

## Appendix One

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 take a median market position. The market median informs us about what our pay range should be based on, and becomes the midpoint for the pay range. We then construct our pay ranges around the midpoint.
- We pitch our pay ranges to be at the middle of the market. People can be paid above the midpoint this is dependent on skills and experience.
- We use a job evaluation tool which allows us to group roles of a similar size together in job bands. Some roles may sit in different bands due to the nature and scope of the role, and the size of the team that it leads.

The below information on positions only includes NZTE's New Zealand-paid standard roles, 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.

Salary Band	Opening Rate (90%), NZD	Midpoint (100%), NZD	Roles
NZL L11	58,000	64,400	Assistant, Coordinator roles
NZL L12	62,100	69,000	Coordinator roles
NZL L13	68,800	76,400	Assistant, Coordinator, Support Specialist roles
NZL L14	78,300	87,000	Advisor, Analyst, Assistant, Manager, Specialist roles
NZL L15	89,900	99,900	Advisor, Analyst, Manager, Specialist roles
NZL L16	105,700	117,400	Advisor, Analyst, Manager, Specialist, Developer, Designer, Product Owner roles
NZL L17	125,200	139,100	Advisor, Specialist, Lead, Manager, Partner roles
NZL L18	147,200	163,600	Director, Lead, Manager, Trade Commissioner roles
NZL L19	176,900	196,600	Director and 'Head of' roles
NZL L20	209,300	232,600	Chief Officer, Director, 'Head of' and Regional Director roles
NZL L21	247,600	275,100	Chief Officer and 'Head of' roles
NZL L22	271,200	301,300	Chief Executive (NZ Story)
NZL L24	400,500	445,000	General Manager roles
NZL L27	538,800	598,700	Chief Executive (NZTE)