

DFAIT FS Survey –Participant Profiles

Incentive premiums and hardship premiums are paid in the normal pay cycle. The incentive premium amount is Cdn \$39,283. The hardship premium ranges from five percent to 25 percent, with a cap of Cdn \$43,736. A cost-of-living allowance is paid as a percentage of salary with a cap of Cdn \$69,977. None of these allowances is taxable.

Home Leave/R&R Leave. Home leave travel is provided (to the home country only) once a year. There are no Rest and Recreation trips.

Title	Job Match	Minimum	Maximum	Average Actual
Senior Specialist	Job C Match +	\$124,071	\$222,812	\$148,026
Country Manager	Job D Match +	\$202,284	\$230,299	\$214,432

Employees receive benefits worth an additional 40% of salary (pension, medical, etc.).

Spousal Compensation/Assistance. There is currently no policy to compensate spouses. However, in July 2003, work will begin on exploring spousal benefits. Spouses may be employed at the home location as a professional staff member if a suitable position is available. The Organization also canvasses other organizations for available jobs in the home country, and has a service that provides advice about obtaining work.

Housing and Incentives. Policies related to conditions of service abroad have as their objective maintaining home country living standards and purchasing power. Employees contribute 15% of their salary as a housing deduction, and the organization pays the rest, if the cost is higher. Employees contribute four percent of pay to cover utilities. Fixed amounts are provided to cover elementary, secondary, and post-secondary school costs, up to age 21.