

**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
	accompanying Foreign Service Officers on posting due to career issues?	due to career-related issues.	USA	due to career-related issues.	due to career-related issues.	accompanying officers on posting due to career-related issues.	due to career-related issues	accompanying officers on posting due to career-related issues		due to career-related issues
4.	Are un-accompanied Officers given special Home Leaves or family visits to the host location?	Yes, two extra trips per assignment year	No	No; but Heads of Mission are entitled to mid-term-leaves and consultations (with spouses).	Yes, more than two extra trips per assignment year	Yes, one extra trip per assignment year	Yes, more than two extra trips per assignment year	No	No	Yes, one extra trip per assignment year
5.	Please describe any policy changes that you are considering that would affect your answers to any of the questions above (please use a separate sheet of paper if necessary):	DFAIT and CIC are considering/ exploring two new policies: <ul style="list-style-type: none"> <li>• Provision of a spousal premium</li> <li>• Provision of EI benefits for spouses and who would otherwise have been eligible for EI benefits in Canada.</li> </ul>	FSO's at posts where spouses are not permitted (usually due to dangerous conditions) generally receive one or two trips to the US per year for Rest & Recuperation travel. Unaccompanied (voluntarily or involuntarily) FSO's receive a Separate Maintenance allowance of Cdn \$3,500/year to \$12,800/year depending on family size.	Introduction of one home leave per posting – effective from January 2002.	Three return airfares per year for a recognized partner, up to a maximum of the return fare between the post and the head office location, even if the partner is resident of a third country. In addition, 7.5% of salary is provided as an expatriate allowance for each dependant child accompanying the officer.		More bilateral agreements to allow spouse to work abroad (underway)			
<b>SECTION IV – CONDITIONS OF SERVICE ABROAD</b>										
<i>Administrative Information</i>										
1.	Do you have policies for conditions of service of Officers abroad?	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes

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.