

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

| | DFAIT/CIC | USA | COUNTRY - A | NEW ZEALAND | COUNTRY - B | COUNTRY - C | COUNTRY - D | COUNTRY - E | COUNTRY - F |
|-------------------------|--|---|--|--|---|--|---|---------------------------------------|---|
| | home country | to 9 host country holidays for a total cap of 20 | home country | home country Other: A set entitlement of 13.5 statutory days is provided to officers in the host country | entitlement | entitlement | home country | entitlement Other: Depends on post | home country Other: In Addition – Bonus day (Maximum 9 years) |
| Repatriation | | | | | | | | | |
| 32. | Do you provide repatriation counselling for Officers and their families upon their return from a posting? | Yes | Yes | Yes | Yes | Yes | Yes | No | No |
| 33. | Are Officers who voluntarily end their posting early required to pay a portion of the repatriation cost? | No. However, CIC has a specific briefing that all employees returning from abroad must attend. | Depends on the circumstances | Yes, the Foreign Service Officer must pay a portion of the cost of relocation | No, the organization assumes the full cost of relocation | Depends on the circumstances | Yes, the Foreign Service Officer must pay a portion of the cost of relocation | Depends on the circumstances | Yes, the Foreign Service Officer must pay a portion of the cost of relocation |
| Current Concerns | | | | | | | | | |
| 34. | Please provide information about any issues that have been voiced among Foreign Service Officers or others within the and the response or intended response of the organization. | Compensation for loss of spousal employment. FS structure and salary. Employment Insurance benefits for spouses. Spousal Pension. Promotion appraisal systems | Spousal employment opportunities are a key employee concern. A headhunting firm was hired to help spouses find employment in Mexico City, as a pilot project. This is being rolled out to other big capitals | The Department has fully reviewed overseas conditions in recent months, with a view to issuing a new set of provisions (i.e. June 02). During this review process, management and staff have sought to address all outstanding issues of concern | Remuneration levels, Partner issues (management of dual careers; de facto/same sex partner recognition and access to employment in host country. Education provisions | Bad career prospects due to general budget cuts. Lobby Parliament to improve budgeting situation of Foreign Office | | | |

Note: Some of the respondents are not included in the table because they requested confidentiality. Their data are only included in the Summary Results Table.