

WPQ 46635 (2024) Table One: Full time equivalent (FTE) Ministry of Education positions, grouped by Australian and New Zealand Standard Classification of Occupations (ANZSCO) roles and salary band range, as at 30 June 2024

Salary Band	Clerical and Administrative Workers	ICT Professionals and Technicians	Information Professionals	Inspectors and Regulatory Officers	Legal, HR and Finance Professionals	Managers	Other Professionals not elsewhere included	Policy Analysts	Social, Health and Education Workers	Total
\$50,000 – \$59,999									42.0	42.0
\$60,000 – \$69,999	133.3	36.0	15.8		5.0			21.0	145.4	356.5
\$70,000 – \$79,999	74.1	14.8	36.0		15.0			7.0	88.4	235.3
\$80,000 – \$89,999	48.8	29.0	65.6		15.0	7.0	3.0	29.4	163.0	360.8
\$90,000 – \$99,999	16.0	31.5	24.0		12.0	20.4		1.5	397.2	502.5
\$100,000 – \$109,999	6.6	21.0	45.8		10.0	22.8		5.0	551.6	662.8
\$110,000 – \$119,999	4.7	44.0	64.1		20.8	34.0	4.5	19.4	662.5	854.1
\$120,000 – \$129,999	3.0	24.8	39.8	1.0	16.6	69.6	2.0	13.7	110.9	281.4
\$130,000 – \$139,999	4.0	16.0	34.8	12.0	7.0	158.7	1.0	12.0	138.6	384.0
\$140,000 – \$149,999		6.0	16.6	5.0	10.6	55.4	2.8	4.8	58.4	159.6
\$150,000 – \$159,999		1.0	8.8		2.0	73.6	1.0	6.8	10.2	103.4
\$160,000 – \$199,999	0.9	12.8	14.0		3.8	239.8	1.0	9.7	45.6	327.5
\$200,000 and up			1.8			102.0			13.4	117.2
Total FTE per ANZSCO Group	291.4	236.9	367.1	18.0	117.8	783.1	15.3	130.1	2427.2	4387.1

WPQ 46635 (2024) Table Two: Employees at New Zealand Qualifications Authority as at 1 July 2024, broken down by job title and salary band range

Job Title	Salary Range
Accountant (General)	\$85,555 - \$114,296
Accounts Clerk	\$54,531 - \$71,749
Call or Contact Centre Operator	\$49,656 - \$65,064
Call or Contact Centre Operator	\$64,790 - \$86,046
Call or Contact Centre Team Leader	\$64,790 - \$86,046
Chief Executive or Managing Director	n/a
Chief Information Officer	\$150,605 - \$201,812
Clerical and Office Support Workers nec	\$70,645 - \$94,124
Clerical and Office Support Workers nec	\$97,689 - \$130,713
Computer Network and Systems Engineer	\$90,243 - \$120,640
Computer Network and Systems Engineer	\$78,393 - \$104,607
Corporate General Manager	n/a
Credit or Loans Officer	\$64,790 - \$86,046
Database Administrator	\$90,243 - \$120,640
Database Administrator	\$91,425 - \$122,238
Database Administrator	\$123,814 - \$166,059
Database Administrator	\$86,006 - \$114,907
Developer Programmer	\$90,243 - \$120,640
Developer Programmer	\$71,380 - \$95,119
Education Adviser	\$85,555 - \$114,296
Education Adviser	\$77,456 - \$103,340
Education Adviser	\$64,790 - \$86,046
Education Adviser	\$97,689 - \$130,713
Education Adviser	\$91,425 - \$122,238
Education Adviser	\$110,410 - \$147,924
External Auditor	\$85,555 - \$114,296
External Auditor	\$91,425 - \$122,238
Facilities Administrator	\$64,790 - \$86,046
Finance Manager	\$145,202 - \$194,717
Finance Manager	\$110,410 - \$147,924
General Clerk	\$64,790 - \$86,046
General Clerk	\$54,531 - \$71,749
General Clerk	\$58,993 - \$77,968
General Clerk	\$110,410 - \$147,924
General Clerk	\$77,456 - \$103,340
General Clerk	\$85,555 - \$114,296
General Clerk	\$91,425 - \$122,238
Human Resource Adviser	\$97,689 - \$130,713
Human Resource Adviser	\$110,410 - \$147,924
Human Resource Manager	\$145,202 - \$194,717
Human Resources Clerk	\$58,993 - \$77,968

