

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

SECTION II – COMPENSATION		DFAIT/CIC	USA	COUNTRY - A	NEW ZEALAND	COUNTRY - B	COUNTRY - C	COUNTRY - D	COUNTRY - E	COUNTRY - F
1.	Please match your country's Foreign Service Officer positions to the Canadian Foreign Service Officer positions	FSDP - Job A FS-2 - Job B FS-2 - Job C EX-1 - Job D	Junior Officer (grade 6, 5, 4) - Job A (Match) Mid-Level Officer (grade 2 or 3) - Job B (Match -) Mid-Level Officer (grade 1) - Job C (Match -) Senior Officer (grade OC) - Job C (Match +) Senior Officer (grade MC, CM) - Job D (Match)	3 <sup>rd</sup> /2 <sup>nd</sup> Secretary - Job A (Match) 1 <sup>st</sup> Secretary - Job B (Match) Counselor - Job C (Match) Ambassador - Job D (Match)	Policy Officer 1 - Job A (Match) Policy Officer 2 - Job B (Match -) Senior Policy Officer - Job B (Match) External Policy 4 - Job C (Match) External Policy 5 - Job D (Match)	Second Secretary - Job A (Match) First Secretary - Job B (Match) Counselor, Deputy Director - Job C (Match) Ambassador, Director - Job D (Match)	Second Secretary - Job A (Match +) First Secretary - Job B (Match) Counselor - Job C (Match -) Min. Counselor/. Consul Gen - Job D (Match)	Second Secretary - Job A (Match -) First Secretary - Job B (Match) Counselor - Job C (Match) Ambassador - Job D (Match)	Second Secretary - Job A (Match +) First Secretary - Job B (Match) Counselor - Job C (Match) Minister- Ambassador - Job D (Match)	1st and 2nd Secretary - Job A (Match ++) Counselor - Job C (Match) Minister- Counselor - Job D (Match +) Ambassador - Job D (Match)
2.	Salary - Job A Match (including Match -, Match, Match+)	FSDP: \$39,570 - \$51,937 (Average actual - \$40,249)	Junior Officer: \$54,352 - \$97,903 Mid-Level Officer (grade 2 or 3): (10.23% more in home country)	3 <sup>rd</sup> Secretary: \$33,422 - \$38,324 (Average actual - \$35, 873) 2 <sup>nd</sup> Secretary: \$36,143 - \$44,835 (Average actual: \$40,484)	Policy Officer 1: \$22,075 - \$33,374 (Average actual: \$26,050)	Second Secretary: \$37,356 - \$50,436 (Average actual: \$45,768)	Second Secretary: \$44,547 - \$64,851	Second Secretary: \$34,292 - \$38,579 (Average actual: \$37,150)	Second Secretary: \$47,659 - \$53,055 (Average actual: \$49,458) 1st Secretary: \$50,537 - \$54,853 (Average actual: \$52,156)	2nd Secretary: \$47,659 - \$53,055 (Average actual: \$49,458) 1st Secretary: \$50,537 - \$54,853 (Average actual: \$52,156)
2.	Salary - Job B Match	FS-02: \$50,475 - \$75,423 (Average actual - \$63,703)	Mid-Level Officer (grade 2 or 3) \$82,276 - \$149,114	1 <sup>st</sup> Secretary: \$40,006 - \$54,507 (Average Actual: \$47,250)	Policy Officer 2: \$31,900 - \$45,667 (Average actual: \$35,431) Senior Policy Officer: \$37,891 - \$57,149 (Average actual: 43,246)	First Secretary: \$37,356 - \$50,436 (Average actual: \$45,768)	First Secretary: \$49,593 - \$70,865	First Secretary: \$38,580 - \$51,437 (average actual: \$45,722)	N/A	N/A
2.	Salary - Job C Match	FS-02: \$50,475 - \$75,423 (Average actual - \$63,703)	Senior Officer (grade OC): \$171,521 - \$197,622 Mid-Level Officer (Grade 1): \$125,312 - \$162,910	Counselor: \$56,220 - \$65,878 (average actual: \$61,039)	External Policy 4: \$47,118 - \$78,290 (Average Actual: \$55,055)	First Secretary Job C: \$52,308 - \$65,376 (Average actual: \$59,772)	Counselor: \$64,575 - \$81,285	Counselor: \$54,294 - \$125,733 (Average actual: \$71,722)	Counselor: \$57,911 - \$69,242 (Average actual: \$64,745)	Counselor: \$57,911 - \$69,242 (Average actual: \$64,745)

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.