

- **A comparison of salaries and benefits of Foreign Service officers with equivalent professional groups within the Public Service, with foreign services of relevant OECD countries, and with a number of relevant private sector and international organizations which have extensive foreign operations;**
- **An analysis of dual-career and dual-income issues from the perspective of rotationality; and,**
- **A review of best practices regarding the management of a foreign assignment process.**

**Outcome:**

- **A study that provides current, credible data and documentation that can be used by all four stakeholders to inform the practices for managing the foreign service.**
- **A study that provides a body of information and literature that can be used to broaden areas of agreement while limiting areas for potential disagreement within a rotational foreign assignment environment.**

**What has been accomplished to-date?**

- **A Working Group representing the four stakeholders has developed the Terms of Reference to conduct the FS Study. (The Terms of Reference can be viewed on the HR Web Site at <http://intranet/department/hr/wgfs/wgfsTandC-e.asp>).**
- **Consulting and Audit Canada has been contracted to provide advice on methodology on the statement of work.**
- **A consultant is being hired to conduct a retention study that will provide an understanding of the scope of the retention issues at DFAIT and C&I, along with the factors and rationale for separation.**
- **Adele Furrie Consultants have been hired to conduct a review of literature focussing on the practices and issues of managing a foreign service assignment process and environment as studied over the past five years.**

**What are the next steps?**

- **Consulting and Audit Canada (CAC) will manage the competitive process for selecting an independent consulting firm to conduct the comparative study. Tendering is to be completed **by the end of April.****
- **The findings of the Retention Study and the Current Literature Review, both due mid-April, will be used to refine the scope of the Comparative Study.**
- **A preliminary report on the findings of the FS Study is anticipated by the end of the summer, with the final analytical report being available at the end of September.**

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