

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

	DFAIT/CIC	COMPANY - A	COMPANY - B	COMPANY - C	COMPANY - D
	posting AND inability of same sex/common-law partner to obtain visa 2. Local conditions 3. Inadequate compensation offer 4. Other: Does not meet career aspirations 5. Parental/other adult care responsibilities 6. Poor fit of posting responsibilities with officer's skills	2. Local Conditions 3. Inability of spouse/partner to work at the assignment location 4. Inability of same-sex/common-law partner to be included on the staff member's visa and/or passport 5. Parental/other adult care responsibilities 6. Poor fit of assignment responsibilities with staff member's skills	Steady	Steady	at the assignment location. 2. Local Conditions 3. Poor fit of assignment responsibilities with staff member's skills 4. Inadequate compensation offer 5. Parental/other adult care responsibilities 6. Inability of same-sex/common-law partner to be included on the staff member's visa and/or passport
34.	Which of the following statements best characterizes turnover within your Foreign Service?	Steady	Steady	Steady	Rising
35.	What initiatives are in place in the organization to encourage retention of Foreign Service Officers?	DFAIT has initiated a Comparative Study on the Terms and Conditions of Employment of FS Officers. DFAIT and CIC are placing more emphasis on attempting to address spousal-related issues. DFAIT/CIC are looking at new salary packages and are considering the possibility of rewarding the acquisition of skills, such as foreign languages.	New repatriation process is being established	Turnover is not a significant problem unless it is company induced because of a lack of suitable position in the home country	N/A at this time. Entire employee population is being significantly downsized
SECTION II – COMPENSATION					
1.	Please match your positions to the Canadian Foreign Service Officer positions	FSDP - Job A FS-2 - Job B FS-2 - Job C EX-1 - Job D	Manager/Consultant Level 10 - Job C (Match) Vice President Level 11 - Job D (Match) Senior Vice President Level 12 - Job D (Match)	Vice President - Job D (Match +)	
2.	For the positions matched in the previous section, please provide salary data.	FS-00: \$39,570 - \$51,937 (Average actual - 40,249) FS-02: \$50,475 - \$75,423 (Average actual - \$63,703) EX-01: \$82,700 - \$97,400 (Average actual - \$91,066)	Level 10: \$80,600 - \$134,200 Level 11: N/A Level 12: N/A	Vice President: \$105,00 - \$169,000 (Average actual: \$150,000)	

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