

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

		DFAIT/CIC	USA	COUNTRY - A	NEW ZEALAND	COUNTRY - B	COUNTRY - C	COUNTRY - D	COUNTRY - E	COUNTRY - F
Relocation										
6.	Do you pay for the shipment of household goods to and from a foreign posting?	Shipment of household goods is paid but with weight and/or volume limits	Shipment of household goods is paid but with weight and/or volume limits	Shipment of household goods is paid but with weight and/or volume limits	Shipment of household goods is paid but with weight and/or volume limits	Shipment of household goods is paid with reasonable costs	Shipment of household goods is partially paid if fully/partially furnished quarters are leased	Shipment of household goods is partially paid but with weight and/or volume limits	Shipment of household goods is paid but with weight and/or volume limits	Shipment of household goods is paid but with weight and/or volume limits
7.	Do you provide an additional incidental allowance to Officers moving to/from a posting to cover miscellaneous items not specifically covered in the policy?	Additional incidental allowance – Fixed amount of \$2,177. This amount is reviewed and revised annually.	Additional incidental allowance – Fixed amount (Accompanied) of Cdn \$1,180 (Unaccompanied) of \$610	Additional incidental allowance – fixed amount with a monetary cap of Cdn \$5,256	Additional incidental allowance – base salary without a cap	Additional incidental allowance – Fixed amount	Additional incidental allowance – base salary without a cap	Other: There is a special allowance paid before every move to a posting abroad. The calculation of the allowance is based on the marital status and the number of children of the office to be posted	Additional incidental allowance – base salary without a cap – 10% of salary	No
Incentive and Hardship Premiums and Cost-of-Living										
8.	Do you provide an incentive premium and a hardship premium?	Incentive premium paid in normal cycle Hardship premium paid in normal cycle	Incentive Premium: No Hardship premium paid monthly	Incentive premium: No (but new posting allowance will be introduced in July 2002) Hardship premium: paid in the normal cycle	Incentive premium paid in normal cycle Hardship premium paid in normal cycle	No Incentive premium Hardship premium paid normal cycle	Incentive premium: paid in normal cycle No Hardship premium	Incentive Premium: No (but special allowance is paid before moving abroad) Hardship Premium: Paid in normal cycle	No Incentive premium No Hardship premium	Incentive Premium: No Hardship Premium – Paid in normal cycle
9.	If you provide an incentive premium and/or hardship premium, on what basis is it calculated?	Incentive premium varies according to step-rated table Hardship premium varies according to step-rated table	Hardship premium expressed as a percent of base salary without a monetary cap 5% - 25% with no salary	Hardship premium Flat amount for all officers. Annual flat amount varies from post to post	Incentive premium with a monetary cap, 15% premium, Salary cap \$51,246 Hardship premium: Fixed amount paid to all officers at the same location	Hardship premium flat amount for all officers	Incentive premium varies according to a step-rated table	Hardship Premium varies according to a step-rated table Other: calculated on a case by case basis		Hardship premium – flat amount for all officers

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.