

HR SUPP

From:
Sent: 26 July 2006 14:08
To:
Cc:
Subject: FW: TACOS for Iraq
Attachments: BC Iraq TACOS comparisons.doc

Jennifer - thanks. Not one that I'm following closely, but and and Helen might be interested.

From:
Sent: 26 July 2006 14:06
To:
Subject: FW: TACOS for Iraq

Matthew, not sure you are part of the SAIC staffing discussions . Here is something put together a comparison by British Council which compares benefits of the BE, BC and DFID. Some DFID parts are missing but generally you can see the differences across the organizations
J

From:
Sent: 26 July 2006 07:11
To: Robert.Gibson@fco.gov.uk;
Cc:

Subject: TACOS for Iraq

<<BC Iraq TACOS comparisons.doc>>

Please find attached summary table of our three organisation's TACOS for discussions.

I am on leave from today to 21 August but please do liase with Stuart and John in my absence.

Best wishes

Reem

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FCO, DfID & British Council TACOS for Country Appointed Staff

TACOS	FCO	DfID	British Council
Employment protection	Based on local law	Contracts underpinned by UK employment Law whilst complying with local labour law.	Based on local law
Grievance/appeal procedures	Staff can take up grievances with their Senior Manager in-house	DFID staff can complain to the HR Director	Handled in the line though whistle blowing policy applies
Health and Safety	Accident procedure clearly outlined	Refers staff to staff handbook - section 2.3	Welfare includes the Employee Assistance Programme, The Ben Fund, Working safely, Fire and Incident Control, Working with VDUs, Eyesight tests, Injury insurance, Death in Service and Injury due to war or terrorism whilst on duty for the British Council.
Death in Service	FCO give three years salary based on the annual salary at the time of death	Provides enhanced Insurance provisions for staff who are members of the Civil Service Pension scheme.	Give 2 years salary less any other payments owing e.g. TG and if member of staff has completed one year's service. Payable even if not on official duties.
Injuries sustained whilst carrying out official duties	FCO provide a percentage of five years salary related to the level of disability	Do not clearly state the compensation levels within contracts, tbc	Will reimburse all reasonable costs for emergency medical treatment, in the event of any country-appointed member of staff being injured because of war or terrorism, whilst on duty or travelling to or from activity on behalf of the British Council. The member of staff will receive full salary for the period of injury up to one year from the date of the injury, if there is a reasonable prospect that they will be able to return to full employment as judged by a British Council approved doctor, to enable time for complete recovery. If the member of staff is permanently unable to continue employment then an enhanced early

retirement payment will be made of two months gross salary per year of service, following acceptance of the case by Pay and Employment Relations, HR.

Transport allowance	Pay a transport allowance for security reasons of \$100/month in Baghdad	Applies if local labour law then we would do the same?	Even if it wasn't local law we would offer this because of the particular operating environment.
Payment of Income tax	Up to staff to declare due to security situation	Do not deduct income tax, staff have to make their own arrangements.	Deduct income tax in normal operating environments
Hours of work	fixed	may be different	Follow local labour practice but operate flexible working options
Occupational pensions	Follow local employer practice	tbc	Pay 80% of costs but benchmark like organisations for guidance
Probation period	six months and probationary period		12 for IDC unless this does not comply with local law. BC does not have probation for promotions
Performance management	January to December and using FCO appraisal and assessment procedures		Have own appraisal and assessment procedures based on competencies submitted by 30 June each year
Leave	Give 20 days plus unconfirmed number of approved Embassy holidays	Linked to Local labour practice.	Give 35 days which should include public holidays
Other leave			Grant 10 days paternity/partner leave, 20 days adoptive leave and up to 5 days study leave.
Security Leave	FCO have made provision for staff to apply for security leave if personal circumstances warrant this.	Not in standards	If staff are unable to come to work we would look at option of work from home, rather taking from their leave allowance.
Eyesight tests			offered by BC
Medical Treatment	FCO pay 50% of prescription fees and 75% of doctors fees for the member of staff, the spouse and four children below the age of 18.	Allow offices three options see medical provision paper	See above.
Termination of employment and terminal benefits	One months notice Do not apply a minimum standard for the payment of terminal benefits, it is linked to local labour law.	Give staff with less than 4 years service – 5 weeks notice and with more than 4 years - not less than one week for each year of employment up to a maximum of 12 weeks –	Notice period is one month – although try and give more than this if operationally possible. Pay one month per year of service. BC pay one month per year of service.

	<p>in Iraq, the maximum FCO payment is 3 weeks salary from the sixth year of service and no payment for up to 2 years service.</p>	<p>unless local labour law is very different.</p> <p>Minimum standard is one month per year of service - staff associations have the option to choose more tax efficient retirement benefits or larger terminal benefits as long as these exceed the minimum standard.</p>	
Redundancy	<p>FCO follow local law and market practice</p>	<p>Provide staff with a choice: either local labour law, the DFID corporate package or the individual contract terms - whatever is the most favourable option. In essence the DFID corporate package is one months pay for every year of reckonable service up to a maximum of 10 months salary. In addition, staff are provided with additional medical cover for 12 months beyond the termination date, continue to provide HIV treatment and fund studies already started to the end of the course of study.</p>	<p>Have BC standards, but also follow local law and market. Would normally offer an enhancement of between 0.5 and 1 month per year depending on affordability and local practise.</p>