

**QUESTIONNAIRE  
2006 CYCLICAL REVIEW OF THE  
FOREIGN SERVICE DIRECTIVES**

**PART I - GENERAL INFORMATION**

Present Location: Post (name)/Ottawa/Other HQ City: \_\_\_\_\_

Sex: M ( ) F ( )

Status: Unaccompanied ( )  
Accompanied by One Dependant ( )  
(Indicate spouse or child: \_\_\_\_\_)  
Accompanied by Two or More Dependents ( )  
(Indicate number of dependants: \_\_\_\_\_)

Group and Level: \_\_\_\_\_

Number of years of service outside Canada: \_\_\_\_\_

Total number of postings \_\_\_\_\_ Number of hardship postings \_\_\_\_\_

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**PART II - FOREIGN SERVICE DIRECTIVES (FSDs) - OUTSTANDING ISSUES**

**The following are the outstanding issues/proposals/concerns which could not be finalized in the last review of the FSDs. In view of the considerable work which has already been done in committee, the Bargaining Agents Side will include these items in their input. Please review this section and then indicate your priority after each item, with 1 being the highest priority.**

**1. FSD 3 - Application  
Appendix A - Short-Term Relocation Outside Canada and the USA**

Clarify the definition of assignment and the application of the Foreign Service Directives to various assignments outside Canada; bring provisions in Appendix A into line with the National Joint Council (NJC) Travel Directive and the NJC Integrated Relocation Directive into a new FSD to be called Temporary Short-term Assignments Outside Canada.

**(Priority .....**)

**2. FSD 15 - Relocation  
FSD 15.33 - Living Expenses in Temporary Accommodation**

Consider the provisions of the National Joint Council (NJC) Travel Directive and of the NJC Integrated Relocation Directive for application to FSD 15.33.

**(Priority .....**)

**3. FSD 15 - Relocation  
FSD 16 - Assistance for a Principal Residence**

Consider the provisions of the NJC Integrated Relocation Directive for application to these directives.

**(Priority .....**)

**4. NEW FSD 18 - Assistance for Spouses or Common-law Partners  
Appendix - Special Short-term Separation Assistance for Spouses or  
Common-law Partners**

Combine and expand provisions for once-per-career assistance (FSD 17.04) and special short-term separation assistance (FSD 17.05/Appendix) into a new FSD called Special Family Separation Assistance, to recognize family separations related to foreign service and provide assistance to facilitate assignments outside Canada.

**(Priority.....)**

**5. FSD 32 - Day Care Assistance**

Review the provisions of this Directive, which were introduced on an interim basis, to consider;

- eligibility for child care
- home dependant care, before/after school dependant care, child care where an accredited daycare facility is not available/accessible
- assistance when the employee's spouse is attending school or searching for employment
- the basis for establishing deductibles
- the validity of the current maximum daycare ceiling;
- the methodology for establishing mission representative daycare ceilings

**(Priority .....**)

**6. FSD 38 - Preventive Medical Services Expenses  
Schedule of Unhealthy Posts**

This schedule is provided by Health Canada. Explore alternative means of obtaining up to date information in identifying Unhealthy Posts.

**(Priority .....**)

**7. FSD 39 - Health Care Expenses**

Review:

- the excessive costs of medication in certain countries (eg. the USA) which impact on the employee's 20% co-insurance, relative to the amount of co-insurance in Canada
- the excessive cost of dental care in certain countries, in excess of the treatment maximum, relative to the costs of treatment in Canada
- standard treatments outside Canada which are not covered under the Public Service Health Care Plan (PSHCP) (eg. midwife, treatment in doctor's office instead of hospital)
- the psychology and psychiatry component of the PSHCP, relative to standard treatment outside Canada

**(Priority.....)**

**8. FSD 41 - Health Care Travel**

Review provisions for reimbursement of living expenses in both private and commercial accommodation when being treated away from the mission

**(Priority.....)**

**9. PAFSO Proposals - Spousal Assistance**

On June 25, 2002, the NJC Executive Committee referred certain proposals relating to spousal issues to the FSD Committee for consideration, as follows:

- provide an annual spousal allowance of \$35,000 for the spouse of a rotational employee who accompanies that employee on posting and is unable to find work
- provide for payment of both shares of Canada Pension Plan contributions by the Employer, based on the \$35,000 annual allowance
- remove the restriction in the Public Service Superannuation Act which limits the amount of Leave Without Pay (LWOP) buy-back to 5 years, for spouses of rotational employees who are on LWOP from the public service to accompany their husbands/wives on posting; the buy-back should be at the single rate (employee share only), rather than the double rate (employer and employee share); the period of buy-back should allow the employee to buy back this service over an extended period of time;
- pay both shares of the superannuation contributions for a rotational employee while the employee is on posting;
- provide "on duty" status while participating in a personnel selection process (including travel) to the employee's spouse (who is a public servant) who has accompanied the employee on posting.

**(Priority.....)**



**PART III - FSDs - NEW ISSUES/PROPOSALS/CONCERNS**

1. If you could only propose one change to the FSDs, what would it be?

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2. Would you be willing to give up/trade off something, or accept a condition or limitation to an existing benefit or provision in order to gain a new or improved benefit? Do you have any suggestions where this could apply?

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3. Do you have any suggestions to reduce or eliminate administration and/or complexity of the FSDs?

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4. Is there any one particular allowance, benefit or provision of the Foreign Service Directives which affects your decision to accept an assignment outside Canada?

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5. What other specific proposals would you like to make? Please identify by Directive number and section and provide the rationale for your suggestion. As well, please assign a priority, keeping in mind the priorities you have assigned in Part II.

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