

Participant Profiles

1 st Secretary	Job B Match	\$40,006	\$54,507	\$47,250
Counsellor	Job C Match	\$56,220	\$65,878	\$61,039
Ambassador	Job D Match	\$72,848	\$80,901	\$80,901

Officers usually move through the salary range based on their individual performance. The average length of time for an officer to move from minimum salary range to the next is two to five years. Officers can receive a 5.65% performance appraisal bonus. A language allowance is also paid, depending on the skill level and location of posting. Salaries are in the top 20% of the Civil Service.

Spousal Compensation/Assistance. Currently, there is no assistance offered for the loss of income for the accompanying spouse. The Foreign Service may offer assistance to spouses to find employment while on posting, but this is managed on a case-by-case issue. The Foreign Service will offer general information on work prospects and local requirements.

Relocation and Incentives. The objective of the policy is to maintain home country living standards and purchasing power and to match the terms and conditions typically offered by multinational companies. The Foreign Service pays for shipment of household goods to and from a foreign posting as well as a fixed incidental allowance to of Cdn \$1,180 for Officers accompanied by spouses and Cdn \$610 for unaccompanied Officers. Officers are required to pay a portion of housing costs, and must make a contribution to utilities costs. Private School is paid for at the elementary and secondary levels if the public schools are deemed inadequate. Officers receive a partial remission for rent and utilities for dependents undertaking postsecondary studies in the home country while the Officer is abroad. The Foreign Service also pays for day care for children over the age of three in the host country.

There is currently no incentive premium, but a new posting allowance will be introduced in July 2002. Hardship premiums are provided in the normal pay cycle as a flat amount for all officers. The cost-of-living allowances are adjusted fortnightly and represent a percentage of the base salary without a monetary cap. Only the hardship premiums are taxable.

Home Leave/R&R Leave. Home leave travel is provided to officers once per posting and Rest and Recreation trips are provided only to officers who are in hardship locations. The number of R&R trips allowed depends on the location of the hardship.

Salaries for Foreign Service Officers are considered to be "not very high in comparison to the rest of the Government Offices."

Spousal Compensation. Accompanying spouses receive a supplemental pension benefit, allowances (allowances provided to the Officer include an amount for the spouse), and re-employment compensation upon returning home (if they have been abroad for less than seven years). Spouses on posting can be employed at the foreign location as a local staff member if