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16 December 2019

Withheld under s9(2)(a) of the OIA

Dear Withheld under s9(2)(a) of the OIA

I refer to your official information request, received by Education New Zealand (ENZ) on 18 November 2019. This response relates to your request, as follows:

I would like to request the salary band for all international posts you have outside of NZ(e.g. Education Manager, Senior Market Development Manager, Market Development Manager, Education Marketing Manager, Regional Director, Regional Manager, Programme Manager, Field Director etc) and their relevant benefit documents, (e.g. medical/international travel/accommodation etc) for example, beside their salary, what else they will get/ peaks etc.

Also, if possible I would like to ask the salary band for the local posts as well (people based in NZ)

The information you have requested is in the attached spreadsheets:

- The salary bands spreadsheet shows the salary bands applicable for ENZ's international and New Zealand posts
- The job titles spreadsheet shows the job titles for each salary band
- The offshore benefits spreadsheet shows the general benefits provided across ENZ's international locations. ENZ has decided to refuse your request for information which relates to relevant benefit documents under section 9(2)(a) of the Official Information Act 1982 (OIA) to protect the privacy of natural persons as benefits may be negotiated by staff on an individual basis.

In preparing this information release, ENZ has considered the public interest considerations in section 9(1) of the Official Information Act.

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.



Please note, Education New Zealand now proactively publishes OIA responses. Your name and contact details will be removed from this response before it is published on our website.

Yours sincerely,

John Goulter

Released under the Official Information Act. 1982 General Manager Stakeholders and Communications

Education New Zealand

Location	Car park	13th month payment	Vacation payment	Medical allowance/insurance	Food allowance	Housing/transport benefit	Flight allowance	< Superannuation/social security	Phone benefit
Bangkok	Υ	Υ		Υ				Υ	
Berlin				Υ					
China		Υ		Υ					
Ho Chi Minh City	Υ	Υ		Υ					
India				Υ				Υ	
Jakarta		Υ		Υ				Υ	
Kuala Lumpur									
Riyadh	Υ			Υ		Υ	Υ		Υ
Santiago				Υ	Υ	Υ			
Sao Paulo		Υ	Υ					Υ	200
Seoul				Υ				Υ	1,
Singapore				Υ				Oy.	
Tokyo				Υ				(A)	
Washington DC				Υ			7		

Some benefits are included in the package negotiated, whereas others are required under local labour law.

Car park

Car parking provided by the employer.

13th month payment

In some international locations, the annual gross salary is divided into 13 payments. 12 payments are made on a monthly basis and the 13th month payment is normally provided either in December or June (before summer vacation period in northern hemisphere).

Vacation payment \

In some international locations, employers are required to make an additional payment to employees just before summer vacation period. In some cases it may be a full month payment (see 13th month payment) or a percentage of the regular monthly payment.

Medical allowance/insurance

In some international locations a medical allowance is provided to supplement any medical insurance that might be provided for situations that are not covered by the medical insurance. Employer sponsored insurance schemes may also be provided.

Food allowance

Provided at some international locations as it provides a tax advantage to employees.

Housing/transport allowance

Required under Saudi labour law.

Flight allowance

To enable travel home every two years.

Superannuation/social security

Compulsory superannuation or pension schemes.

Phone benefit

Salary band	Job title
12	Education Assistant, Finance Officer, Student Intern
13	Coordinator People and Culture, Industry Development Coordinator, International Advisor,
	International Projects Coordinator, EA to GM Partnerships and Marketing
14	Assistant Accountant, Communications Advisor, EA to CE, EA/Team Coordinator, Education Marketing
	Manager, Intelligence Analyst, International Social Communities Specialist, Scholarships and Student
	Experience Advisor, Student Scholarships Advisor
15	Advisor People & Culture, Advisor Government Stakeholders, Database & Automation Specialist,
	Digital Media Project Advisor, Education Manager, Field Director, International Digital Content
	Manager, Market Development Manager, Market Manager Saudi Arabia
16	Manager Education Agents, Market Development Manager, Market Manager, Programme Manager,
	Senior Advisor Governance, Senior Communications Advisor, Senior Data Analyst, Student Experience
	Manager
17	. 0.
	Marketing Technology Programme Manager, Country Manager India, Digital Profest Manager, Global
	Campaigns and Communities Manager, International Market Manager, Market Manager, Principal
	Advisor Communications, Regional Manager Middle East, Regional Manager North America & Europe,
	Senior Advisor People & Culture, Senior Market Development Manage
18	Accountability Manager, Business Development Manager, Business Olutions Manager, Director
	Communications, Director Brand & Design, Director Business Planting, Director Channel Services and
	Partnerships, Engagement Manager, Finance Manager, International Events Manager, Service Delivery
	Manager, Operations Director, Strategic Projects Manager Student Scholarships Manager
19	1
	Director, Chief Advisor Māori, Regional Manager Fast Asia, Regional Director Americas & Europe
20	Regional Director Asia
21	Chief Financial & Information Officer, Director People & Culture Property & Legal
22	General Manager

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Location	New Zealand		Bangkok, Thailand		Berlin, Germany		Beijing, China		Guangzhou, China		Shanghai, China	
Currency	NZD		ТНВ		EUR		CNY		CNY		CNY	
Salary band	Lower	Upper	Lower	Upper	Lower	Upper	Lower Upper		Lower	Upper	Lower	Upper
12	49,223	66,595								100		
13	55,250	74,750							P _C			
14	62,860	85,046						3	10h			
15	72,667	98,314			52,187	70,605	261,576	353,896	, c			
16	86,301	116,761	1,669,387	2,258,583			339,490	459,310			356,405	482,195
17	102,507	138,685							463,516	627,110		
18	121,481	164,357					KICIO					
19	144,500	195,500				(2)) ,					
20	172,116	232,862				" ille						
21	203,912	275,882			Ž	SO,						
22	229,293	310,221			414							

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Location	Ho Chi Minh City, Viet Nam		Mumbai, India		New Delhi, India		Jakarta, Indonesia		Kuala Lumpur, Malaysia		Riyadh, Saudi Arabia	
Currency	VND		INR		INR		IDR		MYR		SAR	
Salary band	Lower	Upper	Lower	Upper	Lower	Lower Upper Low		Upper	dower	Upper	Lower	Upper
12								×	69,289	93,743		
13								PCT				
14								ion				
15											219,398	296,832
16	715,432,250	967,937,750	1,935,175	2,618,177	1,927,943	2,608,393	507,033,500	685,986,500				
17	910,078,000	1,231,282,000			3,221,574	4,358,600						
18						KIC	0					
19						0,						
20					147							
21					200							
22				<u>ک</u> '	7/							

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Location	Santiag	o, Chile	Sao Paulo, Brazil		Seoul, South Korea		Singapore		Tokyo, Japan		Washington DC, United States of America	
Currency	CLP		BRL		коw		SGD		JPY		USD	
Salary band	Lower	Upper	Lower	Upper	Lower	Upper	Lower Upper		Lower	Upper	Lower	Upper
12									1/020			
13								•	>C/			
14								ation				
15								Ust.			61,067	82,619
16	40,559,358	54,874,426					10				75,379	101,983
17			234,411	317,145	73,405,414	99,313,208	124,994	169,110	10,661,550	14,424,450		
18						KIL						
19						0,	204,614	276,830				
20			_		•	ille	_				_	
21					, de							
22					411							

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