Job Title	Salary Range
Human Resources Clerk	\$64,790 - \$86,046
Human Resources Clerk	\$77,456 - \$103,340
Human Resources Clerk	\$85,555 - \$114,296
ICT Business Analyst	\$95,330 - \$127,521
ICT Business Analyst	\$71,380 - \$95,119
ICT Business Analyst	\$85,555 - \$114,296
ICT Business Analyst	\$86,006 - \$114,907
ICT Managers nec	\$95,330 - \$127,521
ICT Managers nec	\$134,377 - \$180,350
ICT Managers nec	\$114,962 - \$154,084
ICT Managers nec	\$90,243 - \$120,640
ICT Security Specialist	\$86,006 - \$114,907
ICT Security Specialist	\$114,962 - \$154,084
ICT Support and Test Engineers nec	\$86,006 - \$114,907
ICT Support and Test Engineers nec	\$71,380 - \$95,119
ICT Support and Test Engineers nec	\$67,549 - \$89,890
ICT Support and Test Engineers nec	\$95,330 - \$127,521
ICT Support Engineer	\$67,549 - \$89,890
ICT Support Engineer	\$71,380 - \$95,119
ICT Support Engineer	\$56,862 - \$74,998
ICT Support Engineer	\$90,243 - \$120,640
Information and Organisation Professionals nec	\$110,410 - \$147,924
Intelligence Officer	\$64,790 - \$86,046
Intelligence Officer	\$110,410 - \$147,924
Intelligence Officer	\$97,689 - \$130,713
Intelligence Officer	\$91,425 - \$122,238
Internal Auditor	\$91,425 - \$122,238
Management Accountant	\$85,555 - \$114,296
Management Consultant	\$97,689 - \$130,713
Management Consultant	\$85,555 - \$114,296
Office Manager	\$110,410 - \$147,924
Organisation and Methods Analyst	\$77,456 - \$103,340
Organisation and Methods Analyst	\$91,425 - \$122,238
Organisation and Methods Analyst	\$85,555 - \$114,296
Organisation and Methods Analyst	\$110,410 - \$147,924
Organisation and Methods Analyst	\$97,689 - \$130,713
Payroll Clerk	\$85,555 - \$114,296
Personal Assistant	\$64,790 - \$86,046
Personal Assistant	\$54,531 - \$71,749
Policy Analyst	\$85,555 - \$114,296
Policy Analyst	\$70,645 - \$94,124
Policy Analyst	\$110,410 - \$147,924
Policy Analyst	\$97,689 - \$130,713

Job Title	Salary Range
Policy Analyst	\$91,425 - \$122,238
Policy and Planning Manager	\$134,206 - \$180,119
Policy and Planning Manager	\$110,410 - \$147,924
Production Clerk	\$64,790 - \$86,046
Production Clerk	\$77,456 - \$103,340
Program or Project Administrator	\$110,410 - \$147,924
Program or Project Administrator	\$64,790 - \$86,046
Program or Project Administrator	\$58,993 - \$77,968
Program or Project Administrator	\$85,555 - \$114,296
Program or Project Administrator	\$91,425 - \$122,238
Program or Project Administrator	\$70,645 - \$94,124
Proof Reader	\$91,425 - \$122,238
Proof Reader	\$70,645 - \$94,124
Public Relations Professional	n/a
Public Relations Professional	\$85,555 - \$114,296
Purchasing Officer	\$70,645 - \$94,124
Quality Assurance Manager	\$91,425 - \$122,238
Receptionist (General)	\$49,656 - \$65,064
Records Manager	\$97,689 - \$130,713
Records Manager	\$85,555 - \$114,296
Software and Applications Programmers nec	\$90,243 - \$120,640
Solicitor	\$134,206 - \$180,119
Solicitor	\$70,645 - \$94,124
Solicitor	\$97,689 - \$130,713
Specialist Managers nec	\$110,410 - \$147,924
Specialist Managers nec	\$145,202 - \$194,717
Specialist Managers nec	\$134,206 - \$180,119
Specialist Managers nec	\$124,427 - \$166,888
Specialist Managers nec	\$97,689 - \$130,713
Statistician	\$110,410 - \$147,924
Statistician	\$77,456 - \$103,340
Systems Administrator	\$85,555 - \$114,296
Systems Administrator	\$86,006 - \$114,907
Systems Administrator	\$78,393 - \$104,607
Web Administrator	\$70,645 - \$94,124
Web Administrator	\$77,456 - \$103,340

WPQ 46635 (2024) Table Three: Full time equivalent (FTE) Education Review Office positions, grouped by Australian and New Zealand Standard Classification of Occupations (ANZSCO) roles and salary band range, as at 1 July 2024

Salary Band	Clerical and Administrative Workers	ICT Professionals and Technicians	Information Professionals	Inspectors and Regulatory Officers	Legal, HR and Finance Professionals	Managers	Other Professionals not elsewhere included	Social, Health and Education Workers	Total
\$50,000 – \$59,999									0.0
\$60,000 – \$69,999	15.9						1.0		16.9
\$70,000 – \$79,999	7.0	3.8							10.8
\$80,000 – \$89,999	2.9	2.0					1.0		5.9
\$90,000 – \$99,999	1.0		1.0		1.0			28.5	31.5
\$100,000 – \$109,999		2.8			2.8			91.6	97.2
\$110,000 – \$119,999					1.3		4.0	5.0	10.3
\$120,000 – \$129,999					0.5	2.0		19.0	21.5
\$130,000 – \$139,999					1.0		1.0	3.0	5.0
\$140,000 – \$149,999	0.9				2.0	1.0		4.0	7.9
\$150,000 – \$159,999						3.0		3.0	6.0
\$160,000 – \$199,999	1.0					10.8		1.0	12.8
\$200,000 and up						4.9			4.9
Total FTE	28.7	8.6	1.0	0.0	8.6	21.7	7.0	155.1	230.7

