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 premium	Hardship 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		
	Annual salary cap for response (b)		
(c)	Varies according to a step-rated table		
(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 premium	Hardship premium
(a)	Expressed as a percent of base salary without a monetary cap	27%	26%
(b)	Expressed as a percent of base salary with a monetary cap	5%	9%
	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%
(c)	Varies according to a step-rated table	14%	22%
(d)	Expressed as a fixed number of months of base salary	0%	0%
	Number of months	-	-
(e)	Flat amount for all officers	5%	22%
	Annual flat amount	$12,500	-
(f)	Other:_____	9%	9%

Countries

n= 14

		Incentive premium	Hardship premium
(a)	Expressed as a percent of base salary without a monetary cap	7%	7%
(b)	Expressed as a percent of base salary with a monetary cap	7%	0%
	Percentage, if the premium is the same for all postings	8%	-
	Lowest percentage, if the premium varies by location	-	25%
	Highest percentage if the premium varies by location	-	13%
	Annual salary cap for response (b)	-	-
(c)	Varies according to a step-rated table	21%	33%
(d)	Expressed as a fixed number of months of base salary	0%	0%
	Number of months	-	-
(e)	Flat amount for all officers	0%	33%
	Annual flat amount	-	-
(f)	Other:_____	7%	13%

International Organizations

n= 3

		Incentive premium	Hardship premium
(a)	Expressed as a percent of base salary without a monetary cap	33%	33%
(b)	Expressed as a percent of base salary with a monetary cap	0%	67%
	Percentage, if the premium is the same for all postings	10%	-
	Lowest percentage, if the premium varies by location	-	6%
	Highest percentage if the premium varies by location	-	25%
(c)	Varies according to a step-rated table	0%	0%
(d)	Expressed as a fixed number of months of base salary	0%	0%
	Number of months	-	-
(e)	Flat amount for all officers	33%	0%
	Annual flat amount	-	-
(f)	Other:_____	33%	0%