



17 June 2022



Kia ora [REDACTED]

Thank you for your request made under the Official Information Act 1982 (OIA), received on 13 May 2022. You requested the following information regarding:

IRD's spending and planned spending on external management consulting over the last five years in the field of change management, executive coaching, workplace culture reviews, evaluations, audits and workshops. I would like to know the organisations or people who have provided these services, the tasks they were employed for and how much it cost.

On 19 May 2022, you clarified your request and confirmed that spending/planned spending on "evaluations, audits and workshops" was within the context of/linked to "change management, executive coaching, and workplace cultures".

Inland Revenue's (IR) planned spending by supplier and activity is provided in the table attached. On a broader scale we are providing the names of the organisations, how much was spent per organisation, and the amount spent on the general type of activity.

We have provided figures relating to IR's spending on external consulting for change management, however we are unable to provide data on executive coaching and workplace culture reviews. For executive coaching, the coaching portion is contained within the overall programme costs and therefore cannot be separately identified, and workplace culture reviews are internally developed and led by IR. For these reasons, this portion of your request is refused under section 18(e) of the OIA as the information requested does not exist and we do not believe any other agency holds the information.

Your request for the specific people who have provided these services and the tasks they were employed for is refused under section 9(2)(b)(ii) of the OIA, in order to protect the commercial position of the person who supplied the information or who is the subject of the information.

No public interest in releasing the withheld information has been identified that would be sufficient to outweigh the reasons for withholding.

Right of review

If you disagree with my decision on your OIA request, you can ask an Inland Revenue review officer to review my decision. To ask for an internal review, please email the Commissioner of Inland Revenue at: CommissionersCorrespondence@ird.govt.nz.

Alternatively, under section 28(3) of the OIA, you have the right to ask the Ombudsman to investigate and review my decision. You can contact the office of the Ombudsman by email at: info@ombudsman.parliament.nz.

If you choose to have an internal review, you can still ask the Ombudsman or Privacy Commissioner for a review.

Publishing of OIA response

Finally, please note that Inland Revenue regularly publishes responses to requests that may be of interest to the wider public on its website. We consider this response is of public interest so will publish this response in due course. Your personal details or any information that would identify you will be removed prior to it being published.

Thank you again for your request.

Ngā mihi,



Erina Clayton
Enterprise Leader

External consultants sorted by company

Sum of Journal Line Amount (Net, NZD)		Financial Year						Grand Total
Supplier Name	Activity	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22	Grand Total
ABSOLUTE I. T. LIMITED	Project team member(s)				\$ 747,527	\$ 393,523	\$ 77,509	\$ 1,218,558
ACCENTURE NZ LIMITED	Project team member(s)	\$ 818,239	\$ 202,294		\$ 631,271	\$ 942,219		\$ 2,594,023
ASSURITY CONSULTING LIMITED	Project team member(s)		\$ 10,230					\$ 10,230
BEYOND RECRUITMENT LIMITED	Project team member(s)			\$ 487,396	\$ 745,499	\$ 1,247,122	-\$ 49,113	\$ 2,430,905
CATALYST.NET LIMITED	Organisational design and change management consultancy		\$ 12,677	\$ -				\$ 12,677
DELOITTE LIMITED	Organisational design and change management consultancy		\$ 26,007		\$ 150,795	\$ 60,277		\$ 237,079
FORE BUSINESS SERVICES LIMITED	Organisational design and change management consultancy			\$ 8,550				\$ 8,550
FUTUREPATH INTERNATIONAL	Outplacement support					\$ 41,850	\$ 26,175	\$ 68,025
GILBERT INTERNATIONAL GROUP LIMITED	Project team member(s)				\$ 52,327			\$ 52,327
GRANT THORNTON NEW ZEALAND LIMITED	Independent quality assurance review			\$ 66,564	\$ 43,996			\$ 110,560
H2R LIMITED	Project team member(s)				\$ 175,336	-\$ 6,557		\$ 168,780
HAEMATA TAPUI (LIMITED)	Organisational design and change management consultancy						\$ 22,950	\$ 22,950
HUMANKIND LIMITED	Outplacement support					\$ 611,186	\$ 523,775	\$ 1,134,961
IQA New Zealand Limited	Independent quality assurance review					\$ 94,763		\$ 94,763
KORN FERRY HAY GROUP LIMITED	Organisational design and change management consultancy			\$ 15,000	\$ 19,250	\$ 16,425		\$ 50,675
MARTIN JENKINS & ASSOCIATES LIMITED	Organisational design and change management consultancy		\$ 394,594	\$ 165,580	\$ 262,580	\$ 174,118	\$ 10,850	\$ 1,007,723
MOMENTUM CONSULTING GROUP LIMITED	Project team member(s)			\$ 59,125	\$ 502,261	\$ 259,542	\$ 1,706	\$ 822,634
OCG CONSULTING LIMITED	Project team member(s)				\$ 37,576	\$ 31,288		\$ 68,864
ORG.SDP LIMITED	Organisational design and change management consultancy				\$ 43,680	-\$ 5,760		\$ 37,920
Outpace Limited	Organisational design and change management consultancy				\$ 10,000			\$ 10,000
Place Recruitment Limited	Project team member(s)			\$ 112,585	\$ 66,599			\$ 179,184
PricewaterhouseCoopers	Organisational design and change management consultancy				\$ 195,529			\$ 195,529
QRIOUS LIMITED	Organisational design and change management consultancy		\$ 165,001	\$ 151,250				\$ 316,251
ROBERT WALTERS NEW ZEALAND LIMITED	Project team member(s)					\$ 978,171	\$ 195,338	\$ 1,173,509
SUCCESS TRAINING LIMITED	Organisational design and change management consultancy				\$ 1,950			\$ 1,950
VIDEOWORKS NEW ZEALAND LIMITED	Organisational design and change management consultancy		\$ 730					\$ 730
Grand Total		\$ 818,239	\$ 811,533	\$ 1,066,049	\$ 3,686,177	\$ 4,838,169	\$ 809,190	\$ 12,029,357

