

The objective of the study is:

- To provide a common factual understanding of some of the key comparative characteristics of the nature of the work of Foreign Service Officers and of the environment under which they operate; and,
- To establish comparisons with relevant occupational groups in the Canadian Public Service, other like-minded foreign services, and a number of relevant private sector and international organizations with a view to drawing conclusions that can serve as a guide to develop a compensation and management framework that will respond to the issues noted above.

## **Mandate:**

The Working Group will produce studies that:

- Compare the compensation (salaries and benefits) of FS officers with equivalent professional groups within the Government of Canada, with Foreign Services of relevant OECD countries, and with a number of relevant private sector and international organizations;
- Compare conditions of service abroad, particularly dual career issues, and the impact of rotationality, with those of the Foreign Services of relevant OECD countries and a number of relevant private sector and international organizations; and,
- Review management policies and best practices regarding human resource management, rotationality and postings, particularly with other relevant OECD countries and with a number of relevant private sector and international organizations.

## **Scope:**

The Working Group will take into account the results of studies conducted since 1995 on these subjects and may refer to key earlier landmark studies, as well as the conditions of service in the Royal Canadian Mounted Police, the Canadian International Development Agency and National Defense where rotationality and service abroad are, on occasion, factors. The Working Group will focus on the acquisition and tabulation of data to this effect.

Given the short time frame, the Working Group will focus on priority issues as identified by the Working Group and approved by the Steering Committee.

The Working Group will submit an analytical report, based on factual data, and highlight key findings. It will not make recommendations.

## **Governance Structure:**

The overall governance of the project will be under the authority of a Steering Committee composed of the Assistant Secretary, Strategic Planning and Analysis, Treasury Board Secretariat, the Assistant Deputy Minister (Human Resources) at DFAIT, the Assistant Deputy Minister(Operations) at CIC and the President of PAFSO.

The Steering Committee will operate by consensus to give overall direction on the scope and conduct of the study to the Working Group.

The Working Group will report to the Steering Committee on a regular basis and as frequently as required.

## **Composition of the Working Group:**