

Participant Profiles

In addition to salary, an annual bonus of 14% of salary is provided to all officers. Salary scales are the same for Foreign Service Officers as they are for other professionals in the Public Service (i.e., they have one pay line).

Spousal Compensation. Spouses receive a representational allowance of 6-10% of the Foreign Service Officer's salary. This amount is calculated from the base value of the post adjustment and is added to the officer's salary. Spouses also receive supplemental pension benefits, as well as assistance in obtaining a work permit when on posting.

Relocation and Incentives. The Foreign Ministry's objective is to maintain home country living standards and purchasing power. The Foreign Ministry pays for all housing costs abroad, but not for utilities. Private schooling is paid for both elementary and secondary levels. Post-secondary tuition is paid for dependents on postings. If a Foreign Service Officer voluntarily terminates the posting, the officer must pay up to 50% of repatriation costs.

There is no incentive premium, but a special allowance is paid before officers move abroad. Hardship premiums, calculated on a case-by-case basis, are provided in the normal pay cycle. A cost-of-living allowance is paid as a percentage of salary with no cap. Hardship premiums and cost-of-living allowances are not taxable.

Home Leave/R&R Leave. Home leave travel is provided, but the frequency depends on the geographical location of the posting, varying from yearly to every two years. Rest and Recreation trips are provided to officers at hardship locations, with frequency depending on location.

The primary reason for turning down a posting is local conditions (isolation, security, cultural differences, climate, absence of health care facilities). Parental responsibilities and trade-offs compensation are also common reasons. Attrition averages 0-2 percent. The most common reason for voluntary attrition is compensation, due to the fact that allowances are not always kept up-to-date with changing conditions in various countries.

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

Title	Job Match	Minimum	Maximum	Average Actual
Second Secretary	Job A Match +	Salary information is not comparable; base salary is equivalent to about 520,000; this amount is modified by different allowances depending upon the posting.		
First Secretary	Job B Match			
Counsellor	Job C Match			
Minister Counsellor	Job D Match +			