

Participant Profiles

assistance only if the housing costs at the host location are higher than the home country. Staff members are required to pay between 11-15% of the housing costs. The cost of the housing utilities is subsidized by the organization through the housing/cost-of-living allowance. The organization subsidizes all reasonable costs for private school up to a maximum amount, as well as post-secondary education costs up to a maximum amount for dependents under than 25 years old.

The organization pays incentive and hardship premiums in the normal pay cycle. Both incentive and hardship premiums are expressed as a percentage of base salary with no monetary cap. The incentive premium is ten percent across all posting while hardship premiums range between five and twenty-five percent. Similarly, cost-of-living allowance is paid as a percentage of salary without a cap. None of the premiums or allowances is taxable.

Home Leave/R&R Leave. Home leave travel is provided generally once every two years. Rest and Recreation trips are offered every years to staff in hardship locations only and are provided every two years, so that the staff member can go on either home leave or R&R leave once a year.

Reasons

The primary reason for turning down a posting is local conditions (isolation, security, cultural differences, climate, absence of health care facilities). The inability of the spouse or partner to work at the posting location and personal responsibilities are also common reasons. Attrition averages nine percent – half voluntary and half “forced” where a package is negotiated. The most common reason for voluntary turnover is career change; many leave to go into another job in their specific profession.

Compensation. Compensation is shown in Canadian dollars in the following table:

Title	Job Match	Minimum	Maximum	Average Actual
Senior Specialist	Job C Match *	\$124,971	\$223,815	\$144,676
Country Manager	Job D Match *	\$205,364	\$330,299	\$241,434

Employees receive benefits worth an additional 40% of salary (pension, medical, etc.)

Spousal Compensation/Assistance. There is currently no policy to compensate spouses. However, in July 2003, work was begun on exploring spousal benefits. Spouses may be employed at the home location as a professional staff member if a suitable position is available. The Organization also canvasses other organizations for available jobs in the home country, and has a service that provides advice about obtaining work.

Relocation and Incentives. Policies related to conditions of service abroad have as their objective maintaining home country living standards and purchasing power. Employees contribute 15% of their salary as a housing deduction, and the organization pays the rest, if the