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11 May 2023

s9(2)(a)

Dear s9(2)(a)

## Official Information Act 1982 request – international staff salary bands and international staff benefits query

I refer to your official information act request (OIA), received by Education New Zealand (ENZ) on 17 April 2023;

*Dear Education NZ,*

*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.*

The information you have requested is in the attached spreadsheets:

- The salary bands spreadsheet shows the salary bands applicable for ENZ's international 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.

We are refusing the part of your request for information which relates to relevant benefit documents under section 9(2)(a) of the OIA to protect the privacy of natural persons as benefits may be tailored to a specific international position.

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 <https://www.ombudsman.parliament.nz/> or freephone 0800 802 602.

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Please note that it is our policy to proactively release our responses to official information requests, where possible. We do not publish requesters' personal information. Please contact us if you have any questions about this.

Yours sincerely

Di Solomon  
General Manager  
Government Relations

Salary Band	Location	Currency	85% of Band	100% of Band
BK16	Bangkok	THB	1,690,931	1,989,331
BJ16	Beijing	CNY	375,020	441,200
19	Beijing	NZD	148,149	174,293
BR16	Berlin	EUR	69,656	81,948
GU17	Guangzhou	CNY	472,600	556,000
HM16	HCM City	VND	828,631,000	974,860,000
HM17	HCM City	VND	1,106,700,000	1,302,000,000
JK16	Jakarta	IDR	507,033,500	596,510,000
ND16	New Delhi	INR	1,981,588	2,331,280
ND17	New Delhi	INR	3,606,231	4,242,625
SP16	Sao Paulo	BRL	193,112	227,190
CH17	Santiago	CLP	58,176,375	68,442,794
SNG17	Singapore	SGD	127,692	150,226
SNG20	Singapore	SGD	206,856	249,360
SL17	Seoul	KRW	81,335,453	95,688,768
SH16	Shanghai	CNY	349,520	411,200
TK17	Tokyo	JPY	11,618,039	13,668,281
WA16	Washington, DC	USD	78,858	92,768
WA17	Washington, DC	USD	93,298	109,756
19	Washington, DC	NZD	148,149	174,293

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Role Titles
Programme Manager, Market Manager
Education Manager, Market Development Manager
Regional Director China
Market Development Manager
Senior Market Development Manager
Programme Manager
Market Manager
Programme Manager
Market Development Manager
Director of Engagement East Asia and India
Market Development Manager
Director of Engagement Latin America
Senior Operations Officer
Regional Director Asia (excl China)
Senior Market Development Manager
Market Development Manager, Marketing and Communications Manager
Senior Market Development Manager
Field Director
Director of Engagement North America
Regional Director Americas, Middle East and Europe

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Location	Car park	13th month payment	Vacation payment	Medical allowance/insurance	Food allowance	Housing/transport benefit	Superannuation/social security
Bangkok	Y	Y		Y			Y
Berlin				Y			
China		Y		Y			Y
Ho Chi Minh City	Y	Y		Y			Y
India				Y			Y
Jakarta		Y		Y			Y
Santiago				Y	Y	Y	
Sao Paulo		Y	Y	Y			Y
Seoul				Y			Y
Singapore				Y			Y
Tokyo				Y		Y	Y
Washington DC				Y			

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

**13<sup>th</sup> 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 13<sup>th</sup> month payment is normally provided either in December or June.

**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 13<sup>th</sup> month pa

**Medical Allowance**

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.

**Commuting Allowance**

Provides assistance with commuting costs at some international locations.

**Meal Allowance**

Provided at some international locations as required by local labour laws

**Superannuation**

Compulsory superannuation or pension schemes.

**Social Security**

Compulsory employer social security contributions.

**Medical Insurance**

Employer sponsored medical insurance schemes. In some cases, employees have the choice to take cash in lieu of the premium paid to the medical insurance provider.

**Car Park**

Car parking provided by the employer.

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