

Participant Profiles

Relocation and Incentives. Policies related to conditions of service abroad have as their objective matching host country living standards and purchasing power. The organization provides a 30 days daily subsistence allowance for certain locations to cover miscellaneous items not specifically covered in the relocation policy. Staff members sent abroad are required to pay a minimum of 40% of their housing costs and must pay the utilities costs in full.

Subsidization for private school is assessed on a case-by-case basis. When subsidized, all reasonable costs up to a maximum amount are paid. A flat amount for the post-secondary education of dependents is provided for staff in the home and host country.

The organization pays a hardship premium in the normal pay cycle. Hardship premiums are expressed as a percentage of base salary (8-25%) with monetary cap. A cost-of-living allowance is paid as a percentage of salary without a cap. Neither the hardship premium or the cost-of-living allowance is taxable.

Home Leave/R&R Leave. Home leave travel is provided generally once every two years. Staff members have the option to travel to another location and receive reimbursement up to the amount that would have been paid had they returned to the home country. Rest and Recreation trips are not provided.

The primary reason for turning down a posting is parental responsibilities. Local conditions (isolation, personal security, cultural differences, climate, absence of health care facilities) and the poor fit of posting responsibilities with staff member's skills are also common reasons. The organization attributes part of its low attrition rate (0-2%) to its very competitive compensation package.

Compensation. Compensation is shown in Canadian dollars in the following table:

Title	Job Match	Minimum	Maximum	Average Actual
01	Job A Match	\$136,216	\$192,312	\$149,003
02	Job B Match	\$154,613	\$215,407	\$176,313
03	Job C Match	\$159,749	\$239,659	\$190,800
04	Job D Match	\$143,476	\$206,129	\$179,202

Spousal Compensation/Assistance. The organization provides assistance to staff members for loss of spousal income and pension while on foreign postings. The amount is included in the allowance provided to the staff member.

Relocation and Incentives. Policies related to conditions of service abroad are designed to provide incentives to recruit and retain professional. The organization provides housing