WPQ 46214 (2024) Table One: Number of Education New Zealand onshore staff, broken down by job title and salary range, as at 1 July 2024

Number of Employees	Job Title	Salary Range (\$NZD)
1	Communications Advisor	61,880 - 72,800
3	Team Coordinator	
1	Finance Officer	
1	Advisor	70,805 - 83,300
1	Executive Advisor to the CE / Board	
1	ICT and Properties Specialist	
1	Brand Specialist	81,090 - 95,400
1	Global Social Media Specialist	
1	Global Events Advisor	
1	Senior Advisor Global Citizens	
1	Senior Advisor Student Experience	
1	Senior ICT and Properties Specialist	95,625 - 112,500
1	Accountant	
1	Advisor Māori	
1	Business Intelligence Analyst	
1	Campaigns Project Manager	
1	Global Digital Platforms Specialist	
1	Global Marketing Automation and Database Specialist	
1	Global Performance and Insights Specialist	
1	Insights Analyst	
1	International Brand Engagement Manager	
1	Global Digital Content Specialist	
1	Senior Advisor Accountability	
2	Senior Advisor Communications	

1	Senior Advisor People Culture and Capability	
1	Global Brand Manager	113,220 - 133,200
1	Global Campaigns and Communities Manager	
1	Global Citizens Manager	
3	International Market Manager	
1	Principal Advisor Planning	
1	Project Manager NZIEC KI TUA	
1	Senior Advisor Governance and Risk	
1	Student Experience Manager	
5	Business Development Manager	132,430 - 155,800
1	Digital and Technology Manager	
1	Engagement Manager	
1	Manager Global Events and Agents	
1	Manager Innovation and Growth	
1	Research Manager	
1	Senior Advisor Māori	
1	Director Communications	157,930 - 185,800
1	Director Finance	
1	Director ICT & Property	
1	Director Innovation and Growth	
1	Director Insights	
1	Director Marketing and Brand	
1	Director Operations	
1	Director People, Culture and Capability	
1	Director Scholarships	
1	Director Sector Services	
1	Director, Student Engagement	
1	Manager Government Advisory	

1	Regional Director Greater China	
1	Regional Director Americas, Middle East and Europe	
1	General Manager Government Relations	185,810 - 218,600
1	General Manager Māori	
1	General Manager Marketing and Communications	221,935 - 261,100
1	General Manager Sector Engagement	
1	General Manager Sector Services	
1	General Manager, Corporate Services	243,015 - 285,900
1	Chief Executive	418,880 - 492,800

WPQ 46214 (2024) Table Two: Number of Education New Zealand offshore staff, broken down by job title and salary range, as at 1 July 2024

Number of Employees	Job Title	Currency	Salary Range
1	Market Development Manager	BRL	193,112 - 227,190
1	Director of Engagement Latin America	CLP	58,176,375 - 68,442,794
1	Education Manager	CNY	373,235 - 439,100
1	Market Development Manager		
1	Market Development Manager	CNY	366,996 - 431,760
1	Senior Market Development Manager	CNY	506,600 - 596,000
1	Marketing and Communications Manager	CNY	410,982 - 483,508
2	Market Development Manager	EUR	69,656 - 81,948
1	Project Assistant	INR	600,000 - 690,000
2	Market Development Manager	INR	2,462,736 - 2,897,336
1	Director of Engagement India	INR	3,367,662 - 3,961,955
1	Programme Manager	IDR	507,033,500 - 596,510,000
1	Senior Market Development Manager	JPY	9,350,000 - 11,000,000
1	Business Development Manager	JPY	6,901,150 - 8,119,000
1	Senior Market Development Manager	KRW	84,885,407 - 99,865,185
1	Senior Operations Officer	SGD	132,545 - 155,935
1	Regional Director Asia (excl China)	SGD	253,385 - 298,100
1	Programme Manager	THB	1,641,424 - 1,931,087
1	Market Manager		
1	Associate Director of Engagement North America	USD	81,534 - 95,922
1	Director of Engagement North America	USD	93,293 - 109,756
1	Programme Manager	VND	765,408,000 - 900,480,000
1	Market Manager	VND	1,253,197,500 - 1,474,350,000

WPQ 46214 (2024) Table Three: Number of Education New Zealand Manaaki New Zealand Scholarship Programme staff broken down by job title and salary range, as at 1 July 2024

