

## DFAIT FS Survey –Participant Profiles

The country considers that, when compared to other professional civil service groups, foreign service officer salaries are in the top 10 percent. In addition to salary, officers receive an eight percent employer contribution to the retirement plan.

**Spousal Compensation/Assistance.** While on posting, a spouse continues to accrue pension entitlement under the social security program if the spouse is a civil servant. Spouses also receive assistance in obtaining a work permit abroad.

**Relocation and Incentives.** Policies related to conditions of service abroad have as their objective the maintenance of home country living standards and purchasing power. Housing costs are paid out of the allowances that officers receive, with the exception of the two highest levels, who are provided with houses. With respect to primary and secondary school, all reasonable costs up to a maximum amount are covered.

There is no incentive premium or hardship premium provided. A non-taxable cost-of-living allowance is paid as a percentage of salary with no cap.

**Home Leave/R&R Leave.** Home leave travel is provided (to the home country only) twice a year. No Rest and Recreation trips are provided.

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

Title	Job Match	Minimum	Maximum	Average Actual
Second Secretary	Job A Match +			
First Secretary	Job B Match			
Counsellor	Job C Match			
Minister Counsellor	Job D Match +			

Salary information is not comparable; base salary is equivalent to about \$20,000; this amount is multiplied by different amounts depending upon the posting.