



# Foreign & Commonwealth Office

13 October 2009

## **FREEDOM OF INFORMATION REQUEST**

Thank you for your request dated 25 September 2009 under the Freedom of Information Act. You asked that the Foreign and Commonwealth Office (FCO) should disclose:

1. How are staff assessed for promotion
2. What schemes or assessment are there for junior, middle and senior staff. I would like a breakdown of each scheme available for promotion to junior, middle and senior management.
3. How many assessment schemes/centres have there been for 2007, 2008 and 2009
4. What has been and is cost for running the centres/schemes for 2007, 2008 and to date for 2009.

I can confirm that the FCO does hold information to answer your request.

Taking each of your questions in turn:

1. Administrative staff are assessed for promotion via the "From A to B Promotion Scheme", while junior and middle managers are assessed at Assessment and Development Centres (ADCs).
2. There are three different Assessment and Development Centres: from FCO Band B to Band C (junior to middle management); from FCO Band C to Band D and from FCO Band D to Senior Management Structure.
3. Over the past three financial years we have held:  
  
FY 2007-8: 19 FAB Boards; 24 B to C ADCs and 12 SMS ADCs. (The C to D ADC was introduced in FY 2008-9).  
FY 2008-9: 18 FAB Boards; 25 B to C ADCs; 12 C to D ADCs and 11 SMS ADCs.  
FY 2009-10 to date: 10 FAB Boards; 6 B to C ADCs; 6 C to D ADCs and 6 SMS ADCs.
4. Expenditure on our promotion schemes, by financial year, was as follows:  
FY 2007-8: £958,471.99.  
FY 2008-9: £1,469,552.50.  
FY 2009-10 to date: £438,373.51 (with a budget of £1.2 million for the whole year)

In keeping with the spirit and effect of the Freedom of Information Act, all information is assumed to be releasable to the public unless exempt.