

The IDI Program is now accepting applications from A.I.D. employees who have a graduate (MA, MS, etc.) degree with emphasis on economics, international relations, finance, or business administration. The ICI Program is seeking candidates with an accounting degree and two years' relevant experience.

Both the IDI and ICI training programs are designed to develop career specialists who will be able to assume responsibility for the Agency's major overseas functions. Interns receive up to 24 months of on-the-job training (in Washington and overseas) which is appropriate to their academic and professional backgrounds and fits the needs of the Agency. All interns are given a limited appointment at the FSRL-7 level. This includes in-service candidates who may now be at a higher level. If interns meet the high performance standards of the program they are promoted to FSRL-6 after 12 months, and then to the 5 level 12 months later - at which time they are converted to career status. Interns are considered for training assignments to Missions on a world-wide basis.

Interested employees, AID direct hire, PASA, personal services contract, contract or others who consider themselves eligible for the ICI program should contact Mr. Henry Beyda, HRDD, prior to December 7, 1972. Those interested and eligible for the IDI program should contact Mr. Beyda no later than January 5, 1973.

6. Foreign Service Performance Evaluation System (Subject Index 420)

AIDTO Circular A-1604, dated 11/22/72, reads:

FOR: ALL FOREIGN SERVICE PERSONNEL

1. The state of our personnel evaluation system is of the deepest interest and concern to me. I am happy that more than 2600 persons, or over 70% of the A.I.D. Foreign Service responded to the questionnaire on our present evaluation system. Further, more than 260 persons sent in narrative comments on the content of the PER form and elaborated on their perceptions of the system. A compilation of these results will appear in Front Lines.

2. The Foreign Service Performance Evaluation System Study Group advises that the preparation and installation of a new evaluation system before December 31, 1972 is not feasible and as an interim measure recommended this year's ratings be conducted in accordance with the present system. This recommendation I have accepted and details of such, as well as greater elaboration of the Study Group's findings to date, will be the subject of a separate communication.

Our new evaluation system will be the most practical, objective and open system that can be achieved. Moreover, the steps by which it is achieved will be equally open, with a constant flow of pertinent information to all A.I. D. Foreign Service personnel.

7. Home Leave Deductions (Subject Index 560)

The following item from the Foreign Service Journal, November, 1972 issue, is reprinted for general information:

**Home Leave Deductions:** We reported earlier that one AFSA member decided to challenge IRS' disallowance of his home leave tax deduction claim by filing a Small Tax Case in the Tax Court. He was able to do this under new procedures established by the Tax Reform Act of 1969 which calls for simple "small claims" type of tax cases for amounts less than \$1000. As soon as IRS received notice of the Small Tax Case action, the decision was reversed, and the claim was allowed. IRS apparently does not wish to contest the subject of home leave deductions as a small tax case which is not appealable. AFSA members who have received notices of disallowance, or who may receive such notices in the future with respect to home leave deductions, may wish to petition for redetermination of the tax deficiency as a small tax case as one possible way of achieving a reversal. The results of Stratton vs IRS in the Ninth Circuit Court of Appeals (case number 24, 806; September 1, 1971) can serve as a complete argument by any petitioner.

Small Tax Case petitions are filed on a simple form number a-S which is available from the Clerk of the Court, US Tax Court, Box 70, Washington, D. C. 20044. If you are residing in the US, the petition must be filed within 90 days of the date appearing on the IRS final notice of deficiency or disallowance. If you are at an overseas location, you have 150 days from the date of deficiency. Another useful publication to request is entitled "Election of Small Tax Case Procedure and Preparation of Petitions." A filing fee of \$10 must accompany the petition. In the interim, AFSA is continuing to work on the possibility of a new court test in view of the refusal of the Commissioner of Internal Revenue to acquiesce in the Ninth Circuit Court decision.

8. Schedule of 1973 Pay Periods (Subject Index 760)

Please see Attachment A for the Schedule of 1973 Pay Periods.