

**Salary Range and Allowances for Directors (NZD)
(Overseas Direct Recruitment Policy)**

Salary Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
Base Salary (Band J)	41,148	42,794	44,440	46,086	47,732	49,378	51,024	52,670	54,316	55,962
Recruitment Allowance	6172	6419	6666	6913	7160	7407	7654	7901	8147	8394
Accommodation Allowance	9100	9100	9100	9100	9100	9100	9100	9100	9100	9100
Storage Allowance	2000	2000	2000	2000	2000	2000	2000	2000	2000	2000
Total Salary:	58,420	60,313	62,206	64,099	65,992	67,885	69,778	71,671	73,563	75,456

Note:

1. Base Salary- MOE/PSC Salary scale.
2. Recruitment Allowance
3. Housing Allowance
4. Storage Allowance

Points 2-4 only applies to overseas applicants

Additional entitlements:

1. Superannuation subsidy of 5% Gross Salary
2. Return airfares (appointee and dependents)
3. Return seafreight allowance
4. Arrival & departure accommodation
5. Establishment grant \$500/family
6. Assistance with finding suitable accommodation upon arrival
7. Cost and handling of immigration documents, including work permit and extensions for duration of contract
8. Medical costs reimbursement (excluding local fee component) for first 6 months

Contract Information:

1. Length of contract is 3 years, with possible 1 year extension.
2. Appointment is subject PSC (Public Services Commission) approval.
3. VISA applications involve obtaining police and medical clearance in country of origin.
4. Medical referral support to NZ (NZ passport holders); pre-existing & maternity not included.
5. Sick leave & other leave entitlements.
6. Bereavement Leave and air fare cover (1 person) for immediate family members.
7. If renewing contract after 3 years then contract pays return airfare to place of recruitment.