DFAIT/CIC SURVEY OF FS TERMS AND CONDITIONS OF EMPLOYMENT Summary Results Table - July 18, 2002

9. If you provide an incentive premium and/or hardship premium, on what basis is it calculated?

	DFAIT/CIC		
		Incentive	Hardship
	Expressed as a percent of base salary without a monetary cap	premium	premium
(a)	Expressed as a percent of base salary without a monetary cap		
(b)	Expressed as a percent of base salary with a monetary cap		
	Percentage, if the premium is the same for all postings		
	Lowest percentage, if the premium varies by location		
	Highest percentage if the premium varies by location	4	
	Annual salary cap for response (b)		
(c)	Varies according to a step-rated table		E
d)	Expressed as a fixed number of months of base salary		
	Number of months		
(e)	Flat amount for all officers		
,	Annual flat amount		
(f)	Other:		
	All Respondents		
		Incentive	Hardship
-1	Expressed as a percent of base salary without a monetary cap	premium	premium
a)	Expressed as a percent of base salary without a monetary cap Expressed as a percent of base salary with a monetary cap	27%	26
0)		5%	
	Percentage, if the premium is the same for all postings	11%	•
	Lowest percentage, if the premium varies by location	-	11%
	Highest percentage if the premium varies by location	8%	21%
2)	Varies according to a step-rated table	14%	2:
1)	Expressed as a fixed number of months of base salary	0%	
	Number of months		
	Flat amount for all officers	5%	2
"			
3)	Annual flat amount	\$12,500	
	Annual flat amount Other:	\$12,500 9%	
e) (f)	Other:		- (
	Other:		
	Other:	9%	9
	Other:	9%	Hardship
)	Other: Countries n= 14	9% Incentive premium	Hardship premium
)	Countries n= 14 Expressed as a percent of base salary without a monetary cap	9%	Hardship premium
)	Other: Countries n= 14	9% Incentive premium	Hardship premium
)	Countries n= 14 Expressed as a percent of base salary without a monetary cap	Incentive premium 7%	Hardship premium
)	Countries Countries n= 14 Expressed as a percent of base salary without a monetary cap Expressed as a percent of base salary with a monetary cap Percentage, if the premium is the same for all postings	Incentive premium 7% 7%	Hardship premium -
)	Countries Countries n= 14 Expressed as a percent of base salary without a monetary cap Expressed as a percent of base salary with a monetary cap Percentage, if the premium is the same for all postings Lowest percentage, if the premium varies by location	Incentive premium 7% 7% 8%	Hardship premium - 25%
)	Countries n= 14 Expressed as a percent of base salary without a monetary cap Expressed as a percent of base salary with a monetary cap Percentage, if the premium is the same for all postings Lowest percentage, if the premium varies by location Highest percentage if the premium varies by location	Incentive premium 7% 7% 8% -	Hardship premium - 25% 13%
)	Countries Countries n= 14 Expressed as a percent of base salary without a monetary cap Expressed as a percent of base salary with a monetary cap Percentage, if the premium is the same for all postings Lowest percentage, if the premium varies by location Highest percentage if the premium varies by location Annual salary cap for response (b)	9% Incentive premium	Hardship premium - 25% 13%
f) (a) (b) (c) (c) (c) (c) (c) (c) (c) (c) (c) (c	Countries Countries n= 14 Expressed as a percent of base salary without a monetary cap Expressed as a percent of base salary with a monetary cap Percentage, if the premium is the same for all postings Lowest percentage, if the premium varies by location Highest percentage if the premium varies by location Annual salary cap for response (b) Varies according to a step-rated table	9% Incentive premium	Hardship premium - 25% 13% - 33
f) (a) (b) (c) (c) (c) (c) (c) (c) (c) (c) (c) (c	Countries Countries R= 14 Expressed as a percent of base salary without a monetary cap Expressed as a percent of base salary with a monetary cap Percentage, if the premium is the same for all postings Lowest percentage, if the premium varies by location Highest percentage if the premium varies by location Annual salary cap for response (b) Varies according to a step-rated table Expressed as a fixed number of months of base salary	9% Incentive premium	Hardship premium - 25% 13% -
f) (a) (b) (b)	Countries Countries n= 14 Expressed as a percent of base salary without a monetary cap Expressed as a percent of base salary with a monetary cap Percentage, if the premium is the same for all postings Lowest percentage, if the premium varies by location Highest percentage if the premium varies by location Annual salary cap for response (b) Varies according to a step-rated table Expressed as a fixed number of months of base salary Number of months	9% Incentive premium 7% 7% 8% 21% 0%	Hardship premium
