

DFAIT/CIC SURVEY OF FS TERMS AND CONDITIONS OF EMPLOYMENT
Summary Results Table - July 18, 2002

DFAIT/CIC	All Respondents	Countries	International Organizations	Private Companies
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5. Do you provide an orientation meeting to discuss relocation and other posting issues?

(a)	Yes	<input checked="" type="checkbox"/>	88%	81%	100%	100%
(b)	No		12%	19%	0%	0%

Relocation

6. Do you pay for the shipment of household goods to and from a foreign posting?

(a)	No		0%	0%	0%	0%
(b)	Yes, all reasonable costs		12%	13%	0%	20%
(c)	Yes, but with weight and/or volume limits	<input checked="" type="checkbox"/>	76%	75%	100%	60%
(d)	Yes, but only if the staff member leases unfurnished housing		0%	0%	0%	0%
(e)	Yes, but only partial if fully/partially furnished quarters are leased		8%	13%	0%	0%
(f)	Other: _____		4%	0%	0%	20%

7. Do you provide an additional incidental allowance for Foreign Service Officers moving to and from a foreign posting to cover miscellaneous items not specifically covered in the policy (e.g., telephone or cable connections)?

(a)	No		28%	25%	50%	20%
(b)	Yes, expressed as a percent of base salary without a cap		16%	13%	0%	40%
(c)	Yes, expressed as a percent of base salary with a cap		8%	13%	0%	0%
	Percentage of salary for response (b) or (c)		13%	13%	-	16%
	Annual salary cap for response (c)		\$5,681	\$6,017	-	\$4,000
(d)	Yes, fixed amount	<input checked="" type="checkbox"/>	44%	44%	50%	40%
(e)	Other: _____		4%	6%	0%	0%

Incentive and Hardship Premiums and Cost-of-Living

8. Please indicate whether you provide an incentive premium (e.g., Foreign Service Premium, Assignment Bonus) to Foreign Service Officers accepting an overseas posting, and whether you provide a hardship premium to Foreign Service Officers accepting a posting at a hardship location.

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- (a) No
- (b) Yes, paid in a lump sum
- (c) Yes, paid in the normal pay cycle (e.g., monthly)
- (d) Yes, paid annually
- (e) Yes, at the end of posting
- (f) Yes, but format varies by location
- (g) Other: _____

Incentive premium	Hardship premium
<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>