

**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
<i>Recruitment</i>										
8.	What are the minimum criteria for consideration as a Foreign Service Officer recruit?	Undergrad 0 yrs work exp 0 for. languages Other: Minimum pass mark on personal suitability introduced in 2001	No education requ. 0 yrs work exp 0 for. languages Other: US Citizen between 21 and 59 years of age	Undergrad 0 yrs work exp 0 for. languages	B.A 0 yrs work exp 0 for. language Other: NZ citizenship required	No minimum criteria	Master's 0 years work exp 2 for. languages Other: completion of exams	Master's 0 years work exp 2 for. languages Other: Competitive exams	Undergrad 2 years work exp 2 for. languages	
9.	In actual practice, what is the highest level of education possessed by most new recruits?	Undergrad degree	Master's degree	Undergrad degree	Undergrad degree	Master's degree	Master's degree	Master's degree	Master's degree	
10.	In actual practice, how many years of work experience do most new recruits have?	Two years or less	Five years or more	More than two years but less than five years	Two years or less	More than two years but less than five years	Two years or less	Two years or less	Two years or less	
11.	To which of the following do you recruit? <i>Please check all that apply</i>	Officers are recruited to the Foreign Service in general	Officers are recruited to a specific specialty or position (Political, economic, consular, administrative, and public diplomacy career tracks)	Officers are recruited to the Foreign Service in general Officers are recruited to a specific assignment abroad Officers are recruited to a specific specialty or position (accounting, finance, passports)	Officers are recruited to the Foreign Service in general	Officers are recruited to the Foreign Service in General Officers are recruited to a specific specialty or position (Economists, Lawyers, trade people)	Officers are recruited to the Foreign Service in General Officers are recruited to a specific specialty or position – Cultural Affairs, IT-Technical Personnel	Officers are recruited to the Foreign Service in General	Officers are recruited to the Foreign Service in General Officers are recruited to a specific specialty or position – Only for jobs in the Ministry, not abroad	
12.	Are specialists compensated as FS Officers, or according to their profession?	Compensated as Foreign Service Officers	Compensated as Foreign Service Officers	Compensated as Foreign Service Officers	Compensated as Foreign Service Officers	Compensated as Foreign Service Officers Compensated according to their profession	Compensated as Foreign Service Officers	Compensated as Foreign Service Officers	Compensated according to their profession	

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.