f) (a) (b) (c) (c) (c) (c) (c) (c) (c) (c) (c) (c	Countries Countries n= 14 Expressed as a percent of base salary without a monetary cap Expressed as a percent of base salary with a monetary cap Percentage, if the premium is the same for all postings Lowest percentage, if the premium varies by location Highest percentage if the premium varies by location Annual salary cap for response (b) Varies according to a step-rated table Expressed as a fixed number of months of base salary Number of months Flat amount for all officers	9% Incentive premium 7% 7% 8% 21% 0% - 0%	Hardship premium
(h)	Countries Countries n= 14 Expressed as a percent of base salary without a monetary cap Expressed as a percent of base salary with a monetary cap Percentage, if the premium is the same for all postings Lowest percentage, if the premium varies by location Highest percentage if the premium varies by location Annual salary cap for response (b) Varies according to a step-rated table Expressed as a fixed number of months of base salary Number of months Flat amount for all officers Annual flat amount	9% Incentive premium 7% 7% 8% 21% 0% - 0%	Hardship premium - 25% 13% - 3:
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))))))))))	Countries Countries n= 14 Expressed as a percent of base salary without a monetary cap Expressed as a percent of base salary with a monetary cap Percentage, if the premium is the same for all postings Lowest percentage, if the premium varies by location Highest percentage if the premium varies by location Annual salary cap for response (b) Varies according to a step-rated table Expressed as a fixed number of months of base salary Number of months Flat amount for all officers Annual flat amount Other:	9% Incentive premium 7% 7% 8% 21% 0% - 0%	Hardship premium - 25% 13% - 3.
n) (a) (b) (b) (c) (d) (d) (d) (d) (d) (d) (d) (d) (d) (d	Countries Countries R= 14 Expressed as a percent of base salary without a monetary cap Expressed as a percent of base salary with a monetary cap Percentage, if the premium is the same for all postings Lowest percentage, if the premium varies by location Highest percentage if the premium varies by location Annual salary cap for response (b) Varies according to a step-rated table Expressed as a fixed number of months of base salary Number of months Flat amount for all officers Annual flat amount Other:	9% Incentive premium 7% 7% 8% 21% 0% - 0%	Hardship premium - 25% 13% - 3:
(h)	Countries Countries n= 14 Expressed as a percent of base salary without a monetary cap Expressed as a percent of base salary with a monetary cap Percentage, if the premium is the same for all postings Lowest percentage, if the premium varies by location Highest percentage if the premium varies by location Annual salary cap for response (b) Varies according to a step-rated table Expressed as a fixed number of months of base salary Number of months Flat amount for all officers Annual flat amount Other: International Organizations	9% Incentive premium 7% 7% 8% 21% 0% - 0% - 7% Incentive premium	Hardship premium
()	Countries Countries n= 14 Expressed as a percent of base salary without a monetary cap Expressed as a percent of base salary with a monetary cap Percentage, if the premium is the same for all postings Lowest percentage, if the premium varies by location Highest percentage if the premium varies by location Annual salary cap for response (b) Varies according to a step-rated table Expressed as a fixed number of months of base salary Number of months Flat amount for all officers Annual flat amount Other:	9% Incentive premium 7% 7% 8% 21% 0% - 7% Incentive	Hardship premium 25% 13% - 33 - 13 Hardship premium
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)))))))))))))))))))))))	Countries Countries r= 14 Expressed as a percent of base salary without a monetary cap Expressed as a percent of base salary with a monetary cap Percentage, if the premium is the same for all postings Lowest percentage, if the premium varies by location Highest percentage if the premium varies by location Annual salary cap for response (b) Varies according to a step-rated table Expressed as a fixed number of months of base salary Number of months Flat amount for all officers Annual flat amount Other: International Organizations n= 3 Expressed as a percent of base salary without a monetary cap	9% Incentive premium 7% 7% 8% 21% 0% 7% Incentive premium 33%	Hardship premium - 25% 13% - 33 - 13 Hardship premium
