

Participant Profiles

there is a suitable position available. Furthermore, in an attempt to provide greater assistance to spouses, Country B has established a job database for them on the Internet.

Relocation and Incentives. The Foreign Service provides assistance for shipment of household goods within reasonable limits. An additional fixed incidental allowance is also provided. The Foreign Ministry pays for all housing and utilities costs abroad. Private schooling is paid for both elementary and secondary levels.

There is no incentive premium. Hardship premiums are flat amounts for all officers and are provided in the normal pay cycle. A cost-of-living allowance is paid and is adjusted every six months. Hardship premiums and cost-of-living allowances are non-taxable.

Home Leave/R&R Leave. Home leave travel is provided once per posting year. Rest and Recreation trips are provided to officers at hardship locations, with a maximum of two trips per year. The Foreign Ministry chooses the destination for R&R trips.

Assignments. Foreign postings average three years in length. Foreign Service officers are typically posted to a series of locations and countries as assignments to the home country as another temporary posting. They have some say in where they will be posted, and may turn down postings without consequence. In a typical career, an officer would serve at least once at a hardship post.

The primary reason for turning down a posting is local conditions (isolation, security, cultural differences, climate, absence of health care facilities). Parental responsibilities and poor fit of posting responsibilities with the officer's skills are also common reasons. Overall attrition is under two percent and remains steady.

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

Title	Job Match	Schedule	Maximum	Average Actual
Second Secretary	Job A Match	\$44,517	\$64,311	Not provided
First Secretary	Job B Match	\$59,209	\$70,895	
Counsellor	Job C Match	\$64,575	\$81,218	
Minister Counsellor/ Ambassador/ Consul General	Job D Match	\$71,314	\$90,630	

In addition to salary, an annual bonus of 6% of salary is provided to all officers. Salary scales are the same for Foreign Service Officers as they are for other professionals in the Public Service (i.e., they have one pay line).