

**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
				career	Family or spousal Career				Family or spousal career	career Compensation
34.	Which of the following statements best characterizes turnover within your Foreign Service?		Steady	Steady	Steady	Rising	Steady	Steady	Steady	Rising
35.	What initiatives are in place in the organization to encourage retention of Foreign Service Officers?	DFAIT has initiated a Comparative Study on the Terms and Conditions of Employment of FS Officers. DFAIT and CIC are placing more emphasis on attempting to address spousal-related issues. DFAIT/CIC are looking at new salary packages and are considering the possibility of rewarding the acquisition of skills, such as foreign languages.	Family Liaison office works with families. Community Liaison office at most posts abroad to support families. Working to expand employment options for spouses,	The Department offers staff professionally rewarding career opportunities, incentives for high performance; attractive conditions of service; and fair and transparent staffing processes.	Family Friendly Policies, Training and Development, efforts to improve remuneration levels	Higher salaries; better conditions for dual careers	Turnover is very low	Fluctuation in the Foreign Service is on such low level, that no initiatives are necessary to retain Foreign Service Officers	None	Increasing salaries. Improving the possibilities for spouses to get a job abroad. Compensating economically families where the spouses live apart

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.