

2 Objective and Mandate

The objectives of the study are:

- 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 establish comparisons with relevant occupational groups in the Canadian Public Service, other like-minded foreign services, and a number of relevant private sector and international organizations with a view to drawing conclusions that can serve as a guide to develop a compensation and management framework that will respond to the issues noted above.

The mandate of the study is:

- To compare the compensation (salaries and benefits) of Foreign Service (FS) officers with equivalent professional groups within the Government of Canada, with Foreign Services of relevant OECD countries, and with a number of relevant private sector and international organizations;
- To compare conditions of service abroad, particularly dual career issues, and the impact of rotationality, with those of the Foreign Services of relevant OECD countries and a number of relevant private sector and international organizations; and
- To review management policies and best practices regarding human resource management, rotationality and postings, particularly with other relevant OECD countries and with a number of relevant private sector and international organizations.