

**Salary Range and Allowances for L&D Manager (NZD)  
(Overseas Direct Recruitment Policy)**

Salary Range	Step 1	Step 2	Step 3	Step 4	Step 5
Base Salary (Band J)	41,148	42,794	44,440	46,086	47,732
Recruitment Allowance	6172	6419	6666	6913	7160
Accommodation Allowance	9100	9100	9100	9100	9100
Storage Allowance	2000	2000	2000	2000	2000
	<b>58,420</b>	<b>60,313</b>	<b>62,206</b>	<b>64,099</b>	<b>65,992</b>

NOTE: Progression on the scale is restricted by budget constraints, up to step 5.

**Note:**

Placement is placed on experience and qualifications

1. Base Salary (at Cook Islands rates)
2. Recruitment Allowance
3. Housing Allowance
4. Storage Allowance

**Additional Allowances include:**

1. Superannuation subsidy of 5% Gross Salary
2. Return airfares (appointee and dependents)
3. Return seafreight allowance (if applicable)
4. Arrival & departure accommodation
5. Medical costs (excluding local fee component)
6. Assistance with finding suitable accommodation upon arrival
7. Cost and handling of immigration requirements including work permit and extensions for duration of contract