

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

SECTION II - COMPENSATION		DFAIT/CIC	NETHERLANDS	COUNTRY G	COUNTRY H	FRANCE	ORGANIZATION A	ORGANIZATION B	ORGANIZATION C	ORGANIZATION D
1.	Please match your country's Foreign Service Officer positions to the Canadian Foreign Service Officer positions	FSDP - Job A FS-2 - Job B FS-2 - Job C EX-1 - Job D	Policy officer scale 11 - Job A (Match) Policy officer scale 12 - Job B (Match) +) Policy officer scale 13 - Job C (Match) Policy officer scale 14/15 - Job D (Match)	Third Secretary - Job A Second Secretary (C4) - Job A (Match) First Secretary (D6) - Job B (Match +) Counselor (SMS 1) - Job C (Match +) Ambassador / Ambassador (SMS 2) - Job D (Match)	Third Secretary - Job A (Match) First Secretary - Job B (Match) Counselor - Job C (Match) Ambassador - Job D (Match)	Foreign Affairs Secretary - Job A (Match +) Foreign Affairs Counselor - Job B (Match)	Assistant Officer P2 - Job A (Match) Officer P3 - Job B (Match) Senior Officer P5 - Job C (Match) Director D1 - Job D (Match)	O4 - Job A (Match) O3 - Job B (Match) O2 - Job C (Match) O1 - Job D (Match)	Senior Specialist/Economist - Job C (Match +) Res. Rep/Country Manager - Job D (Match +)	Delegate - Job A (Match +) Office Manager - Job B (Match +) Coordinator - Job C (Match -) Chief Delegate - Job D (Match +)
2.	Salary - Job A Match (including Match -, Match, Match+)	FSDP: \$39,570 - \$51,937 (Average actual - \$40,249)	Policy Officer Scale 11: \$44,508 - \$69,233	Second Secretary (C4): \$45,661 - \$67,074 (Average actual: \$54,010)	Third Secretary: \$34,139 - \$60,344 (Average actual: \$47,240)	Foreign Affairs Secretary (Actual Average - \$43,192)	Assistant Officer P2: \$60,692 - \$77,736	O4: \$120,216 - \$192,312 (Average actual: \$149,023)	N/A	Delegate: \$59,904 - \$74,880 (Average actual: \$67,392)
2.	Salary - Job B Match	FS-02: \$50,475 - \$75,423 (Average actual - \$63,703)	Policy Officer Scale 12: \$52,418 - \$78,673	First Secretary (D6): \$77,930 - \$110,036 (Average actual: \$87,339)	First Secretary: \$62,163 - \$89,859 (Average actual: \$76,006)	Foreign Affairs Counsellor (Actual Average - \$55,535)	Officer P3: \$72,849 - \$97,223	O3: \$134,613 - \$215,407 (Average actual: \$176,315)	N/A	Office Manager: \$74,880 - \$99,840 (Average actual: \$77,376)
2.	Salary - Job C Match	FS-02: \$50,475 - \$75,423 (Average actual - \$63,703)	Policy Officer Scale 13: \$58,594 - \$88,186	Counsellor (SMS 1): \$99,348 - \$175,669	Counsellor: \$82,453 - \$101,988 (Average actual: \$92,220)	Foreign Affairs Counsellor, Hors Classe (1 st echelon)	Senior Officer P5: \$102,229 - \$124,070	O2: \$159,749 to \$239,659 (Average actual: \$210,889)	Senior Specialist/Economist: \$124,071 - \$225,815 (Average actual: \$148,026)	Coordinator: \$87,360 - \$112,320 (Average actual: \$99,840)

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