More than two years	N/A	N/A	N/A	N/A
19.	After the initial orientation and training period, how many days of training are typically provided per year?	5.3	N/A	N/A	N/A	N/A
20.	What is the average length of a standard foreign posting (to one country), in years?	3.5	3 years	4	3	2.5
21.	Do officers typically return to their home country after a foreign posting?	Other: DFAIT – rotate between home and posting. C-I – rotate after 2 or more postings	Yes, they typically return home and do not undertake any more foreign assignments	Managed on a case-by-case basis	Yes, they typically return home and do not undertake any more foreign assignments	Yes, they typically return home and do not undertake any more foreign assignments
22.	Are Foreign Service Officers able to influence if and where they will be posted?	Yes, but other factors usually override personal choice.	Staff may turn down assignments without consequence	Yes, but other factors override personal choice	Yes, but other factors override personal choice	Yes, but other factors override personal choice
23.	In the case of competing interests, who makes the final decision regarding where a Foreign Service Officer will be posted?	Head of Mission	Head of relevant department at the assignment location	Head of relevant department at the assignment location	Head of relevant section at headquarters	Head of relevant section at headquarters
24.	On average, how much notice are individuals given regarding their posting location and starting date, in months?	6	1 month	3 months	3 months	2 months
25.	What is the typical duration of a hardship posting, in years?	Easiest Hardship: 3 years Most difficult: 2 years	N/A	Easiest Hardship: 3 years Most Difficult: 3 years	Easiest Hardship: 2.5 years Most Difficult: 1.5 years	Easiest Hardship: 2.5 years Most Difficult: 1.5 years
26.	In a typical Foreign Service career, how many hardship postings must an Officer take?	None	None	None – Not relevant at this organization	None	None
27.	Reasons to turn down a foreign posting	1. Inability of spouse/partner to work at	1. Inadequate compensation offer	1. Inability of spouse/partner to work	1. Inability of spouse/partner to work	1. Inability of spouse/partner to work

Note – Some of the respondents are not included in the table – data are only included in aggregate report.