

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

	DFAIT/CIC	USA	COUNTRY - A	NEW ZEALAND	COUNTRY - B	COUNTRY - C	COUNTRY - D	COUNTRY - E	COUNTRY - F
2.	What strategic objectives determine your general foreign assignment terms and conditions?	Maintain home country living standards and purchasing power (i.e.: "keep whole")	Maintain home country living standards and purchasing power (i.e.: "keep whole") Match terms and conditions typically offered by multinational companies	Maintain home country living standards and purchasing power (i.e.: "keep whole")	Provide incentives to recruit and retain Foreign Service Officers Maintain home country living standards and purchasing power (i.e.: "keep whole") Exceed home country living standards and purchasing power	Provide incentives to recruit and retain Foreign Service Officers Maintain home country living standards and purchasing power (i.e.: "keep whole")	Maintain home country living standards and purchasing power (i.e.: "keep whole")	Maintain home country living standards and purchasing power (i.e.: "keep whole")	Maintain home country living standards and purchasing power (i.e.: "keep whole")
3.	Do the conditions of service abroad (other than prerequisites) vary with the level of the Foreign Service Officer?	No	No	Yes - Depends on level and family size	No	No	No	No	No
4.	Please indicate if the following services are provided:	Language classes for FS and spouse Cross-cultural training for FS and spouse	Language classes for FS and spouse Cross-cultural training for FS and spouse	Language classes for FS and spouse Cross-cultural training for FS and spouse	Language classes for FS and spouse Cross-cultural training On a case-by-case basis	Cultural sensitivity /psychological suitability testing: case-by-case basis Language Classes: On a case-by-case basis Cross-Cultural Training: On a case-by-case basis	Language Classes: for FS and spouse Cross-Cultural Training: for FS and spouse	Language Classes: For FS and spouse No Cross-Cultural Training	Cultural sensitivity/psychological suitability testing - on a case-by-case basis Language Classes - For FS only Cross-Cultural training - on a case-by-case basis
5.	Do you provide an orientation meeting to discuss relocation and other posting issues?	Yes	Yes	Yes	Yes	Yes	Yes	No	No

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.