

**FS Survey of Terms and Conditions of Employment  
Detailed Results Table Part I – May 3, 2002**

	salary range mid-point	DFAIT/CIC	USA	COUNTRY - A	NEW ZEALAND	COUNTRY - B	COUNTRY - C	COUNTRY - D	COUNTRY - E	COUNTRY - F
7.	Where do Foreign Service salaries fall when compared to other professional groups in your civil service?	In the top 30%	<p>participate in a long-term savings and investment program designed to provide retirement income.</p> <p><b>Pension (defined benefit): 6%</b></p> <p><b>Benefits: 8%:</b> (Health Insurance, Life Insurance)</p> <p>Employer Pays 75%, Employee pays 25%</p> <p>Other: The Foreign Service Salary scale is tied to the civil service salary scale, or FSO salaries vary in a manner similar to that of professional civil servants.</p>	Top 20%	<p>paid – In NZ, State pays</p> <p>Other: telephone rental paid for EPS staff in Wellington (i.e. Division Director level)</p> <p>Top 30%</p>	Other: Not very high in comparison with the rest of the Government	Other: Exactly equal	Other: Salaries in the Foreign Service are calculated according to pay scale and regulations binding for all members of the civil service	In the top 10%	Other: Average

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