

## Participant Profiles

Counsellor	Job C Match +	\$99,348	\$175,669	\$121,743
Minister Counsellor	Job D Match	\$109,531	\$222,198	\$138,482

Officers usually move through the salary range by increments based on their performance. The average length for an officer to move from the minimum to the maximum in a salary range is five years or more. Foreign language allowances are paid in some situations. Other Civil Service jobs such as economist or lawyer have salaries similar to those in the Foreign Service.

**Spousal Compensation/Assistance.** Foreign Service Officers are provided with an allowance that includes an amount for spouses, as well as compensation for the loss of pension. Spouses also receive assistance in obtaining a work permit at postings abroad.

**Relocation and Incentives.** The objective of the assignment policy is to maintain home country living standards. Officers are not required to pay a portion of housing costs, and are reimbursed for utilities costs. Officers also receive reimbursement for legal fees in connection to their principal residence in the home country, and receive assistance with the purchase of a home country residence one time only, after at least one overseas posting has been completed. Private school fees are paid at the elementary and secondary levels only if the public schools are deemed inadequate. Day care costs are abroad in some cases. The Foreign Ministry provides limited day care facilities in the home country.

No incentive premium is provided, but an overseas allowance is provided as compensation for the extra cost of having to live and work overseas. Hardship premiums are provided in the normal pay cycle, with a flat amount is provided to all officers, varying by location and marital status. Cost-of-living allowances are paid as a lump sum with salary each month.

**Home Leave/R&R Leave.** Officers receive a "travel package" when going on a posting that is based on the price of airfare to the home location once a year. This amount can be used as the officer wishes, but the Officer must provide receipts. Rest and Recreation trips are provided only to officers who are in hardship locations. The number of R&R trips varies based on the level of hardship.

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

Title	Job Match	Minimum	Maximum	Average Actual
Third Secretary	Job A Match	\$34,139	\$60,346	\$47,240
First Secretary	Job B Match	\$62,163	\$89,859	\$76,006
Counsellor	Job C Match	\$82,458	\$101,988	\$92,227
Ambassador	Job D Match	\$121,265	\$139,163	\$130,219
		(Grade II)	\$164,016	
		(Grade I)	\$204,881	