

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

	COMPANY - A	COMPANY - B	COMPANY - C	COMPANY - D
	DFAIT/CIC in the home country			
Repatriation				
32.	Do you provide repatriation counselling for staff and their families upon their return from a foreign posting?	Yes No, the organization assumes the full cost of relocation	Yes Depends on the circumstances	Yes Depends on the circumstances
33.	Are staff who voluntarily terminate their posting early and return to the home country required to pay a portion of the repatriation cost?	No, the organization assumes the full cost of relocation Yes, the Foreign Service Officer must pay a portion of the cost of relocation	Depends on the circumstances	No, The organization assumes the full cost of relocation Other: If they resign, no repatriation paid. If they terminate their assignment and return to home country for a new assignment, repatriation paid
Current Concerns				
34.	Please provide information about any issues that have been voiced within the organization, and the response or intended response of the organization.	Repatriation – finding suitable positions back in home country is an issue. Company has recently developed a new repatriation process. Cost Containment – Company currently reviewing	There are no issues at present. We continue to localize employees going on foreign assignments whenever possible	Constantly managing the cost of assignments and working to increase flexibility for hiring managers

Note – Some of the respondents are not included in the table – data are only included in aggregate report.