

Participant Profiles

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

Title	Job Match	Minimum	Maximum	Average Actual
FSDP	Job A Match	\$39,570	\$51,937	\$40,249
FS-2	Job B and C Match	\$50,475	\$75,423	\$63,703
EX-1	Job D Match	\$82,700	\$97,400	\$91,066

Spousal Compensation/Assistance. Allowances provided to Foreign Service Officers include an amount for the spouse. Spouses receive several types of employment-related assistance, including employment as a local staff member abroad, an allowance to cover job search expenses, assistance in obtaining a work permit, an allowance to cover continuing education or certification in some cases, carer counselling, and career workshops.

Relocation and Incentives. Policies related to conditions of service abroad have as their objective maintaining home country living standards and purchasing power, and providing an incentive recruit and retain officers. When abroad, Foreign Service Officers are required to pay a housing share based on what they would be paying in the home country. Officers also receive some assistance with home country housing: all expenses for third-party home management services are paid, and financial assistance is provided once per career for the purchase and sale of the home country residence. With respect to private schooling, tuition and other reasonable costs up to a maximum amount are paid if the public schools are deemed inadequate.

An incentive premium and hardship premium are paid in the normal pay cycle, with the amount varying according to a step-rated table. A cost-of-living allowance is paid as a percentage of salary without a cap. None of the premiums is taxable.

Home Leave/R&R Leave. Officers receive an amount for home leave that they can use to travel home or to another location if desired. Rest and Recreation trips are provided once a year to all officers posted abroad, with the officer determining the frequency and location.

Policy Officer Scale 13	Job C Match	56,524	88,186
Policy Officer Scale 14	Job D Match	69,314	97,600
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.

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