

Participant Profiles

Officers are required to pay a housing share based on a percentage of their salary. The Foreign Ministry pays for the remainder of housing costs, and reimburses officers for utilities costs. Specific costs related to private schooling are paid for elementary and secondary levels, but this is managed on a case-by-case basis.

There is no incentive premium provided. A hardship premium is paid in the normal pay cycle, with the amount varying according to a step-rated table. A cost-of-living allowance is paid as a percentage of salary with a cap. Neither the hardship premium nor the cost-of-living allowance is taxable.

Home Leave/R&R Leave. Home leave travel is provided (to the home country only) once a year. Rest and Recreation trips must be paid out of the location allowance for hardship locations, with the officer determining the frequency and location.

New Recruits. New officers must possess at least a graduate degree. Work experience is not a requirement. Mid-career officers are recruited based on educational criteria as their entry-level colleagues, but must have between 10 and 15 years of work experience. These officers are recruited from the private and public sectors and are typically placed based on their level of work experience. New recruits receive a one-year orientation program in a classroom setting. Orientation and training programs are completed in a year, and officers receive five days of training every subsequent year.

Assignments. Foreign postings average three years in length. Foreign Service officers typically rotate between home and foreign postings. Officers are usually provided with nine months' notice before leaving for a posting. Officers rotate between home and hardship postings. On average, officers are posted for a period of two years to less difficult hardship locations and two years to more difficult hardship locations.

The primary reason for turning down a posting is local conditions (isolation, security, cultural differences, climate, absence of health care facilities). The inability of the spouse or partner to work at the posting location, poor fit of the posting responsibilities to the officer's skills, and parental responsibilities are also common reasons. Attrition remains steady at 3-5 percent.

Compensation. Compensation is shown in Canadian dollars in the following table.

Title	Job Match	Minimum	Maximum	Average Actual
Policy Officer I	Job A Match	\$22,075	\$33,374	\$26,090
Policy Officer II	Job B Match	\$31,900	\$45,677	\$35,431
Sr. Policy Officer	Job B Match	\$37,891	\$57,149	\$43,266
External Policy IV	Job C Match	\$47,118	\$78,290	\$55,055