

## Participant Profiles

Minister / Foreign Affairs Counsellor, Hors Classe	Job D Match +			\$143,057
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**Spousal Compensation/Assistance.** Allowances provided to Foreign Service Officers for spousal compensation include an amount for the spouse if she doesn't work (10% of the housing allowance). This compensation is paid to the officer. The Foreign Ministry assists spouses in finding employment on a case-by-case basis on postings, but does not provide assistance upon return.

**Relocation and Incentives.** Policies related to conditions of service abroad are designed to provide incentives to recruit and retain Foreign Service officers. The Foreign Ministry pays for housing and utilities costs through the housing allowance, which amount can be higher than the salary itself. The housing allowance also includes a "family allowance" (depending on the number of children and the posting) and a fixed amount to cover elementary and secondary schooling. The amount of the allowance varies based on the number of dependants and the posting location. There is no separate incentive premium or hardship premium. The allowance is not taxable.

**Home Leave/R&R Leave.** Home leave travel is provided every 20 or 30 months according to the posting (to the home country only). Rest and Recreation trips are not provided. Officers on posting observe their home country's and host country's national holidays.

**Assignments.** Foreign postings average three years in length. Foreign Service Officers typically rotate between home and foreign posting. Officers are usually provided with six months' notice before leaving for a posting. Although officers are able to influence where they will be posted, other factors can override personal choice. Officers are not required to accept hardship postings. For those who do, on average, they will be posted for a period of three years at less difficult hardship locations and two years at more difficult hardship locations.

The primary reason for turning down a posting is the level of professional stimulation that would come with the posting. The lack of education and other facilities at the posting, the local conditions and the inability of the spouse or partner to work at the posting location are also common reasons. Attrition remains steady at around 8.4%.

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

Title	Job Match	Minimum	Maximum	Average Actual
3 <sup>rd</sup> Secretary	Job A Match	\$33,422	\$38,374	\$35,873
2 <sup>nd</sup> Secretary	Job B Match	\$36,143	\$44,835	\$40,484