External consultants sorted by activity

Sum of Journal Line Amount (Net, NZD)		Financial Year						Grand Total
Activity	Supplier Name	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22	Grand Total
Independent quality assurance review	GRANT THORNTON NEW ZEALAND LIMITED			\$ 66,564	\$ 43,996			\$ 110,560
	IQA New Zealand Limited					\$ 94,763		\$ 94,763
Organisational design and change manage	CATALYST.NET LIMITED		\$ 12,677	\$ -				\$ 12,677
	DELOITTE LIMITED		\$ 26,007		\$ 150,795	\$ 60,277		\$ 237,079
	FORE BUSINESS SERVICES LIMITED			\$ 8,550				\$ 8,550
	HAEMATA TAPUI (LIMITED)						\$ 22,950	\$ 22,950
	KORN FERRY HAY GROUP LIMITED			\$ 15,000	\$ 19,250	\$ 16,425		\$ 50,675
	MARTIN JENKINS & ASSOCIATES LIMITED		\$ 394,594	\$ 165,580	\$ 262,580	\$ 174,118	\$ 10,850	\$ 1,007,723

Organisational design and change manage	ORG.SDP LIMITED				\$	43,680	-\$	5,760		\$	37,920				
	Outpace Limited				\$	10,000				\$	10,000				
	PricewaterhouseCoopers				\$	195,529				\$	195,529				
	QRIOUS LIMITED	\$	165,001	\$	151,250					\$	316,251				
	SUCCESS TRAINING LIMITED				\$	1,950				\$	1,950				
	VIDEOWORKS NEW ZEALAND LIMITED	\$	730							\$	730				
Outplacement support	FUTUREPATH INTERNATIONAL						\$	41,850	\$	26,175	\$	68,025			
	HUMANKIND LIMITED						\$	611,186	\$	523,775	\$	1,134,961			
Advisory services	ABSOLUTE I. T. LIMITED					\$	747,527	\$	393,523	\$	77,509	\$	1,218,558		
	ACCENTURE NZ LIMITED	\$	818,239	\$	202,294	\$	631,271	\$	942,219			\$	2,594,023		
	ASSURITY CONSULTING LIMITED			\$	10,230							\$	10,230		
	BEYOND RECRUITMENT LIMITED			\$	487,396	\$	745,499	\$	1,247,122	-\$	49,113	\$	2,430,905		
	GILBERT INTERNATIONAL GROUP LIMITED					\$	52,327					\$	52,327		
	H2R LIMITED					\$	175,336	-\$	6,557			\$	168,780		
	MOMENTUM CONSULTING GROUP LIMITED			\$	59,125	\$	502,261	\$	259,542	\$	1,706	\$	822,634		
	OCG CONSULTING LIMITED					\$	37,576	\$	31,288			\$	68,864		
	Place Recruitment Limited			\$	112,585	\$	66,599					\$	179,184		
	ROBERT WALTERS NEW ZEALAND LIMITED							\$	978,171	\$	195,338	\$	1,173,509		
Grand Total		\$	818,239	\$	811,533	\$	1,066,049	\$	3,686,177	\$	4,838,169	\$	809,190	\$	12,029,357