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Yours sincerely,



John Goulter  
General Manager Stakeholders and Communications  
Education New Zealand

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

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

**Car park**

Car parking provided by the employer.

**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 (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 13<sup>th</sup> 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**

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| 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          | Marketing Technology Programme Manager, Country Manager India, Digital Project 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 Manager                            |
| 18          | Accountability Manager, Business Development Manager, Business Solutions Manager, Director Communications, Director Brand & Design, Director Business Planning, Director Channel Services and Partnerships, Engagement Manager, Finance Manager, International Events Manager, Service Delivery Manager, Operations Director, Strategic Projects Manager, Student Scholarships Manager |
| 19          | Director, Chief Advisor Māori, Regional Manager East 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         |         | THB               |           | EUR             |        | CNY            |         | CNY              |         | CNY             |         |
| Salary band | Lower       | Upper   | Lower             | Upper     | Lower           | Upper  | Lower          | Upper   | Lower            | Upper   | Lower           | Upper   |
| 12          | 49,223      | 66,595  |                   |           |                 |        |                |         |                  |         |                 |         |
| 13          | 55,250      | 74,750  |                   |           |                 |        |                |         |                  |         |                 |         |
| 14          | 62,860      | 85,046  |                   |           |                 |        |                |         |                  |         |                 |         |
| 15          | 72,667      | 98,314  |                   |           | 52,187          | 70,605 | 261,576        | 353,896 |                  |         |                 |         |
| 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 |                   |           |                 |        |                |         |                  |         |                 |         |
| 19          | 144,500     | 195,500 |                   |           |                 |        |                |         |                  |         |                 |         |
| 20          | 172,116     | 232,862 |                   |           |                 |        |                |         |                  |         |                 |         |
| 21          | 203,912     | 275,882 |                   |           |                 |        |                |         |                  |         |                 |         |
| 22          | 229,293     | 310,221 |                   |           |                 |        |                |         |                  |         |                 |         |

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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            | Upper     | Lower              | Upper       | Lower                  | Upper  | Lower                | Upper   |
| 12          |                            |               |               |           |                  |           |                    |             | 69,289                 | 93,743 |                      |         |
| 13          |                            |               |               |           |                  |           |                    |             |                        |        |                      |         |
| 14          |                            |               |               |           |                  |           |                    |             |                        |        |                      |         |
| 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          |                            |               |               |           |                  |           |                    |             |                        |        |                      |         |
| 19          |                            |               |               |           |                  |           |                    |             |                        |        |                      |         |
| 20          |                            |               |               |           |                  |           |                    |             |                        |        |                      |         |
| 21          |                            |               |               |           |                  |           |                    |             |                        |        |                      |         |
| 22          |                            |               |               |           |                  |           |                    |             |                        |        |                      |         |

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| Location    | Santiago, Chile |            | Sao Paulo, Brazil |         | Seoul, South Korea |            | Singapore |         | Tokyo, Japan |            | Washington DC, United States of America |         |
|-------------|-----------------|------------|-------------------|---------|--------------------|------------|-----------|---------|--------------|------------|---|---------|
| Currency    | CLP             |            | BRL               |         | KOW                |            | SGD       |         | JPY          |            | USD                                     |         |
| Salary band | Lower           | Upper      | Lower             | Upper   | Lower              | Upper      | Lower     | Upper   | Lower        | Upper      | Lower                                   | Upper   |
| 12          |                 |            |                   |         |                    |            |           |         |              |            |   |         |
| 13          |                 |            |                   |         |                    |            |           |         |              |            |   |         |
| 14          |                 |            |                   |         |                    |            |           |         |              |            |   |         |
| 15          |                 |            |                   |         |                    |            |           |         |              |            | 61,067                                  | 82,619  |
| 16          | 40,559,358      | 54,874,426 |                   |         |                    |            |           |         |              |            | 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          |                 |            |                   |         |                    |            |           |         |              |            |   |         |
| 19          |                 |            |                   |         |                    |            | 204,614   | 276,830 |              |            |   |         |
| 20          |                 |            |                   |         |                    |            |           |         |              |            |   |         |
| 21          |                 |            |                   |         |                    |            |           |         |              |            |   |         |
| 22          |                 |            |                   |         |                    |            |           |         |              |            |   |         |

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