

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
2.	Salary - Job Match	EX-01: \$82,700 - \$97,400 (Average actual - \$91,066)	Policy Officer Scale 14: \$66,314 - \$97,650 Policy Officer Scale 15: \$75,507 - \$107,139	(Average actual: \$121,743) Counsellor/Ambassador (SMS 2): \$109,531 - \$222,198 (Average actual \$138,482)	\$92,227 Ambassador Grade III: \$121,265 - \$139,163 (Average actual \$130,219) Grade II: \$164,016 (maximum) Grade III: \$204,881 (maximum)	(Actual Average - \$87,360) Foreign Affairs Counsellor, Hors Classe (3 rd echelon) (Actual Average - \$94,704) Minister / Foreign Affairs Counselor Hors Classe (Actual Average - \$143,057)	Director D1: \$113,570 - \$129,339	O1: \$182,485 - \$266,129 (Average actual: \$239,932)	Res. Rep. Country Manager: \$205,284 - \$320,299 (Average actual: \$243,435)	Chief Delegate: \$99,840 - \$168,480 (Average actual: \$131,040)
3.	Do you place any controls on the ability to earn a salary higher than the mid-point?	No, Foreign Service Officers may receive salaries up to the range maximum	No, Foreign Service Officers may receive salaries up to the range maximum	No, Foreign Service Officers may receive salaries up to the range maximum	No, Foreign Service Officers may receive salaries up to the range maximum	No, professional staff members may receive salaries up to the range maximum	No, professional staff members may receive salaries up to the range maximum	No, professional staff members may receive salaries up to the range maximum	No, professional staff members may receive salaries up to the range maximum	No, professional staff members may receive salaries up to the range maximum
4.	How do Foreign Service Officers typically move through the salary range?	FSDP: By increments based on performance FS-02: By a percentage-rated grid based on performance	By a percentage-rated grid based on seniority Other: Performance related Equity shares (Senior Management only)	By a percentage-rated grid based on a combination of seniority performance and by interview	By a step-rated grid based on seniority	By a step-rated grid based on seniority	By individually determined increments based on performance	By a percentage-rated grid based on performance	By individually determined increments based on performance	By individually determined increments based on performance

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