

## Participant Profiles

### NETHERLANDS

**Foreign Service Structure.** The Netherlands has five levels (three levels below EX-01 equivalent) in its Foreign Service, which is part of the overall public service. Progression to the next level is based on performance appraisals and the existence of an opening at the next level. Most officers spend six years at the entry level, 10 years at the next level, 12 years at the third level, and 10 years at the highest level (equivalent to the Canadian "Job D").

Foreign Service Officers are responsible for political/economic affairs, trade, immigration, and aid matters. There are officers specializing in immigration at some postings. All officers are unionized.

**New Recruits.** New recruits must (and do) have a Master's degree, two years of work experience, and knowledge of two foreign languages. New recruits attend a training program lasting a few months that includes on-the-job training, classroom courses, and language training. They then have an average of 8 days of training per year. Recruiting is done in mid-career from within the Public Service, where recruits must have at least eight years of experience.

**Assignments.** Foreign postings average four years in length. Foreign Service officers typically rotate between home and foreign postings. Personal choice weighs heavily in posting decisions.

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

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

Title	Job Match	Minimum	Maximum
Policy Officer Scale 11	Job A Match	44,508	69,233
Policy Officer Scale 12	Job B Match +	52,418	78,673
Policy Officer Scale 13	Job C Match	58,594	88,186
Policy Officer Scale 14	Job D Match	66,314	97,650
Policy Officer Scale 15	Job D Match	75,507	107,139

**Spousal Compensation/Assistance.** Allowances provided to Foreign Service Officers include an amount for the spouse. Accompanying spouses are also provided compensation in recognition of their representational responsibilities.

**Relocation and Incentives.** Policies related to conditions of service abroad have as their objective maintaining home country living standards and purchasing power. Foreign Service