Number of Employees	Job Title	Salary Range (\$NZD)
1	Assistant Accountant	70,805 - 83,300
1	Scholarships Advisor	
1	Brand Specialist	81,090 - 95,400
2	Scholarship Engagement Specialist	
1	Accountant	95,625 - 112,500
1	Business Analyst	
1	Scholar Experience Specialist	
1	Application Systems Manager	132,430 - 155,800
1	Manaaki Scholarships Manager	

down by job title and salary range, as at 1 July 2023

Number of Employees	Job Title	Salary Range (\$NZD)
6	Team Coordinator	59,718 - 70,256
1	Communications Advisor	
2	Advisor	
1	Finance Officer	
1	Executive Advisor to the CE/Board	68,384 - 80,452
1	Senior ICT and Properties Specialist	78,396 - 92,231
1	Global Social Media Specialist	
1	Senior Advisor Student Experience	
1	Global Events Advisor	

1	Accountant	92,358 - 108,656
1	Advisor Māori	
1	Campaigns Project Manager	
1	Global Digital Platforms Specialist	
1	Global Marketing Automation and Database Specialist	
1	Global Performance and Insights Specialist	
1	Insights Analyst	
2	International Brand Engagement Manager	
1	Global Digital Content Specialist	
1	Senior Advisor Accountability	
2	Senior Advisor Communications	
2	Senior Advisor People Culture and Capability	
1	Global Brand Manager	109,744 - 129,111
1	Global Campaigns and Communities Manager	
1	Global Citizens Manager	
3	International Market Manager	
1	Product Manager Growth and Development	
1	Project Manager, Education Centres and Study Pathways	
1	Senior Advisor Governance and Risk	
1	Senior Advisor Internal Communications	
1	Student Experience Manager	128,556 - 151,242
1	Accountability Manager	
5	Business Development Manager	

1	Digital and Technology Manager	
1	Director International Marketing Strategies	
1	Engagement Manager	
1	Manager Global Events and Agents	
1	Manager Innovation and Growth	
1	Research Manager	
1	Senior Advisor Māori	
1	Special Projects Advisor	
1	Communication Manager	152,558 - 179,480
1	Director ICT & Property	
1	Director Innovation and Growth	
1	Director Insights	
1	Director Marketing	
1	Director Operations	
1	Director People, Culture and Capability	
1	Director Scholarships	
1	Director Sector Services	
1	Director, Student Engagement	
1	Director Finance	
1	Manager Government Advisory	
1	Regional Director Greater China	
1	Regional Director Americas, Middle East and Europe	
1	General Manager Government Relations	179,965 - 211,724

1	Chief Advisor Māori	
1	General Manager Marketing and Communications	215,155 - 253,123
1	General Manager, International	
1	General Manager Sector Engagement	
1	General Manager, Sector Services	
1	General Manager, Corporate Services	240,355 - 282,771
1	Chief Executive	374,280 - 440,329

WPQ 46221 (2024) Table Two: Number of Education New Zealand offshore staff, broken down by job title and salary range, as at 1 July 2023.

Number of Employees	Job Title	Currency	Salary Range
1	Market Development Manager	BRL	193,112 - 227,190
1	Director of Engagement Latin America	CLP	58,176,375 - 68,442,794
1	Education Manager	CNY	309,646 - 364,290
1	Market Development Manager		
1	Market Development Manager	CNY	349,520 - 411,200
1	Senior Market Development Manager	CNY	472,600 - 556,000
1	Marketing and Communications Manager	CNY	410,982 - 483,508
2	Market Development Manager	EUR	69,656 - 81,948
1	Market Development Manager	INR	1,864,900 - 2,194,000
1	Director of Engagement India	INR	3,071,167 - 3,613,729
1	Programme Manager	IDR	505,036,000 - 594,160,000
1	Senior Market Development Manager	JPY	9,350,000 - 11,000,000
1	Business Development Manager	JPY	6,901,150 - 8,119,000
1	Senior Market Development Manager	KRW	81,335,453 - 95,688,768
1	Senior Operations Officer	SGD	132,545 - 155,935
1	Regional Director Asia (excl China)	SGD	253,385 - 298,100
1	Programme Manager	THB	1,525,754 - 1,790,050
1	Market Manager		
1	Field Director	USD	78,853 - 92,768

1	Director of Engagement North America	USD	93,293 - 109,756
1	Programme Manager	VND	765,408,000 - 900,480,000
1	Market Manager	VND	1,162,0.5,000 - 1,367,100,000

WPQ 46221 (2024) Table Three: Number of Education New Zealand Manaaki New Zealand Scholarship Programme staff, broken down by job title and salary range, as at 1 July 2023

Number of Employees	Job Title	Salary Range (\$NZD)
3	Scholarships Advisor	68,384 - 80,452
1	Brand Advisor	78,396 - 92,231
1	Senior Scholarships Advisor	92,358 - 108,656
1	Accountant	
1	Contract Manager	109,744 - 129,111
1	Engagement Manager	
1	Applications Systems Manager	128,556 - 151,242

WPQ 46634 (2024) Table One: Full time equivalent (FTE) Ministry of Education positions, grouped by Australian and New Zealand Standard Classification of Occupations (ANZSCO) roles and salary band range, as at 30 June 2023

Salary Band	Clerical and Admin Workers	ICT Professionals and Technicians	Information Professionals	Inspectors and Regulatory Officers	Legal, HR and Finance Professionals	Managers	Other Professionals not elsewhere included	Policy Analysts	Social, Health and Education Workers	Total
\$50,000 - \$59,999	57.7	29.0				1.0		22.0	52.6	162.2
\$60,000 - \$69,999	118.2	15.3	30.8		19.6	1.0		2.0	238.2	425.1
\$70,000 - \$79,999	74.7	18.8	58.5		14.0	4.0		25.5	208.2	403.6
\$80,000 - \$89,999	35.3	26.0	44.9		7.0	13.7	3.0	7.5	361.2	498.6
\$90,000 - \$99,999	21.0	34.5	45.8		13.0	27.5	1.0	4.9	847.1	994.9

\$100,000 - \$109,999	2.0	23.9	43.1		14.0	28.8	4.8	11.8	159.5	287.9
\$110,000 - \$119,999	3.7	54.0	61.0		26.6	32.0	3.0	12.3	218.1	410.6
\$120,000 - \$129,999	3.0	9.0	27.7	9.0	6.6	90.6	1.0	7.0	89.1	243.1
\$130,000 - \$139,999	1.7	13.0	36.4	9.0	12.0	152.6	2.0	9.2	106.9	342.8
\$140,000 - \$149,999		1.0	11.0		2.0	57.6	3.0	6.9	15.6	97.1
\$150,000 - \$159,999		4.0	5.8		1.8	88.0		4.0	17.4	121.0
\$160,000 - \$199,999	0.9	6.8	9.0		3.0	169.0		3.1	28.8	220.5
\$200,000 and up			2.8			92.8		0.8	7.2	103.6
Total FTE	318.2	235.3	376.7	18.0	119.6	758.6	17.8	116.9	2349.9	4311

WPQ 46634 (2024) Table Two: Employees at New Zealand Qualifications Authority as at 1 July 2023, broken down by job title and salary band range

Job Title	Salary Range
Accountant (General)	\$83,063 - \$110,967
Accountant (General)	\$94,844 - \$126,906
Accounts Clerk	\$52,531 - \$69,659
Call or Contact Centre Operator	\$47,656 - \$63,064
Call or Contact Centre Operator	\$62,790 - \$83,540
Call or Contact Centre Team Leader	\$88,762 - \$118,678
Chief Executive or Managing Director	n/a
Chief Information Officer	\$146,218 - \$196,412
Clerical and Office Support Workers nec	\$68,587 - \$91,383
Clerical and Office Support Workers nec	\$83,063 - \$110,967
Clerical and Office Support Workers nec	\$56,993 - \$75,697
Computer Network and Systems Engineer	\$87,615 - \$117,126
Computer Network and Systems Engineer	\$83,501 - \$111,560
Computer Network and Systems Engineer	\$76,110 - \$101,560
Corporate General Manager	n/a
Credit and Loans Officer (Aus)/Finance Clerk (NZ)	\$62,790 - \$83,540
Database Administrator	\$87,615 - \$117,126
Database Administrator	\$88,762 - \$118,678
Database Administrator	\$83,501 - \$111,560
Developer Programmer	\$87,615 - \$117,126
Developer Programmer	\$69,301 - \$92,349
Education Adviser	\$83,063 - \$110,967
Education Adviser	\$68,587 - \$91,383
Education Adviser	\$75,200 - \$100,330
Education Adviser	\$107,194 - \$143,616
Education Adviser	\$62,790 - \$83,540
Education Adviser	\$88,762 - \$118,678
Education Adviser	\$94,844 - \$126,906
Education Reviewer	\$107,194 - \$143,616
External Auditor	\$83,063 - \$110,967
External Auditor	\$88,762 - \$118,678
External Auditor	\$107,194 - \$143,616
Facilities Administrator	\$62,790 - \$83,540
Finance Manager	\$140,973 - \$189,317
Finance Manager	\$107,194 - \$143,616
General Clerk	\$62,790 - \$83,540
General Clerk	\$52,531 - \$69,659
General Clerk	\$75,200 - \$100,330
General Clerk	\$56,993 - \$75,697
General Clerk	\$107,194 - \$143,616
General Clerk	\$83,063 - \$110,967

Job Title	Salary Range
General Clerk	\$88,762 - \$118,678
Human Resource Adviser	\$94,844 - \$126,906
Human Resource Adviser	\$107,194 - \$143,616
Human Resource Manager	\$140,973 - \$189,317
Human Resources Clerk	\$56,993 - \$75,697
ICT Business Analyst	\$69,301 - \$92,349
ICT Business Analyst	\$83,063 - \$110,967
ICT Business Analyst	\$83,501 - \$111,560
ICT Managers nec	\$92,553 - \$123,807
ICT Managers nec	\$130,463 - \$175,097
ICT Managers nec	\$111,614 - \$149,596
ICT Managers nec	\$83,501 - \$111,560
ICT Security Specialist	\$111,614 - \$149,596
ICT Support and Test Engineers nec	\$69,301 - \$92,349
ICT Support and Test Engineers nec	\$83,501 - \$111,560
ICT Support and Test Engineers nec	\$65,549 - \$87,272
ICT Support and Test Engineers nec	\$92,553 - \$123,807
ICT Support Engineer	\$65,549 - \$87,272
ICT Support Engineer	\$87,615 - \$117,126
ICT Support Engineer	\$54,862 - \$72,814
Intelligence Officer	\$62,790 - \$83,540
Intelligence Officer	\$75,200 - \$100,330
Intelligence Officer	\$107,194 - \$143,616
Intelligence Officer	\$94,844 - \$126,906
Intelligence Officer	\$88,762 - \$118,678
Internal Auditor	\$88,762 - \$118,678
Management Accountant	\$83,063 - \$110,967
Management Consultant	\$94,844 - \$126,906
Management Consultant	\$83,063 - \$110,967
Office Manager	\$107,194 - \$143,616
Organisation and Methods Analyst	\$75,200 - \$100,330
Organisation and Methods Analyst	\$83,063 - \$110,967
Organisation and Methods Analyst	\$88,762 - \$118,678
Organisation and Methods Analyst	\$94,844 - \$126,906
Organisation and Methods Analyst	\$62,790 - \$83,540
Organisation and Methods Analyst	\$107,194 - \$143,616
Payroll Clerk	\$83,063 - \$110,967
Personal Assistant	\$75,200 - \$100,330
Personal Assistant	\$47,656 - \$63,064
Personal Assistant	\$62,790 - \$83,540
Personal Assistant	\$52,531 - \$69,659
Personal Assistant	\$56,993 - \$75,697
Policy Analyst	\$83,063 - \$110,967

Job Title	Salary Range
Policy Analyst	\$68,587 - \$91,383
Policy Analyst	\$107,194 - \$143,616
Policy Analyst	\$75,200 - \$100,330
Policy Analyst	\$94,844 - \$126,906
Policy Analyst	\$88,762 - \$118,678
Policy and Planning Manager	\$130,297 - \$174,873
Policy and Planning Manager	\$107,194 - \$143,616
Production Clerk	\$75,200 - \$100,330
Program or Project Administrator	\$52,531 - \$69,659
Program or Project Administrator	\$83,063 - \$110,967
Program or Project Administrator	\$94,844 - \$126,906
Program or Project Administrator	\$107,194 - \$143,616
Program or Project Administrator	\$62,790 - \$83,540
Program or Project Administrator	\$56,993 - \$75,697
Program or Project Administrator	\$68,587 - \$91,383
Proof Reader	\$75,200 - \$100,330
Proof Reader	\$88,762 - \$118,678
Proof Reader	\$68,587 - \$91,383
Proof Reader	\$94,844 - \$126,906
Public Relations Professional	n/a
Public Relations Professional	\$83,063 - \$110,967
Purchasing Officer	\$68,587 - \$91,383
Quality Assurance Manager	\$88,762 - \$118,678
Receptionist (General)	\$47,656 - \$63,064
Records Manager	\$94,844 - \$126,906
Records Manager	\$83,063 - \$110,967
Software and Applications Programmers nec	\$87,615 - \$117,126
Solicitor	\$130,297 - \$174,873
Solicitor	\$68,587 - \$91,383
Solicitor	\$94,844 - \$126,906
Specialist Managers	\$107,194 - \$143,616
Specialist Managers	\$94,844 - \$126,906
Specialist Managers	\$140,973 - \$189,317
Specialist Managers	\$130,297 - \$174,873
Specialist Managers	n/a
Specialist Managers	\$120,803 - \$162,027
Specialist Managers	\$83,063 - \$110,967
Statistician	\$107,194 - \$143,616
Statistician	\$75,200 - \$100,330
Systems Administrator	\$69,301 - \$92,349
Systems Administrator	\$83,063 - \$110,967
Training and Development Professional	\$107,194 - \$143,616
Training and Development Professional	\$88,762 - \$118,678

Job Title	Salary Range
Web Administrator	\$68,587 - \$91,383
Web Administrator	\$75,200 - \$100,330
Web Administrator	\$83,063 - \$110,967

WPQ 46634 (2024) Table Three: Full time equivalent (FTE) Education Review Office positions, grouped by Australian and New Zealand Standard Classification of Occupations (ANZSCO) roles and salary band range, as at 1 July 2023

Salary Band	Clerical and Administrative Workers	ICT Professionals and Technicians	Information Professionals	Inspectors and Regulatory Officers	Legal, HR and Finance Professionals	Managers	Other Professionals not elsewhere included	Social, Health and Education Workers	Total
\$50,000 – \$59,999	3.5								3.5
\$60,000 – \$69,999	15.7	1.0						1.0	17.7
\$70,000 – \$79,999	4.0	2.8	4.0		1.0				11.8
\$80,000 – \$89,999	2.0	1.0						3.0	6.0
\$90,000 – \$99,999		1.0			2.5			65.2	68.7
\$100,000 – \$109,999		2.0			1.5	1.0	1.0	54.9	60.4
\$110,000 – \$119,999							2.0	12.0	14.0
\$120,000 – \$129,999					1.6	1.0		10.0	12.6
\$130,000 – \$139,999					1.0			4.0	5.0
\$140,000 – \$149,999					1.0	4.0		2.0	7.0
\$150,000 – \$159,999			1.0			3.0			4.0
\$160,000 –						5.0		1.0	6.0

\$199,999									
\$200,000 and up						4.0			4.0
Total FTE	25.2	7.8	5.0	0.0	8.6	18.0	3.0	153.1	220.7

Please refer to the table below for the Tertiary Education Commission details.

1 July 2023

Grade	Salary Band Range	Headcount
Grade 11	85% - \$53,205 - 100% - \$62,594 - 115% - \$71,983	6
	Programme Administrator	1
	Programme Coordinator	1
	Receptionist	2
	Team Administrator	2
Grade 12	85% - \$57,408 - 100% - \$67,539 - 115% - \$77,670	8
	Executive Assistant	6
	HR Coordinator/Administrator	1
	Senior Business Support	1
Grade 13	85% - \$61,643 - 100% - \$72,521 - 115% - \$83,399	8
	Analyst - Funds Specialist	1
	Associate Advisor	2
	Graduate Analyst	2
	School Engagement Coordinator - ITF	1
	Senior Service Coordinator	1
	User Experience Researcher - Junior	1
Grade 14	85% - \$66,706 - 100% - \$78,478 - 115% - \$90,250	9
	Content Developer	2
	Executive Officer	4
	Finance Officer	2
	Web Advisor	1
Grade 15	85% - \$71,642 - 100% - \$84,285 - 115% - \$96,928	10
	Associate Customer Advisor	5
	Content Writer & Editor	2
	Editor	1
	Executive Officer - CEs Office	1
	Procurement & Contracts Administrator	1
Grade 16	85% - \$77,744 - 100% - \$91,463 - 115% - \$105,182	11
	Advisor - Marketing	1
	Career Development Consultant	3
	Executive Officer	1
	Marketing Advisor	1

	Senior Content Developer	2
	Senior - Finance Officer	1
	Senior Project Coordinator	1
	Team Leader Administration - Business Support	1
Grade 17	85% - \$84,242 - 100% - \$99,108 - 115% - \$113,974	39
	Advisor	3
	Advisor - Assurance & Compliance	1
	Advisor - Learner Success	1
	Advisor - Operational Policy	2
	Advisor - Organisation Planning & Performance	1
	Advisor - Relationship Support	3
	Analyst	5
	Analyst - Funds Specialist	2
	Analyst - Reporting	1
	Anaylst	1
	Customer Advisor	12
	Executive Officer/Project Management	1
	Financial Accountant	1
	Knowledge Base Writer	1
	Senior Advisor	2
	Senior Resource Development Advisor	1
	Workforce Planner	1
Grade 18	85% - \$90,609 - 100% - \$106,599 - 115% - \$122,589	62
	Business Partner / Management Accountant	2
	Knowledge Base Technical Writer	1
	Knowledge Base Writer	1
	Principal Advisor - Communications & Engagement	1
	Principal Evaluator	1
	Senior Customer Advisor	10
	Senior - Financial Analyst	1
	Senior Advisor	28
	Senior Analyst	10
	Senior Business Analyst	1
	Senior Business Applications Analyst	1
	Senior Content Advisor	1
	Senior Content Developer	1
	Senior Fund Analyst	1
	Senior Service Designer	1
	Senior UX/UI Designer	1
Grade 19	85% - \$97,693 - 100% - \$114,933 - 115% - \$132,173	13
	Lead Operations Analyst	1
	Senior - ICT Services Analyst	1
	Senior Advisor	5

	Senior Analyst - Monitoring & Crown Ownership	2
	Senior Auditor	3
	Systems Accountant	1
Grade 20	85% - \$105,439 - 100% - \$124,046 - 115% - \$142,653	16
	Business Support Manager	1
	Intelligence Analyst	1
	Principal Designer	1
	Principal User Experience Designer	1
	Principal User Experience Researcher	1
	Procurement & Contracts Specialist	1
	Relationship Manager	4
	Team Leader	5
	Training Lead	1
Grade 21	85% - \$114,372 - 100% - \$134,555 - 115% - \$154,738	6
	Relationship Manager - Investment	5
	Workforce Management Lead	1
Grade 22	85% - \$124,548 - 100% - \$146,527 - 115% - \$168,506	41
	Advisor	1
	Channel Manager	1
	Finance Manager - Business Partnering	1
	Manager - Strategic Communications	1
	Partnership Manager	1
	PBRF IT Workstream Lead	1
	Pou Arahi - Cultural Advisor	1
	Principal Advisor	23
	Principal Analyst	1
	Principal Relationship Manager	2
	Product Manager	1
	Project Manager	1
	Senior Investigator	1
	Stakeholder Engagement Manager	1
	Team Leader	1
	Team Manager	3
Grade 23	85% - \$135,690 - 100% - \$159,635 - 115% - \$183,580	17
	Manager - Project Management Practice	1
	Principal Relationship Manager	1
	Senior Advisor	1
	Senior Channel Manager	1
	Senior Project Manager	1
	Team Leader	3
	Team Manager	8
Grade 24	85% - \$147,559 - 100% - \$173,599 - 115% - \$199,639	5
	Financial Controller	1

	Manager	4
Grade 25	85% - \$159,709 - 100% - \$187,893 - 115% - \$216,077	7
	Chief Advisor	1
	Manager	6
Grade 26	85% - \$173,767 - 100% - \$204,432 - 115% - \$235,097	3
	Manager	3
Grade 30	(LQ) \$265,757 (Median) \$288,988 (UQ) \$310,084	1
	Deputy CE-Finance (CFO)	1
Grade 30	(LQ) \$268,076 (Median) \$291,380 (UQ) \$312,911	1
	Deputy CE - Information	1
	Deputy CE-Careers & Investment Design	1
Grade 30	(LQ) \$258,801 (Median) \$281,812 (UQ)\$301,604	1
	Deputy DCE - Learner Success	1
Grade 33	(LQ) \$321,240 (Median) \$351,534 (UQ) \$381,723	1
	Deputy CE - Delivery	1
Grade IT12	85% - \$57,508 - 100% - \$67,656 - 115% - \$77,804	5
	Developer (Junior)	1
	Junior Business Intelligence Developer	1
	Junior Data Warehouse Developer	1
	Service Desk Analyst	2
Grade IT13	85% - \$66,628 - 100% - \$78,386 - 115% - \$90,144	5
	Cloud Engineer (Junior)	2
	Desktop Engineer	1
	ICT Content & Training Specialist	1
	Project Coordinator	1
Grade IT16	85% - \$75,891 - 100% - \$89,283 - 115% - \$102,675	6
	Back-end Developer	2
	Front End Developer	2
	Test Analyst	2
Grade IT17	85% - \$85,434 - 100% - \$100,511 - 115% - \$115,588	17
	Business - Analyst	4
	Business Intelligence Developer	1
	Data Scientist	2
	Data Warehouse Developer	3
	Developer	3
	Developer (Intermediate)	1
	Test Analyst	1
	Test Analyst (Automation)	2
Grade IT18	85% - \$88,307 - 100% - \$103,890 - 115% - \$119,474	7
	D365 Technical Support	1
	Data Analyst	2
	ICT Operations Service Specialist	1
	Service Now Analyst	1

	Support Analyst	1
	Test Analyst	1
Grade IT19	85% - \$101,605 - 100% - \$119,535 - 115% - \$137,465	12
	Security & Technical Analyst	1
	Senior Agile Business Analyst	1
	Senior Business Analyst	4
	Senior Business Intelligence Analyst	1
	Senior Data Analyst	1
	Senior Data Engineer	2
	Senior Data Scientist	2
Grade IT20	85% - \$108,210 - 100% - \$127,306 - 115% - \$146,402	20
	Change & Release Specialist	1
	Cloud Engineer	4
	Cloud Engineer - Database	1
	Cloud Engineer (Hybrid)	1
	M365 Cloud Engineer	1
	Scrum Master	4
	Senior - Front End Developer	1
	Senior Back-End Developer	1
	Senior Business Intelligence Developer	1
	Senior Data Warehouse Developer	2
	Senior Developer	2
	Senior Front End Developer	1
Grade IT21	85% - \$117,799 - 100% - \$138,587 - 115% - \$159,375	2
	Architect	1
	Team Leader - ICT Customer Services	1
Grade IT22	85% - \$122,148 - 100% - \$143,704 - 115% - \$165,260	15
	Chief Advisor - Information	1
	Principal Business Intelligence Developer	1
	Principal Cloud Engineer	1
	Principal Data Analyst	1
	Principal Data Scientist	1
	Principal Data Steward	1
	Principal Datawarehouse Developer	1
	Principal Developer	1
	Team Leader	6
	Testing Lead	1
Grade IT23	85% - \$136,412 - 100% - \$160,485 - 115% - \$184,558	1
	Principal Architect	1
Grade IT25	85% - \$159,194 - 100% - \$187,287 - 115% - \$215,380	4
	Manager	4
CE Grade	\$538,830 (90% PIR) \$598,700 (100%) \$658,570 (110% PIR).	1

	Chief Executive	1	
	Grand Total	362	