

**FS Survey of Terms and Conditions of Employment
Detailed Results Table Part 2**

	DFAIT/CIC	NETHERLANDS	COUNTRY G	COUNTRY H	FRANCE	ORGANIZATION A	ORGANIZATION B	ORGANIZATION C	ORGANIZATION D
<i>Repatriation</i>									
32.	Do you provide repatriation counselling for Foreign Service Officers and their families upon their return from a foreign posting?	No. However, CIC has a specific briefing that all employees returning from abroad must attend.	Yes	No	Yes	No	No	No	No
33.	Are Foreign Service Officers who voluntarily terminate their posting early and return to the home country required to pay a portion of the repatriation cost?	Yes, the Foreign Service Officer must pay a portion of the cost of relocation	Depends on the circumstances	Depends on the circumstances	Depends on the circumstances	No, the organization assumes the full cost of relocation	No, the organization assumes the full cost of relocation	No, the organization assumes the full cost of relocation	Other: Staff members are required to pay repatriation costs only if staff members comes back within the first few months of their assignment.
<i>Current Concerns</i>									
34.	Please provide information about any issues that have been voiced among Foreign Service Officers or others within the organization,	Compensation for loss of spousal employment. FS structure and salary. Employment Insurance benefits for spouses. Spousal Pension. Promotion appraisal systems.						There is an issue with spouses, but no specific actions have been taken yet	

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