

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

	DEAIT/CIC	USA	COUNTRY - A	NEW ZEALAND	COUNTRY - B	COUNTRY - C	COUNTRY - D	COUNTRY - E	COUNTRY - F
2. Salary – Job D Match	EX-01: \$82,700 - \$97,400 (Average actual - \$91,066)	Senior Officer (grade MC, CM): \$179,542 – 197,622	Ambassador: \$72,848 - \$80,901	External Policy 5: \$66,144 - \$105,451 (Average Actual \$79,084)	Job D - \$56,040 - \$78,456	Minister Counselor: \$71,314 - \$90,650	Ambassador: \$85,724 - \$154,303 (Average actual: \$107,161)	Minister-Counselor: \$71,580 - \$77,354 (Average actual: \$74,655) Ambassador: \$71,580 - \$107,936 (Average actual: (\$79,153))	
3. Do you place any controls on the ability to earn a salary higher than the mid-point?	No, Foreign Service Officers may receive salaries up to the range maximum	No, Foreign Service Officers may receive salaries up to the range maximum	No, Foreign Service Officers may receive salaries up to the range maximum	No, Foreign Service Officers may receive salaries up to the range maximum	No, Foreign Service Officers may receive salaries up to the range maximum	No, Foreign Service Officers may receive salaries up to the range maximum	No, Foreign Service Officers may receive salaries up to the range maximum	No, Foreign Service Officers may receive salaries up to the range maximum	No, Foreign Service Officers may receive salary up to the range maximum
4. How do Foreign Service Officers typically move through the salary range?	FSDP: By increments based on performance FS-02: By a percentage-rated grid based on performance	By a step-rated grid based on seniority	By individually determined increments based on performance	By a percentage-rated grid based on performance	By individually determined increments based on performance	By a step-rated grid based on seniority	By a step-rated grid based on seniority	By a step-rated grid based on seniority	By individually determined increments based on performance
5. How long would it typically take to move from the minimum to the maximum in a salary range?	Five years or more	Five years or more	More than two years but less than five.	Five years or more	Five years or more	Five years or more	Five years or more	More than two years but less than five	Five years or more
6. Please describe the total remuneration package provided to your Foreign Service Officers and estimate the cost or value of each element as a percentage of the position's salary range	Annual bonus: 0% Other cash: Varies: Language incentive pay of \$8,000 - \$12,000 for officers assigned to "incentive language" posts Long-term incentive: 6% (Foreign Service Officers may participate in a	Annual bonus: 5.65% Pension: 14.6 employer contribution Other: Language allowance – amount varies depending on skill level, location of posting	Annual bonus: 0% Other cash: 0% Long-term incentive: 0% Pension: 5% - Superannuating – contribution valued at 5% of base salary Benefits: When overseas, all medical and some dental costs are	Pension: According to a collective agreement for Civil Servants	Annual bonus: 6% - Approx 80% of one month base salary Other cash: 80% - Foreign posting compensation, housing allowance, schooling allowance Benefits: Approx 1% - Home Leave payment	Annual bonus: 14% - Quarterly payments of 50% of monthly income	Long-term incentive plans: 3.84% - Increase every three years Pension/Retirement: 8% - Retirement	Perquisites: Car (a few of our Ambassadors have cars to their disposal)	

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.