

**FS Survey of Terms and Conditions of Employment  
Detailed Results Table Part 3 – May 3, 2002**

	<b>DFAIT/CIC</b>	<b>COMPANY - A</b>	<b>COMPANY - B</b>	<b>COMPANY - C</b>	<b>COMPANY - D</b>
<b>15.</b>	Do you provide assistance with the sale and/or purchase of the home country principal residence?	Sale: Yes, based on a different frequency – One buy and one sell per career Purchase - Yes, based on a different frequency – One buy and one sell per career	Sale: Yes, once per assignment Purchase – Yes, once per assignment	Sale – Yes, once per assignment Purchase – Yes, once per assignment	Sale – Yes, once per assignment Purchase – No
<b>16.</b>	Do you provide special financial assistance to staff whose families remain in the home country temporarily and join them after the start of the posting?	Yes, home housing share/deduction delayed until family vacates home country residence.	Yes, home housing share/deduction delayed until family vacates home country residence	No	Yes, home housing share/deduction delayed until family vacates home country residence
<i>Assistance with Host Country Housing (Abroad)</i>					
<b>17.</b>	Do you provide assistance for housing at the host location?	Yes, always	Yes, always	Yes, always	Only where housing costs are higher
<b>18.</b>	Do you require the officer to pay a portion of the cost of housing at the host location?	Yes - rent shares equivalent to what employee would pay at home	Yes – Home Housing Norm is deducted from base salary	Yes – Only if rental amount exceeds amount provided, which is calculated to be sufficient for the employee and family	Yes – 15% of salary to maximum (e.g. US \$1,500 per month)
<b>19.</b>	Do you pay for host location utilities costs (excluding telephone)?	Yes, included in the housing/cost-of-living allowance	Yes, reimbursed in selected locations only	Yes, staff member reimbursed for actual costs	Yes, staff member reimbursed for actual costs
<i>Employee Benefits Abroad</i>					
<b>20.</b>	Do you cover the additional costs of medical/dental care while on a foreign posting?	Yes, through the home country organization's standard private medical plan	Yes, through the home country organization's standard private medical plan Yes, through a host country group or individual medical plan	Yes, through the home country organization's standard private medical plan	Yes, through a special home country and/or international medical plan
<i>Perquisites Abroad</i>					
<b>21.</b>	Please indicate if you provide the following perquisites: Please check all those that apply.	Automobile No Recreational club membership No Representation allowance provided without cost to FS-02	Automobile: Only in accordance with host country norms for the position being filled Recreational Club Membership: Only in accordance with host country norms for the position being filled Representation Allowance – No Other: Transportation pass provided for VP and above	Automobile: Only in specific locations Recreational Club Membership: Managed on a case-by-case basis Representation allowance: Managed on a case-by-case basis	Automobile: Provided for specific program options with staff member bearing a portion of the cost Recreational Club Membership: No for staff member, provided to spouse only Representation allowance: No
<i>Education</i>					
<b>22.</b>	Do you pay for private schooling in the host	Elementary: Yes, but only if	Elementary: Yes, but only if	Elementary: Yes, but only if	Elementary: Yes, as a matter

Note – Some of the respondents are not included in the table – data are only included in aggregate report.