

## DFAIT FS Survey –Participant Profiles

provides a 30 days daily subsistence allowance for certain locations to cover miscellaneous items not specifically covered in the relocation policy. Staff members sent abroad are required to pay a minimum of 40% of their housing costs and must pay the utilities costs in full.

Subsidization for private school is assessed on a case-by-case basis. When subsidized, all reasonable costs up to a maximum amount are paid. A flat amount for the post-secondary education of dependents is provided for staff in the home and host country.

The organization pays a hardship premium in the normal pay cycle. Hardship premiums are expressed as a percentage of base salary (8-25%) with monetary cap. A cost-of-living allowance is paid as a percentage of salary without a cap. Neither the hardship premium or the cost-of-living allowance is taxable.

**Home Leave/R&R Leave.** Home leave travel is provided generally once every two years. Staff members have the option to travel to another location and receive reimbursement up to the amount that would have been paid had they returned to the home country. Rest and Recreation trips are not provided.

Title	Job Match	Minimum	Maximum	Average Actual
Assistant Officer	Job A Match	\$200,602	\$217,738	Data were unavailable
Officer	Job B Match	\$272,849	\$291,723	
Senior Officer	Job C Match	\$102,219	\$124,070	
Director	Job D Match	\$113,270	\$129,339	