

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

	location?	DFAIT/CIC	COMPANY - A	COMPANY - B	COMPANY - C	COMPANY - D
		the public schools are deemed inadequate Secondary: Yes, but only if the public schools are deemed inadequate	the public schools are deemed inadequate Secondary: Yes, but only if the public schools are deemed inadequate	the public schools are deemed inadequate Secondary: Yes, but only if the public schools are deemed inadequate	the public schools are deemed inadequate Secondary: Yes, but only if the public schools are deemed inadequate	of course Secondary: Yes, as a matter of course
23.	What dependant education costs (elementary and secondary grades) incurred on international posting do you pay for?	Elementary: All reasonable costs up to a maximum amount Secondary: All reasonable costs, up to a maximum amount	Elementary: All reasonable costs excluding boarding Secondary: All reasonable costs excluding boarding	Elementary: All reasonable costs including boarding if local schools are inadequate Secondary: All reasonable costs including boarding if local schools are inadequate	Elementary: All reasonable costs excluding boarding Secondary: All reasonable costs excluding boarding	Elementary: All reasonable costs including boarding if local schools are inadequate Secondary: All reasonable costs including boarding if local schools are inadequate
24.	Do you pay for any costs for post-secondary education of dependents?	Home country: no When Posted: Yes, up to a fixed limit – Shelter assistance only, Currently \$3,173	Home Country: No When Posted: No	Home Country: Yes, dormitory room and board When Posted:	Home country: No When Posted: No	Home country: No When Posted: No
25.	Do you pay for day care (formal, "home day care" or nanny)/pre-school/nursery school costs?	Home country: no When Posted: Yes, difference between home and host	Home Country: No When Posted: No	Home Country: No When Posted: No	Home Country: No When Posted: No	Home Country: No When Posted: Yes, but difference between home and host – but not daycare only pre-school
Home Leave, R&R Leave, Vacation and Holidays						
26.	Do you provide Home Leave travel?	Other: Between 1 trip per 4 year posting to once per year for hardship locations	Yes, organization offers one trip per year	Yes, organization offers one trip per assignment year	Yes, organization offers one trip per assignment year	Other: Yes, one trip in 1st 24 months and then one trip per year thereafter
27.	Do you permit staff to travel to a different country and still be eligible for reimbursement?	Yes, the assignee will receive reimbursement up to the amount that would have been paid had he/she returned to the home country	Yes, the assignee will receive reimbursement up to the amount that would have been paid had he/she returned to the home country	No, the assignee must return to the home country	Yes, the assignee will receive reimbursement up to the amount that would have been paid had he/she returned to the home country	Yes, the assignee will receive reimbursement up to the amount that would have been paid had he/she returned to the home country
28.	Do you provide Rest & Recreation trips separate from home leave travel?	Yes, to all Foreign Service Officers posted abroad	No	Yes, but only to staff members in hardship locations	Yes, but only to staff members in hardship locations	Yes, but only to staff members in hardship locations
29.	What is the frequency of Rest & Recreation trips allowed?	Once a year	N/A	Once a year	Once a year	The number of leaves depends on the assignment location
30.	Who chooses the Rest & Recreation destination?	Foreign Service Officer	N/A	Organization, Staff Member	Organization	Staff Member
31.	What is the statutory holiday entitlement during	Same number of holidays as	Host Country's holidays	Host country's holidays	Host country's holidays	Host country's holidays

Note – Some of the respondents are not included in the table – data are only included in aggregate report.