

## APPENDIX ONE

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### Positions over NZD \$150,000 pa.

NZTE's approach to pay is:

- 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 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. The opening rate of NZL L18 is included as position holders within this band can be paid up to \$150,000 or more.

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

The following data is for 1 January 2022 to 31 December 2022.

Position type	Band	Position Name	Business Group
Contractor	\$170,000 - \$180,000	Director	Customer Solutions
	\$190,000 - \$200,000	Designer	Digital
	\$200,000 - \$210,000	Project Lead	Customer Solutions
	\$260,000 - \$270,000	Delivery Lead	Export Customers

The following data is for 1 January 2022 to 31 December 2022.

Rem Band	Opening Rate (90%) - NZD	Midpoint (100%) - NZD	Position Name	Business Group
NZL L18	\$138,900	\$154,300	Lead roles	Customer Solutions
			Partner roles	Export Customers
			Advisor roles	CE Office, International
			Manager and Controller roles	Strategy Performance and Partners, Export Customers, Customer Solutions
			Director roles	Customer Solutions, People and Kōrako, International, Strategy Performance and Partners
NZL L19	\$166,100	\$184,500	Director roles	Export Customers, Customer Solutions, Strategy Performance and Partners, People and Kōrako, Investment
			Chief Officer roles	Strategy Performance and Partners
NZL L20	\$193,600	\$215,100	Heads of roles	Export Customers
			Chief Officer roles	Strategy Performance and Partners
			Director roles	Customer Solutions, Strategy Performance and Partners, Export Customers
NZL L21	\$236,400	\$262,700	Chief Officer roles	Strategy Performance and Partners
NZL L22	\$266,300	\$295,900	Senior Executive and Director roles	Customer Solutions, International, Strategy Performance and Partners
NZL L23 + NZL L24	\$325,500	\$417,400	General Manager roles	Customer Solutions, International, Investment, Strategy Performance and Partners, People and Kōrako

### 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	109
Export Customers	128
International	320
Investment	63
People and Kōrako	39
Strategy Performance and Partners	123

**Note:** Consultants provide NZTE services on a project basis so are not included in this response.