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# Update on the Comparative Study on the Terms and Conditions of Employment of Foreign Service Officers (FS Study)

2001-03-05 – The Steering Committee of the Comparative Study on the Terms and Conditions of Employment of Foreign Service Officers

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Last September, Deputy Ministers Gaëtan Lavertu and Robert G. Wright announced the launching of a comparative study on the terms and conditions of employment of Foreign Service Officers. The study is a collaborative effort by the Department of Foreign Affairs and International Trade, the Professional Association of Foreign Service Officers, Citizenship and Immigration, and the Treasury Board Secretariat.

### What is the Governance Structure?

A Steering Committee has been struck and is chaired by Suzanne Laporte, Assistance Deputy Minister, Human Resources, Foreign Affairs and International Trade. Representing the other three stakeholders are Glynnis French, Assistant Secretary, Strategic Planning and Analysis, Human Resources Branch, Treasury Board of Canada, Secretariat, Martha Nixon, Assistant Deputy Minister, Operations, Citizenship and Immigration Canada, and James Gould, President of the Professional Association of Foreign Service Officers. The Working Group also has representatives of each of the four stakeholders. Formerly chaired by Serge April, the new Chair of the Working Group as of February 14<sup>th</sup> is Elaine Feldman. A Secretariat has also been established.

### Why do we need a comparative study?

The study was prompted by comments made by FS officers on the conditions of employment and the environment in which they operate, DFAIT's Human Resources Strategy, and the last round of FS contract negotiations. The study has been launched to provide current, credible data and documentation to evaluate issues relating to terms and conditions of employment of Foreign Service officers. The findings of the FS Study are not to provide the basis of a negotiation platform.

### The objectives of the study are two-fold:

- To provide a common factual understanding of some of the key comparative characteristics of the nature of the work of Foreign Service Officers and of the environment under which they operate; and,
- To provide comparative data about Canadian public service groups with similar work responsibilities, other foreign services, and a number of private sector and international organizations which have foreign assignments abroad.

### The scope of the study will include: