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Ref: 17224



Tēnā koe [Redacted]

Thank you for your request of 25 February 2025, to Fire and Emergency New Zealand, requesting the following information under the Official Information Act 1982 (OIA):

1. *Could I please have the salary bands for all District Manager, and Group Manager roles.*

Please see the below table for the base salary ranges for Group Managers and District Managers.

Position	Salary range
Group Manager	\$146,344 - \$162,604
District Manager	\$160,955 - \$206,496

2. *Could I also please request information around whether their vehicles are full personal use, partial personal use, or for work use only.*

Where Group Managers or District Managers have been provided with a motor vehicle, they may elect to use that vehicle for their own private use. In such cases, they are required to pay a contribution equal to a percentage of the vehicle's value (excluding GST and on-road costs) that will be deducted from their remuneration package as a salary sacrifice.

There are two types of private usage, as set out in the Fire and Emergency Commanders Association Statement of Understanding and Collective Employment Agreement 1 April 2023 to 1 October 2025:

- **Limited Private Use:** The motor vehicle will not be available for personal use during holidays when it is assigned to a reliever. If the vehicle is available and used during holidays, there are to be no fuel card transactions during the holiday period. When the vehicle is used on weekends or evenings not on call, there are to be no fuel transactions outside the geographic bounds of the employee's role, currently designated as a District.

- **Private/Business:** The employee is entitled to full private usage. The vehicle is available for use while on holidays, including fuel costs and other running expenses. The fuel card may be used during this time.

Groups Managers and District Managers are eligible to elect to use their vehicle for Limited Private Use, and this requires a salary sacrifice of 10 percent of the vehicle's value. District Managers are eligible to elect to use their vehicle for Private/Business, and this requires a salary sacrifice of 25 percent of the vehicle's value.

We trust that the information being provided is of assistance. If you require further information, please email [officialinformationrequests@fireandemergency.nz](mailto:officialinformationrequests@fireandemergency.nz)

Please note that because of the identified public interest in the information that you have requested, we intend to publish this response (with your personal details removed) on our website.

Nāku noa, nā



Aidan Saunders  
Manager, Information Requests

