

**FSD 38 — Preventive Medical Services Expenses**

Provides employee, dependants and household staff at unhealthy missions with periodic medical examinations at employer's expense, including immunizations and certain preventive medicines

Provides for medical examinations of employee and dependants on cross-posting or return to Canada

**FSD 39 — Health Care Expenses**

Provides reimbursement of expenses in excess of amounts normally covered by PSHCP and PSDCP

Where an advance has been authorized under FSD 42, and a claim is rejected under the plan because of lateness, the employee is responsible for full repayment of the advance and may not claim under FSD 39.

**FSD 41 — Health Care Travel**

Protects employee from inadequate medical standards or excessive costs at some missions by reimbursement of actual and reasonable travel and other costs for an employee or dependant to receive treatment elsewhere

The amount payable for living expenses in private accommodation is increased to \$420 per month and is adjusted outside Canada where the Post Index is above 100.

Advice of Health Canada should normally be sought before approval granted

The standard for air travel is clarified to correspond to the Travel Directive.

**FSD 42 — Medical Expense Advance**

Provides employee with advance for payment of expenses pending settlement of claim with recognized insurer

**FSD 44 — Holidays**

Entitlement to same number of paid holidays as if you were working in Canada

**FSD 45 — Foreign Service Leave**

Provides ten days Foreign Service leave credits for each year of service abroad. Credits may be (i) used as annual leave, or (ii) cashed in, once per year, on basis of annual salary or (iii) traded for transportation entitlement

An employee may trade 10 days credits for a transportation entitlement to reflect 85% of full (Y) economy class return fare from the employee's post to the headquarters city (when there is no Y fare, Y2 will be used); where

- expenses are limited to commercial transportation costs only;
- air travel may include business or executive class travel but excludes first class travel;
- use of a PMV and operating costs for a rental vehicle are excluded;
- an accountable advance must be accounted for, in full, on completion of all travel for which the advance was issued, or no later than the end of the