

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

		DFAIT/CIC	USA	COUNTRY - A	NEW ZEALAND	COUNTRY - B	COUNTRY - C	COUNTRY - D	COUNTRY - E	COUNTRY - F
10.	Do you provide a Cost-of-Living allowance for Foreign Service Officers on posting?	Yes, as a percentage of base salary without a monetary cap	Yes, as a percent of salary without a monetary cap	Yes, as a percentage of base salary without a monetary cap	Other: Amount based on differential for each location with a cap	Yes, paid out as a fixed amount	Yes, as a percentage of base salary without a monetary cap	Yes, as a percentage of base salary without a monetary cap	Yes, as a percentage of base salary without a monetary cap	Yes, paid out as a fixed amount
11.	If you provide a Cost-of-Living allowance, how often is the amount adjusted?	Adjusted whenever differential changes by at least a fixed percentage of 3%	Adjusted whenever new data are received	Other: Fortnightly – (Based on real-time exchange rates)	Adjusted annually	Adjusted annually every six months	Adjusted whenever differential changes by at least a fixed percentage of 5%	Adjusted whenever new data are received – Reviewed and adjusted monthly	Adjusted annually Adjusted whenever differential changes by at least a fixed percentage	Other: Adjusted twice a year
12.	Which of the following are taxable to the staff member?	Other: None	Hardship premium	Hardship premium	Other: None		Other: None	Other: None	Other: None	Other: Transfer allowance, risk allowance
<i>Assistance with Home Country Housing</i>										
13.	Do you have a housing assistance program to help Officers maintain a residence in the home country?	Yes, pay all expenses for third party home management services	No	No	No	No	No	No	No	No
14.	Do you guarantee reimbursement of a loss from the rental of the home country principal residence?	Yes, with a cap of a specified monetary amount or number of months rent	No	No	No	No	No	No	No	No
15.	Do you provide assistance with	Sale: Yes–One buy and one sell per career	No	No	No	No	No	No	No	No

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.