

**FS Survey of Terms and Conditions of Employment
Detailed Results Table Part 2**

	DFAIT/CIC	NETHERLANDS	COUNTRY G	COUNTRY H	FRANCE	ORGANIZATION A	ORGANIZATION B	ORGANIZATION C	ORGANIZATION D
	special Home Leaves or family visits to the host location?								
5.	Please describe any policy changes that you are considering that would affect your answers to any of the questions above (please use a separate sheet of paper if necessary):	DFAIT and CIC are considering / exploring two new policies: <ul style="list-style-type: none"> • Provision of a spousal premium • Provision of EI benefits for spouses and who would otherwise have been eligible for EI benefits in Canada. 		The system of Foreign Service allowances is being revised to ensure that it complies with existing equality and employment legislation.	None		None	If a staff member goes to a posting on an unaccompanied basis, we provide a one time for the assignment separate maintenance grant and they don't have to contribute to our housing and utilities cost sharing scheme	
SECTION IV – CONDITIONS OF SERVICE ABROAD									
<i>Administrative Information</i>									
1.	Do you have specific policies governing the conditions of service of Officers abroad?	Yes	No	Yes	Yes	Yes	No	Yes	Yes
2.	What strategic objectives determine your general foreign assignment terms and conditions?	Provide incentives to recruit and retain 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")	Provide incentives to recruit and retain	Match host country living standards and purchasing power	Provide incentives to recruit and retain staff members	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	No	Yes	Yes, Ambassador	Yes, Ambassador	No	Yes	No	No

Note: Some of the respondents are not included in the table because they requested confidentiality. Their data are only included in Summary Results Table.