

**FS Survey of Terms and Conditions of Employment
Detailed Results Table Part 3 – May 3, 2002**

		COMPANY - A	COMPANY - B	COMPANY - C	COMPANY - D
5.	Please describe any policy changes that you are considering that would affect your answers to any of the questions above (please use a separate sheet of paper if necessary):	There has been no substantial change in the number of spouses not accompanying staff members on foreign assignments due to career-related issues			
		DFAIT and C/C are considering/exploring two new policies: <ul style="list-style-type: none"> • Provision of a spousal premium • Provision of EI benefits for spouses and who would otherwise have been eligible for EI benefits in Canada. 			
SECTION IV – CONDITIONS OF SERVICE ABROAD					
<i>Administrative Information</i>					
1.	Do you have specific policies governing the conditions of service of staff abroad?	Yes	Yes	Yes	Yes
2.	What strategic objectives determine your general foreign assignment terms and conditions?	Provide incentives to recruit and retain Foreign Service Officers Maintain home country living standards and purchasing power (i.e., "keep whole")	Maintain home country living standards and purchasing power (i.e., "keep whole")	Provide incentives to recruit and retain staff members	Maintain home country living standards and purchasing power (i.e., "keep whole") Match terms and conditions typically offered by multinational companies
3.	Do the conditions of service abroad (other than perquisites) vary with the level of the staff member?	No	No	No	No
4.	Please indicate if the following services are provided:	No Cultural sensitivity/psychological suitability testing Language classes for FS and spouse Cross-cultural training for FS and spouse	No Cultural Sensitivity/Psychological Suitability testing Language classes for staff member and spouse Cross-Cultural Training for staff member and spouse	Cultural Sensitivity/Psychological Suitability testing: Staff member and spouse Language classes: Staff member and spouse Cross-Cultural Training: Staff member and spouse	Cultural Sensitivity/Psychological Suitability testing: No Language Classes: Staff member and spouse Cross-Cultural training: Staff member and spouse
5.	Do you provide an orientation meeting to discuss relocation and other posting issues?	Yes	Yes	Yes	Yes
<i>Relocation</i>					
6.	Do you pay for the shipment of household goods to and from a foreign posting?	Shipment of household goods is paid but with weight and/or volume limits	Shipment of household goods is paid but with weight and/or volume limits	Shipment of household goods is paid for all reasonable costs	Other: A cost benefit analysis is done in each situation. May rent furnished accommodation, or rent furniture, or purchase furniture
7.	Do you provide an additional incidental allowance to cover miscellaneous items not specifically covered in the policy (e.g., telephone or cable)	Additional incidental allowance – Fixed amount of \$2,177. This amount is	Additional incidental allowance - paid out as a fixed amount - \$8,950	Additional incidental allowance – base salary without a cap – Equal to one	Additional incidental allowance – Fixed amount of \$6,336

Note – Some of the respondents are not included in the table – data are only included in aggregate report.