

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

Private Companies

- (a) Expressed as a percent of base salary without a monetary cap
- (b) Expressed as a percent of base salary with a monetary cap
Percentage, if the premium is the same for all postings
Lowest percentage, if the premium varies by location
Highest percentage if the premium varies by location
Annual salary cap for response (b)
- (c) Varies according to a step-rated table
- (d) Expressed as a fixed number of months of base salary
Number of months
- (e) Flat amount for all officers
Annual flat amount
- (f) Other: _____

Incentive premium	Hardship premium
80%	80%
0%	0%
14%	-
-	4%
15%	22%
-	-
0%	-
0%	0%
-	-
0%	0%
-	-
0%	0%

DFAIT/CIC	All Respondents	Countries	International Organizations	Private Companies
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10. Do you provide a Cost-of-Living allowance for Foreign Service Officers on posting?

(a) No		0%	0%	0%	0%
(b) Yes, paid out as a lump sum		24%	25%	25%	20%
(c) Yes, as a percentage of base salary without a monetary cap	☒	40%	44%	50%	20%
(d) Yes, as a percentage of base salary with a monetary cap		16%	13%	25%	20%
(e) Other: _____		20%	19%	0%	40%

Other - Common Responses:

Varies with number of dependants, position and location

11. If you provide a Cost-of-Living allowance, how often is the amount adjusted?

(a) Allowance is fixed for length of posting		4%	0%	0%	20%
(b) Adjusted annually		16%	19%	25%	0%
(c) Adjusted whenever new data are received		28%	19%	25%	60%
(d) Adjusted whenever differential changes by at least a fixed % <i>Minimum percentage</i>	☒	24%	25%	25%	20%
(e) Other: _____		3%	4%	3%	5%
		28%	38%	25%	0%

Other - Common Responses:

Adjusted twice a year

12. Which of the following are taxable?

(a) Incentive premium		4%	0%	0%	20%
(b) Hardship premium		12%	13%	0%	20%
(c) Cost-of-living allowance		8%	0%	25%	20%
(d) Other: _____	☒	58%	47%	75%	80%

Other - Common Responses:

Transfer allowance, Risk allowance, None are taxable