

Diplomatic Service Regulation 8: Global Mobility Obligation

1. As a member of the Diplomatic Service you are subject to a global mobility obligation. This means that you must be prepared to go to any appropriate post in the UK or overseas to which you are appointed. When appointments are made, Selection Boards will, as far as possible, take account of your preferences and personal circumstances, but the most important factor in any decision will be the operational needs of the FCO.
2. If you are appointed to a Post and then ask to be withdrawn from it, whether before or after arriving at Post, and before the natural end of your tour of duty, you should carefully consider your ability to meet the global mobility obligation within the Diplomatic Service. The circumstances of your withdrawal will be taken into account but premature withdrawal from a posting may result in you incurring financial penalties, and options for future jobs may be restricted.

Home Service Regulation 7: Mobility Obligation

1. The Civil Service is divided into mobile and non-mobile grades. Mobility is a condition of all appointments where members of staff join the FCO at B3 (Civil Service Grade – Executive Officer) and above. If you are in a mobile grade, you are liable to be transferred to a Civil Service post anywhere in the UK or overseas at public expense. If you are promoted from a non-mobile grade or accept a permanent transfer from a non-mobile grade to a mobile grade, you will be required as a condition of your promotion or transfer to accept the mobility obligation.
2. If you are in a non-mobile grade, you are liable for permanent transfer only to posts within reasonable daily travelling distance of your home. You may, however, at the discretion of your department be required to serve away from home for periods of detached duty.