

DFAIT/CIC SURVEY OF FS TERMS AND CONDITIONS OF EMPLOYMENT
Summary Results Table - July 18, 2002

5. Please describe any policy changes that you are considering that would affect your answers to any of the questions above (please use a

DFAIT/CIC

DFAIT and CIC are considering/ exploring two new policies: provision of a spousal premium; and provision of Employment Insurance benefits for spouses who accompany the employee abroad and who would otherwise have been eligible for EI Benefits in Canada.

All Respondents

Considering spousal assistance, Annual family visits being considered, Support to allow spouse to work abroad

SECTION IV – CONDITIONS OF SERVICE ABROAD

Administrative Information

1. Do you have specific policies governing the conditions of service of Foreign Service Officers abroad?

(a)	Yes	<input type="checkbox"/>	92%	94%	75%	100%
(b)	No	<input type="checkbox"/>	8%	6%	25%	0%

2. What strategic objectives determine your general foreign assignment terms and conditions?

(a)	Provide incentives to recruit and retain Foreign Service Officers	<input type="checkbox"/>	28%	31%	25%	20%
(b)	Maintain home country living standards and purchasing power (i.e., "keep whole")	<input type="checkbox"/>	76%	81%	50%	80%
(c)	Exceed home country living standards and purchasing power	<input type="checkbox"/>	16%	19%	0%	20%
(d)	Match host country living standards and purchasing power	<input type="checkbox"/>	8%	6%	25%	0%
(e)	Match terms and conditions typically offered by multinational companies	<input type="checkbox"/>	8%	6%	0%	20%
(f)	Other: _____	<input type="checkbox"/>	4%	6%	0%	0%

3. Do the conditions of service abroad (other than perquisites) vary with the level of the Foreign Service Officer?

(a)	No	<input type="checkbox"/>	52%	44%	75%	60%
(b)	Yes	<input type="checkbox"/>	48%	56%	25%	40%

Level at which distinction is made:

VP, Senior Manager, Ambassador

Posting Orientation

4. Please indicate if the following services are provided:

DFAIT/CIC

- (a) No
- (b) Yes, Foreign Service Officer only
- (c) Yes, Foreign Service Officer and spouse
- (d) Yes, on a case-by-case basis
- (e) Other _____

Cultural Sensitivity/ Psychological Suitability Testing	Language classes	Cross-Cultural Training
<input type="checkbox"/>		
	<input type="checkbox"/>	<input type="checkbox"/>

All Respondents

- (a) No
- (b) Yes, Foreign Service Officer only
- (c) Yes, Foreign Service Officer and spouse
- (d) Yes, on a case-by-case basis
- (e) Other _____

Cultural Sensitivity/ Psychological Suitability Testing	Language classes	Cross-Cultural Training
60%	12%	28%
8%	8%	8%
20%	76%	44%
12%	4%	20%
0%	4%	0%