



26 March 2024

Dear [REDACTED]

Thank you for your request made under the Official Information Act 1982 (OIA), received on 27 February 2024. Your full request is detailed in the **Appendix**.

There were no roles disestablished in either the 'Diversity, Equity and Inclusion' category, or 'Te Ao Māori' category, in the period 1 August 2023 until 29 February 2024. Within this period:

- Three residual corporate services positions ended that had been given notice of disestablishment in early 2021.
- A regional Business Support (L3) position disestablished following staff movement, with a replacement Business Support position established elsewhere in the organization.
- Nine permanent positions in our complaints management function disestablished, replaced by a revised design for this function with ten positions. All incumbents in the disestablished positions were placed into new positions in the revised structure.

As of 26 March there are no plans to disestablish any positions at Inland Revenue between 1 March and 31 December 2024.

For your information, within the 'Te Ao Māori' category, there is a fixed-term position in Inland Revenue's Te Kāhui Tūhono team, who is engaged until December 2024. This is not an enduring position and at the time of writing we expect this work to be completed by this intended end date.

### **Publishing of OIA response**

We intend to publish our response to your request on Inland Revenue's website ([www.ird.govt.nz](http://www.ird.govt.nz)) as this information may be of interest to other members of the public. This letter, with your personal details removed, will be published in its entirety. Publishing responses increases the availability of information to the public and is consistent with the OIA's purpose of enabling more effective participation in the making and administration of laws and policies and promoting the accountability of officials.

Thank you for your request.

Yours sincerely

[REDACTED]  
Erina Clayton

**Enterprise Leader, People and Workplace Services**

## Appendix

*Many public sector employers have recently disestablished roles, or are planning on disestablishing roles. I would like to know how these changes are affecting govt services in relation to Māori and other disadvantaged groups (both internally and externally). My requests are:*

*Request 1 - For the period starting 1 August 2023 and ending on 29 February 2024:*

- *How many roles has your organisation disestablished (both vacant and staffed)?*
- *Of those disestablished roles, how many relate to:*
  - *Diversity, Equity, and Inclusion (DEI) in general (both internal and external facing)*
  - *Te Ao Māori in general (including but not limited to Crown-Māori relationship, internal training and advice on culture and language, external sector liaison, core business delivered on a By-Māori For-Maori basis, and other)?*
- *How many of the disestablished roles were staffed (permanently or temporarily) when they were confirmed as disestablished? Please note, I'm not looking for the number of redundancies - I'm looking for the number of people in roles when they are confirmed as disestablished (which includes people who are later reassigned, redeployed, resign before redundancy, take voluntary redundancy or an exit package, retire, have a fixed term end/not renewed, have a secondment ended, or other reason)*

*Request 2 - For the period starting 1 March 2024 and ending on 31 December 2024:*

- *Is your organisation planning on, or consulting on, disestablishing any roles?*
- *If so, how many of these roles relate to:*
  - *Diversity, Equity, and Inclusion (DEI) in general (both internal and external facing)*
  - *Te Ao Māori in general (including but not limited to Crown-Māori relationship, internal training and advice on culture and language, external sector liaison, core business delivered on a By-Māori For-Maori basis, and other)?*
- *Of the roles you are planning or consulting on disestablishing, how many are currently staffed (either permanently or temporarily)?*

*Where a role can fit in more than one category, please allocate it to the one that fits best.*