

April 27, 2004

**MEMORANDUM OF AGREEMENT
REGARDING THE PAYMENT OF CERTAIN ALLOWANCES & BENEFITS
TO PUBLIC SERVICE EMPLOYEES
DEPLOYED OUTSIDE CANADA IN SUPPORT OF THE CANADIAN FORCES ON
DEPUTY CHIEF OF DEFENCE STAFF CONTROLLED
INTERNATIONAL OPERATIONS
BETWEEN TREASURY BOARD
(HEREAFTER CALLED THE EMPLOYER)**

AND

**THE PROFESSIONAL INSTITUTE OF THE PUBLIC SERVICE OF CANADA
THE PROFESSIONAL ASSOCIATION OF FOREIGN SERVICE OFFICERS
THE PUBLIC SERVICE ALLIANCE OF CANADA
AND OTHER BARGAINING AGENTS WHO ARE
MEMBERS OF THE NATIONAL JOINT COUNCIL OF THE PUBLIC SERVICE OF
CANADA
(HEREAFTER CALLED THE BARGAINING AGENTS)**

Application

1. FSD 3.03(b) provides for the payment of certain allowances and benefits to career foreign service and foreign assignment employees deployed outside Canada in support of the Canadian Forces (CF) on Deputy Chief of Defence Staff (DCDS) controlled international operations. Specifically, FSD 3.03(b) states that these employees are subject to the relevant provisions of *Section 3 - Operation Allowances* of the Military Foreign Service Instructions (MFSI).

2. Following approval of FSD 3.03, a number of MFSI allowances and benefits, which apply to deployed CF members, were allocated sections of *Chapter 10 - Military Foreign Service Instructions* of the *Compensation and Benefits Instructions (CBI) for the Canadian Forces*, other than *Section 3 - Operation Allowances*. Although not specifically referred to in FSD 3.03(b), they meet its intent and are included in this agreement to ensure complete coverage of career foreign service and foreign assignment employees. For greater certainty, the applicable MFSI sections are limited to the following:

MFSI 10.1 - *Interpretation*;

MFSI 10.2 - *General Provisions* (only as they relate to the sections listed in this MOA)

MFSI 10.3 - *Operation Allowances*;

MFSI 10.17 - *Telephone Call Assistance*;

MFSI 10.21 - *Home Leave Travel Assistance*; and

MFSI 10.23 - *Compassionate Travel*.

Note: The MFSI reference includes the CBI Chapter Number plus the applicable Section.

3. The employee will be subject to the National Joint Council Travel Directive and be deemed in travel status while travelling to and from the post that is the home location of the deployment.

4. The employee will remain subject to those Foreign Service Directives applicable to the circumstances encountered. However, the employee is not entitled to any benefit or

allowance under the FSD, which is duplicated under the MFSI listed in paragraph 2 of this MOA.

5. The entitlement to the above allowances and benefits under the MFSI is predicated on the deployment status, as defined in MFSI 10.3.03 - Application by Deployment Status.

6. Amendments to the allowances and benefits listed in this Chapter shall be reported to the Foreign Service Directives Committee of the National Joint Council by the Department of National Defence representative on that committee. The MFSI is available on the following Website: <http://www.dnd.ca/dgcb/dcba/mfs>.

Effective Date

7. This memorandum is effective 23 July 2003, which is the approval date of the MFSI, and shall terminate when agreed to by the parties.

SIGNED AT OTTAWA, THIS 27th DAY OF THE MONTH OF APRIL 2004

The Treasury Board of Canada

(signed)

G.R. Clayburn, CD

The Professional Association of Foreign Service Officers

(signed)

Diane Buenger

The Professional Institute of the Public Service of Canada

(signed)

Lyette Babin, CD

The Public Service Alliance of Canada

(signed)

Andrée Massicotte