

John Luke
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9 September 2020

Dear John Luke

RE: OIA-20-21-03 Salary Bands at New Zealand Trade and Enterprise (NZTE)

Thank you for your email of 17 July 2020 requesting the following information:

- Information about all the positions in the NZTE where the position holder is paid more than \$150,000 per annum for both permanent and contractor/consultants. Could this be listed by business group at NZTE, providing the full position title, and the associated remuneration and an indication of whether the position is filled by a permanent employee or a contractor/consultant or other. For context can you please also provide me with the total number of staff in each business group.

Please note, we considered the Ombudsman's previous guidance on the disclosure of public sector staff remuneration in our decision to release the below information. The Ombudsman has noted that the remuneration information of public sector staff should be disclosed in a way that does not interfere with the privacy of the staff, but that allows for public interest in accountability of public sector staff.

The information you have requested is attached as appendices below. The information includes all New Zealand based staff, both contracted and permanent. The banding represents the amount paid to the person over the period of the Financial year 2019/2020 and has not been annualised (in the instance of fixed term people, or contractors who may have been employed for only part of the year). All information is in New Zealand Dollars.

NZTE has decided to refuse your request for specific remuneration rates under section 9(2)(a) of the Official Information Act 1982 as this would breach the privacy of NZTE staff. We have instead listed job titles where the role is banded over \$150,000NZD, and their associated remuneration within those salary bands, as outlined by the Ombudsman's guidance on releasing salary information.

You have the right to seek an investigation and review by the Ombudsman of this decision. Information about how to make a complaint is available at www.ombudsman.parliament.nz or freephone 0800 802 602.

Yours sincerely



Melissa Trochon
Director – Ministerial and Board

Encl List documents enclosed:

- Employee and Contractor Remuneration table
- Salary Bands and Job Titles
- Total staff by Business Group

Appendix One: Employee Remuneration

The table below shows the number of New Zealand based NZTE employees and contractors who received remuneration and/or benefits (excluding redundancy and cessation payments) of \$150,000NZD or more during the year ended 30 June 2020 in bands of \$10,000NZD increments.

Band	Permanent Staff numbers	Contracted Staff numbers
\$150,000 - \$160,000	24	3
\$160,000 - \$170,000	19	
\$170,000 - \$180,000	8	
\$180,000 - \$190,000	8	1
\$190,000 - \$200,000	9	2
\$200,000 - \$210,000	4	
\$210,000 - \$220,000	4	1
\$220,000 - \$230,000	2	
\$230,000 - \$240,000	1	
\$240,000 - \$250,000	4	
\$250,000 - \$260,000	2	
\$260,000 - \$270,000	1	
\$270,000 - \$280,000	2	
\$280,000 - \$290,000		1
\$290,000 - \$300,000	1	
\$330,000 - \$340,000	1	
\$390,000 - \$400,000	2	
\$440,000 - \$450,000	1	
\$450,000 - \$460,000	1	
\$480,000 - \$490,000	1	
\$510,000 - \$520,000	1	
>\$650,000	1	
Total	97	8

Appendix Two: Salary Bands and Job Titles

The table below shows Job Titles of both permanent and contracted New Zealand staff broken down by the associated REM band for that job as at 30 June 2020.

REM Band	Annualised Remuneration Scale (\$NZD)	Position Types
NZL L17	\$111,960 - \$149,280	Customer Manager, Investment Manager, Regional Manager, Coalitions Manager, Market Manager
NZL L18	\$132,030 - \$176,040	Programme or Sector Lead, Brand and Content Development, Digital Delivery, Director
NZL L19	\$158,040 - \$210,720	Customer Director, Digital Delivery, Organisational Resilience, Brand and Content Development, Director
NZL L20	\$189,720 - \$252,960	Investment Director, Digital Delivery, Director
NZL L22	\$257,400 - \$343,200	Brand and Content Development
NZL L24	\$364,300 - \$485,800	General Manager
NZL L27	\$532,251 - \$650,529	Chief Executive

Appendix Three: Total number of staff broken down by Business Group

The table below represents total number of staff in each business group at NZTE. This number includes both permanent and contracted staff. This number is as at 31 July 2020 this data is pulled monthly.

Business Group	# of Staff
Customer Solutions	108
Customers	110
Digital	50
International	304
Investment	53
Strategy People and Partners	92
Transformation	10