

**FS Survey of Terms and Conditions of Employment
Detailed Results Table Part 2**

		DFAIT/CIC	NETHERLANDS	COUNTRY G	COUNTRY H	FRANCE	ORGANIZATION A	ORGANIZATION B	ORGANIZATION C	ORGANIZATION D
				Compensation Career Change	Lifestyle Compensation Family or spousal career can also be a factor					Fourth Level: Family or spousal career Lifestyle Career change
34.	Which of the following statements best characterizes turnover within your Foreign Service?			Falling	On average, turnover remains steady	On average, turnover remains steady		Steady	Steady	Falling
35.	What initiatives are in place in the organization to encourage retention of Foreign Service Officers?	DFAIT has initiated a Comparative Study on the Terms and Conditions of Employment of FS Officers. DFAIT and CIC are placing more emphasis on attempting to address spousal-related issues. DFAIT/CIC are looking at new salary packages and are considering the possibility of rewarding the acquisition of skills, such as foreign languages.		Retention rates already good, but looking into development of e.g. Flexible Benefits Package.	Improved training and flexibility in regard to assignment	The overall modernization of the measures in the Department of Foreign Affairs, especially around HR issues such as training, posting, partners and mobility.		No observable problems attracting or retaining talent. Compensation package very competitive	Professional training enhancements	Financial Assistance for schooling, car and housing

Note: Some of the respondents are not included in the table because they requested confidentiality. Their data are only included in Summary Results Table.