

DFAIT FS Survey –Participant Profiles

Officers usually move through the salary range by increments based on their performance. The average length for an officer to move from minimum salary range to the next is five years or more. Salaries of Foreign Service Officers are similar to the salaries found in the Civil Service.

Spousal Compensation/Assistance. Foreign Service Officers are provided with an allowance that includes an amount for spouses. Accompanying spouses are provided with supplemental pension benefits, and continue to accrue pension entitlement under the social security program while being on foreign posting. Furthermore, spouses can be employed at foreign/home location as a local staff member if suitable position is available. The Foreign Ministry will also canvass other organizations for available jobs and assist spouses in obtaining a work permit on posting.

Relocation and Incentives. The objective of the assignment policy is to maintain home country living standards. The Foreign Service pays for shipment of household goods, but with weight and/or volume limits. Officers are not required to pay a portion of housing costs, and are reimbursed for utilities costs. Private school fees are paid for at the elementary and secondary levels if the public schools are deemed inadequate.

Hardship premiums are provided in the normal pay cycle and a flat amount is provided to all officers. Cost-of-living allowances are paid out as a fixed amount and are adjusted twice a year.

Home Leave/R&R Leave. Home leave travel is offered once per posting year. Rest and Recreation trips are provided only to officers who are in hardship locations. The number of R&R trips varies based on the level of hardship.

Title	Job Match	Minimum	Maximum	Average Actual
3 rd Secretary	Job A Match ++	\$24,529	\$23,022	\$24,428
1 st Secretary	Job A Match ++	\$20,237	\$24,823	\$22,128
Counsellor	Job C Match	\$22,911	\$29,242	\$26,742
Minister Counsellor	Job C Match +	\$21,280	\$27,234	\$24,622
Ambassador	Job D Match +	\$21,280	\$107,226	\$20,123