

## APPENDIX ONE: SALARY BANDS

NZTE's approach to pay is:

- We pitch ourselves at the market median, and we aim to be in the middle of the market, rather than leading or trailing it.
- We compare ourselves to the general market. This means that we compare against other employers regardless of sector, industry, size or ownership.
- We use a job evaluation tool which allows us to group roles of a similar size together in job bands.

The pay ranges for the Investor Migrant team are below.

Role	RANGE (\$NZ)	
	Opening rate	100% of band
Investment Director - Private Capital	193,200	279,100
GM - Investment	364,300	485,800

		Dubai	
<i>Rem Comp</i>		<i>Total Ann Rem (AED)</i>	
Role	RANGE		
	Opening rate	100% of band	
Investment Director – IMEA/Europe	753,800	1,005,100	

		San Francisco	
<i>Rem Comp</i>		<i>Total Ann Rem (USD)</i>	
Role	RANGE		
	Opening rate	100% of band	
Investment Director - NAM	180,000	240,000	