

APPENDIX ONE

Positions over NZD \$150,000 pa.

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. Some roles such as General Manager may sit in different bands due to the nature and scope of the role, and the size of the team that it leads.

We aim to pay at the midpoint for each remuneration band. In some cases, people are paid above the midpoint for a variety of reasons.

The below information on positions with a starting rate over NZD \$150,000 pa only includes NZTE’s New Zealand paid FTE people as the conversion of local salaries from foreign currencies to New Zealand dollars would provide a misleading picture.

Role titles have been grouped to ensure privacy of individuals is protected.

Amount paid in FY 21/22 - NZD	Position Name	Business Group	Position type
\$200,620	Project Lead	Customer Solutions	Contractor

Rem Band	Opening Rate (90%) - NZD	Midpoint (100%) - NZD	Position Name	Business Group
NZL L19	\$163,500	\$181,700	Customer Director and Director Roles	Customer Solutions; Strategy, Performance and Partners; Export Customers; Digital; Customer Solutions; People and Kōrako; Investment

NZL L20	\$193,600	\$215,100	Chief Officer roles	Strategy, Performance and Partners; International
			Customer Director Roles	Export Customers
			Director Roles	Customer Solutions
			'Head of' roles	Export Customers
			Investment Director Roles	Investment
NZL L22	\$266,300	\$295,900	Chief Officer, Chief Executive, Commissioner General and Director roles	Digital; Customer Solutions, International
NZL L23	\$307,620	\$341,800	General Manager Role	People and Kōrako
NZL L24	\$364,300	\$404,800	General Manager Roles	Customer Solutions; Export Customers; International; Investment; Strategy Performance and Partners
NZL L27	\$532,251	\$591,390	Chief Executive	CE Office

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Total staff in each business group

The below is NZTE's total staff, including those situated internationally.

Business Group	Total number of staff in Business Group
CE Office	2
Customer Solutions	106
Digital	58
Export Customers	128
International	343
Investment	59
People and Kōrako	37
Strategy Performance and Partners	62

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