

Participant Profiles

External Policy V	Job D Match	\$66,144	\$105,451	\$79,084
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Officers usually move through salary ranges according to a percentage-rated grid based on performance. The average length for an officer to move from minimum salary to the next salary band is five years or more. When compared to other professionals in the Civil Service, Foreign Service Officers' salaries are in the top 30%.

Assignment-related allowances range from 30% of salary for a senior officer with no children at a low cost post which attracts no location allowance to 200% of salary for a junior officer with a number of children at a difficult post which is also a reasonably high cost. Even at the same post (where cost of living and location category are the same) there can be a large difference between the percentages for individual officers depending on salary and family status.

Spousal Compensation/Assistance. Allowances provided to the Foreign Service Officer include an amount for the spouse (the expatriate allowance is 20% higher for a spouse, and an additional 7.5% higher for each dependent child). Spouses of officers can be employed at the foreign or home location as a local staff member or as a Foreign Service Officer if suitable positions are available. Spouses are assisted by the Foreign Service in obtaining a work permit when on posting, and receive an allowance to cover job search expenses at home.

Relocation and Incentives. The objective of the policy is to maintain home country living standards and purchasing power. Foreign Service Officers are not required to pay for housing or utilities when abroad. Private school tuition is paid at elementary and secondary levels. The cost of boarding is paid if the children remain in the home country. A fixed amount is provided to cover accommodation costs for postsecondary education of dependents while the Officer is posted abroad. A fixed amount (\$1,969/year) is provided for childcare costs in the home country. Pre-school education costs are paid overseas for the equivalent number of hours provided in the home country.

Incentive and hardship premiums are provided in the normal pay cycle. The incentive premium represents an additional 15% of the officer's salary, while the hardship premium is a fixed amount paid to all officers at the same location. The cost-of-living allowances are adjusted annually. None of the allowances is taxable.

Home Leave/R&R Leave. Home leave travel is provided (to the home country only) to officers on four-year assignments. No Rest and Recreation trips are provided.