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(i) (i) (i) (ii) (ii) (iii) (i	Countries Countries In= 14 Expressed as a percent of base salary without a monetary cap Expressed as a percent of base salary with a monetary cap Percentage, if the premium is the same for all postings Lowest percentage, if the premium varies by location Highest percentage if the premium varies by location Annual salary cap for response (b) Varies according to a step-rated table Expressed as a fixed number of months of base salary Number of months Flat amount for all officers Annual flat amount Other: International Organizations n= 3 Expressed as a percent of base salary without a monetary cap Expressed as a percent of base salary with a monetary cap Percentage, if the premium is the same for all postings Lowest percentage if the premium varies by location Varies according to a step-rated table	Incentive premium 7% 7% 8% 21% 0% - 7% Incentive premium 33% 0% 10% 0%	Hardship premium - 25% - 13% - 33: - 15 Hardship premium - 33: - 66 - 68% - 25%
(i) (i) (i) (ii) (ii) (iii) (i	Countries Countries In= 14 Expressed as a percent of base salary without a monetary cap Expressed as a percent of base salary with a monetary cap Percentage, if the premium is the same for all postings Lowest percentage, if the premium varies by location Highest percentage if the premium varies by location Annual salary cap for response (b) Varies according to a step-rated table Expressed as a fixed number of months of base salary Number of months Flat amount for all officers Annual flat amount Other: International Organizations n= 3 Expressed as a percent of base salary without a monetary cap Expressed as a percent of base salary with a monetary cap Percentage, if the premium is the same for all postings Lowest percentage, if the premium varies by location Highest percentage if the premium varies by location Varies according to a step-rated table Expressed as a fixed number of months of base salary	Incentive premium 7 % 7 % 8 % 21% 0% - 0% - 7 % Incentive premium 33% 0% 10% 0% 0%	Hardship premium 25% 13% - 33 - 13 Hardship premium 33 - 66 - 6% 25%
f) (3) (3) (3) (3) (3) (3) (3) (3) (3) (3	Countries Countries Countries In= 14 Expressed as a percent of base salary without a monetary cap Expressed as a percent of base salary with a monetary cap Percentage, if the premium is the same for all postings Lowest percentage, if the premium varies by location Highest percentage if the premium varies by location Annual salary cap for response (b) Varies according to a step-rated table Expressed as a fixed number of months of base salary Number of months Flat amount for all officers Annual flat amount Other: International Organizations The expressed as a percent of base salary without a monetary cap Expressed as a percent of base salary with a monetary cap Percentage, if the premium is the same for all postings Lowest percentage, if the premium varies by location Highest percentage if the premium varies by location Varies according to a step-rated table Expressed as a fixed number of months of base salary Number of months	9% Incentive premium 7% 7% 8% 21% 0% 7% Incentive premium 33% 0% 10% 0%	Hardship premium
(i) (ii) (ii) (iii) (iii	Countries Countries In= 14 Expressed as a percent of base salary without a monetary cap Expressed as a percent of base salary with a monetary cap Percentage, if the premium is the same for all postings Lowest percentage, if the premium varies by location Highest percentage if the premium varies by location Annual salary cap for response (b) Varies according to a step-rated table Expressed as a fixed number of months of base salary Number of months Flat amount for all officers Annual flat amount Other: International Organizations n= 3 Expressed as a percent of base salary without a monetary cap Expressed as a percent of base salary with a monetary cap Percentage, if the premium is the same for all postings Lowest percentage, if the premium varies by location Highest percentage if the premium varies by location Varies according to a step-rated table Expressed as a fixed number of months of base salary	Incentive premium 7 % 7 % 8 % 21% 0% - 0% - 7 % Incentive premium 33% 0% 10% 0% 0%	Hardship premium 25% 13% - 33 - 13 Hardship premium 33 - 66 - 6% 25%