

Participant Profiles

Spousal Compensation/Assistance. Spouses generally receive five percent of the foreign posting allowance, equivalent to 5.75% of salary. If the spouse has a significant income, then this amount is reduced. When on posting, spouses may be employed as a local staff member if a suitable position is available. The Foreign Ministry will also assist the spouse in obtaining a work permit (on posting), and canvass other organizations for available jobs (both on posting and in the home country). On average, fewer spouses are accompanying officers on posting due to career-related issues. The Foreign Ministry is putting in place more bilateral agreements to allow spouses to work abroad.

Relocation and Incentives. Allowances are provided to create incentives to recruit and retain Foreign Service Officers and to maintain home country living standards and purchasing power. Foreign Service Officers must pay 18-23 percent of their base salary as a housing share. The Foreign Ministry pays the remainder of housing costs, but not for utilities. Private schooling is paid for both elementary and secondary levels. Post-secondary tuition is not paid.

A Foreign Posting allowance is paid in the normal pay cycle. There are no hardship premiums per se, but Foreign Posting allowances take into account living conditions, distance from home, the security situation, and other conditions. A cost-of-living allowance is paid as a percentage of salary with no cap. Neither the Foreign Posting allowance nor the cost-of-living allowance is taxable.

Home Leave/R&R Leave. Home leave travel is provided once a year (to the home country only). Rest and Recreation trips are not provided.

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

Title	Job Match	Minimum	Maximum	Average Actual
Second Secretary	Job A Match	\$74,300	\$98,579	\$81,150
First Secretary	Job B Match	\$86,700	\$91,417	\$89,722
Counsellor	Job C Match	\$95,204	\$123,703	\$107,436
Ambassador	Job D Match	\$90,204	\$124,303	\$107,161