

DFAIT/CIC SURVEY OF FS TERMS AND CONDITIONS OF EMPLOYMENT
Summary Results Table - July 18, 2002

Repatriation

32. Do you provide repatriation counselling for Foreign Service Officers and their families upon their return from a foreign posting?

	DFAIT/CIC	All Respondents	Countries	International Organizations	Private Companies
(a) No	DFAIT	40%	31%	75%	40%
(b) Yes	CIC	60%	69%	25%	60%

33. Are Foreign Service Officers who voluntarily terminate their posting early and return to the home country required to pay a portion of the repatriation cost?

(a) No, the organization assumes the full cost of relocation		36%	19%	75%	60%
(b) Yes, the Foreign Service Officer must pay a portion of the cost of relocation		16%	25%	0%	0%
(c) Yes, the Foreign Service Officer must pay the full cost of relocation		4%	6%	0%	0%
(d) Depends on the circumstances		40%	50%	0%	40%
(e) Other: _____		4%	0%	25%	0%

Current Concerns

34. Please provide information about any current issues that have been voiced among Foreign Service Officers or others within the organization, and the response or intended response of the organization. These may be concerns that have been brought up by individuals or their bargaining agent, or by management

DFAIT/CIC

Compensation for loss of spousal employment
 FS structure and salary
 Employment insurance benefits for spouses
 Spousal pension
 Promotion appraisal systems

All Respondents

Repatriation - finding suitable positions back in home country is an issue
 Constantly managing the cost of assignments and working to increase flexibility for hiring managers.
 Hiring headhunter to assist spouses with finding employment
 Remuneration levels are an issue that will be addressed.