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Annexure 1

Mr V Mlambo
First Secretary
South African Embassy
Beijing
P.R China

20 July 2005

Fax: 00 8610 6532 0174

Dear Colleague

Research: To What Extent is the Foreign Service Institute (FSI) Training Programme Relevant to the Challenges Facing a South African Diplomat in the Global Context.

I am currently a student at the University of Pretoria School of Public Management and Administration studying towards a PhD degree in Public Affairs. As part of my research course I have chosen to study the relevancy of the Foreign Service Institute (FSI) training programme to the challenges facing South African diplomats in the global context.

To get an insider perspective I have chosen to speak to you as a practitioner in this field who has an insight into the challenges that the country's diplomats are faced with to successfully execute its foreign policy. I am also of the view that since you have attended the FSI training you are in a better position to comment on its relevancy to the challenges that you encounter daily while pursuing the country's foreign policy objectives.

This research will hopefully provide insights to the current debate on the development of a training programme that will meet the demands of the country's diplomatic capacity. The debates in Department of Foreign Affairs (DFA) are mainly looking at how the current FSI training programme could be enhanced to ensure that the country's diplomats are equipped with the relevant skills to successfully facilitate, coordinate and implement the country's foreign policy. I am confident that findings of the research of this nature will be of benefit to your organisation by providing findings which will indicate the extent to which current Foreign Service training programme is relevant to the challenges experienced by the country's diplomats in the implementation of the country's foreign policy and recommendations on how it can be improved.

I will liaise with you telephonically to set the interview date and time as soon as I have received your response to the attached questionnaire and also your willingness to participate in the study. I will also be pleased if you can refer me to individuals whom you think can make valuable contribution to the study. For any inquiries please feel free to contact me at the following email address: monomash@hotmail.com or fax the completed questionnaire to +8610 6532 6981 if any further clarification is needed in regard to my humble request.

Thank you.

Very sincerely yours,

Mono Mashaba

**NON-STRUCTURED OPEN-ENDED QUESTIONNAIRE
FOR
THE SURVEY OF THE EFFECTIVENESS OF THE FOREIGN SERVICE
INSTITUTE TRAINING PROGRAMME**

NB. The anonymity of the respondent is guaranteed.

Part One: Personal Information

1.	How long have you been working for the Department of Foreign Affairs?	
2.	What position are you currently occupying and what are your responsibilities?	
3.	Have you ever been posted to a foreign country? If yes, which countries.	
4.	When was you last posted and for how long?	
5.	What is your highest education background? a. High School b. Undergraduate c. Post-graduate	



Part Two: Organisational Information

6	Which Branch of DFA are you employed in?	
7	What is the objective of your Branch in relation to country's foreign policy?	
8	How many missions fall under this Branch?	
9	Have the Branch made progress in its support for the implementation of the country's foreign policy objectives?	
10	Tell me more about your division or mission's activities in support of the implementation of the country's foreign policy?	
11	Does your mission or division have capacity to successfully execute its mandate? Substantiate.	



12	How do you rate the performance of your division or mission in regard to the attainment of the country's foreign policy objectives of 5 points?	
13	If the above rating is 3 or below, what do you feel needs to be done to rectify the situation to enable the mission/division to fulfil its objectives?	
14	There are existing human resources policies in DFA that are currently used to recruit, select and appoint diplomats. What is your comment about the impact of these policies to the fulfilment of the department's mandate?	



Part Three: Foreign Service Training

15	Did you get the opportunity to attend the FSI training programme?	
16	If, yes, when did you attend the training programme and how long was it?	
17	Was the training programme a difficult programme for you?	
18	Did your educational background play a role in your ability to go through the programme with ease?	
19	Is the training that you received relevant to your current responsibilities?	
20	The country has assumed a much greater leadership role in the past 10 years in championing the cause for Africa's economic development, peace and security. Do you think the training have equipped you to play a role in enhancing this process?	
21	The country has also	



	been involved in providing impetus for South-South and North-South Cooperation, was the training relevant in this regard?	
22	The whole process of diplomacy has become a competitive process for countries. The globalisation process has put diplomacy to be not concerned with peace and security amongst states but to be at the centre of driving the bread and butter issues. Did the training programme equip you for this task?	
23	Today, developing countries are clamouring for limited world markets and investments. Do you think the training provided you with the required skills to undertake this function?	
24	Given the cluster model/approach employed to integrate various departments activities in order to implement government policies. Did the training programme prepare you fully to facilitate the international work of the many governments'	



	departments in the international arena?	
25	Bilateral and multilateral decisions are reached through negotiations followed by the signing of agreements, was the training programme valuable to you in this regard?	
26	Has the training fully equipped you to successfully deal with the country's foreign challenges?	
27	What would you say if you are asked to comment on the current training programme in relation to your practical experience?	
28	If there is anything that you need to see included or excluded in the training, if there is any what is that and why?	