

Pay and Foreign Service Directives

Employees were asked to comment on their remuneration, and on the Foreign Services Directives.

Mixed Messages

Approximately 60% of employees agree or strongly agree:

- I am satisfied with the Post Hardship (FSD 58) at my current (last) posting (58%)
- I have (had) sufficient knowledge of my FSD allowances and benefits at my current (last) post (57%)

Unfavourable Responses

Compensation appears to be a key area for concern. Eight-five percent of respondents disagreed or strongly disagreed with the statement "My salary is appropriate for my level of responsibility. "

Between 85% and 90% of participants strongly agreed or agreed that they would receive better remuneration for the same job in another government department or agency, an international organization, or in the private sector.

Less than 30% of participants responded favourably that the Foreign Service Directives are:

- fair and adequate (28%)
- provide sufficient financial incentives to serve abroad (27%)
- flexible enough to meet special circumstances (20%).

Less than 20% of employees have confidence in the methodology used to calculate the Post Index. Thirty-eight percent are satisfied with the Post Index (FSD 55) at their current (last) post.