

FS Survey of Terms and Conditions of Employment
Detailed Results Table Part 2

	DEFAIT/CIC	NETHERLANDS	COUNTRY G	COUNTRY H	FRANCE	ORGANIZATION A	ORGANIZATION B	ORGANIZATION C	ORGANIZATION D
<i>Incentive and Hardship Premiums and Cost-of-Living</i>									
8.	Please indicate whether you provide an incentive premium and a hardship premium.	Incentive premium paid in normal cycle Hardship premium paid in normal cycle	Incentive premium: No (but Overseas Allowance is provided) Hardship Premium: Paid in normal cycle	Incentive Premium: Other - Additional Leave Entitlements Hardship Premium: Paid in normal cycle	No incentive or hardship premium per se; but housing allowance is 200-300% of salary and is meant to cover other things. Housing allowance is paid in normal cycle but the format varies by location	Incentive Premium: No Hardship Premium: Paid in normal cycle	Incentive Premium: Paid in normal cycle Hardship Premium: Paid in normal cycle	Incentive Premium: Paid in normal cycle Hardship Premium: Paid in normal cycle	Incentive Premium: No Hardship Premium: No
9.	If you provide an incentive premium and/or hardship premium, on what basis is it calculated?	Incentive premium varies according to step-rated table Hardship premium varies according to step-rated table	Hardship Premium: Flat amount for all ranks but varying by location and marital status Other: Uplift to spend able home income, lump sum paid with salary each month	Other: Percentage of Net Means of Scale for each grade, percentages vary in accordance with the degree of hardship of the post	Housing allowance varies according to step-rated table	Hardship Premium: Expressed as a percent of base salary with a monetary cap - 8% to 25%	Incentive Premium: Expressed as a percent of base salary without a monetary cap - 10% for all postings Hardship Premium: Expressed as a percent of base salary without a monetary cap - 5% to 25%	Incentive Premium: Flat amount for all professional staff members - \$25,000 Hardship Premium: Expressed as a percent of base salary with a monetary cap of \$174,942	
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	Other: Uplift to spend able home income, lump sum paid with salary each month	Other: Percentages of Net Mean of Scale for each grade using cost of living	Yes, as a percentage of base salary with a monetary cap	Yes, as a percentage of base salary without a monetary cap	Yes, as a percentage of base salary with a monetary cap of \$69,977	Yes, paid as a fixed amount Other: If the cost of living is higher than in home country	
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%	Other: Bi-Annually	Adjusted annually	Adjusted whenever new data are received	Adjusted whenever new data are received	Adjusted whenever differential changes by at least a fixed percentage - 5% We review quarterly	Adjusted annually	
12.	Which of the following are taxable to the staff member?	Other: None	Other: Language Allowance	N/A	None	None	Other: All payments are non-taxable	None	Cost-of-living

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