



Foreign &  
Commonwealth  
Office

**Human Resources Directorate**  
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Abdul Hai

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12 September 2016

Dear Abdul

**FREEDOM OF INFORMATION ACT 2000 REQUEST REF: FOI 0812-16**

Thank you for your email of 21 August asking for information under the Freedom of Information Act (FOIA) 2000. You asked for:

*I would like to refine my request to ask what nationality rules does the FCO apply in regards to staff appointments? For example, EU, Commonwealth, UK nationals or anyone who has a right to work in Belgium?*

I can confirm that the Foreign and Commonwealth Office (FCO) does hold the information you require.

The Aliens' Employment Act 1955 makes it an absolute requirement that all staff recruited to the Foreign and Commonwealth Office (FCO) on UK terms and conditions must be UK nationals. The FCO therefore employs UK Nationals, or dual nationals where one of those nationalities is UK.

Our overseas missions recruit locally for some positions. They are governed by local labour laws and not UK legislation. Applicants resident in either the country of the vacancy, in the UK or a third country are eligible to apply and must have the right to work and reside in the country of the vacancy.

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I hope you are satisfied with this reply. However, if you wish to make a complaint or if you would like a review of our decision, please write to the FOI and DPA Team, Foreign and Commonwealth Office, Room K4.04, King Charles Street, London, SW1A 2AH. E-mail: [foi-dpa.imd@fco.gov.uk](mailto:foi-dpa.imd@fco.gov.uk). You have 40 working days to do so from the date of this letter.

If you are not content with the outcome of your complaint, you may then apply directly to the Information Commissioner for a decision. Generally, the Information Commissioner cannot make a decision unless you have exhausted the complaints procedure provided by the FCO. The Information Commissioner can be contacted at: Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire SK9 5AF.

Yours sincerely,

FCO Recruitment Team  
Human Resources Directorate



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