

FS Survey of Terms and Conditions of Employment  
Detailed Results Table Part 2

	DFAIT/CIC	NETHERLANDS	COUNTRY G	COUNTRY H	FRANCE	ORGANIZATION A	ORGANIZATION B	ORGANIZATION C	ORGANIZATION D
5.	On average, or by formula, how long would it typically take to move from the minimum to the maximum in a salary range?	Five years or more	Five years or more	Five years or more	Five years or more	Five years or more	Five years or more	More than two years but less than five years	Five years or more
6.	Please describe the total remuneration package provided to your Foreign Service Officers and estimate the cost or value of each element as a percentage of the position's salary range mid-point	Five years or more	Annual bonus: 2-10% Other cash compensation: Foreign Language allowance - varies depending on the situation. Pension/Retirement: Approx 14-18% of gross basic salary	Annual bonus: for Assistant Secretaries and Ambassadors Pension: 6.5% Pay Related Social Income Benefits: 2.91% employee benefits - Pay Related Social Income	N/A	Pension/Retirement: 15.8% - Pension Plan	Other: 41% - Home Leave, education benefits, dependency allowance Benefits in kind: 41% - housing	Pension/Retirement: 40% - Approximately 40%, this combines pension and other employee benefits, including medical, life etc.	Annual Bonus or Incentive Plan: 5% salary increase, adjusted cost-of-living, performance incentives Pension/Retirement: 16% - 62 years old - mandatory, 57 pre-anticipated retirement, (averages 70 and 80% of last of highest salary Employee Benefits: 7% - Unemployment, Disability, Old Age Benefits in Kind: 10% - housing, automobile
7.	Where do Foreign Service salaries fall when compared to other professional groups in your civil service?	Five years or more	In the top 30%	In the top 20%		N/A	N/A	N/A	N/A

Note: Some of the respondents are not included in the table because they requested confidentiality. Their data are only included in Summary Results Table.