

2 May 2024

Dear [REDACTED]

Thank you for your request made under the Official Information Act 1982 (OIA), received on 10 April 2024. You requested the following:

1. *How many FTEs did your organisation employ on*
 - a. *1 August 2023 and*
 - b. *1 April 2024?*
2. *Since 1 August 2023, how many roles has your organisation disestablished?*
3. *Since 1 August 2023, how many vacant roles were disestablished?*
4. *Since 1 August 2023, how many roles has your organisation established?*
5. *Since 1 August 2023, how many fixed-term employment contracts did your organisation terminate early?*
6. *Please provide a brief summary of which roles have been disestablished since 1 August 2023.*
7. *Please provide a brief summary of any communications with staff on potential job losses since 1 August 2023.*
8. *Is your organisation consulting on or planning to consult on disestablishing roles?*
9. *When does your organisation expect to start consulting on disestablishing roles?*
10. *If consultation has already started, how many roles is your organisation proposing to:*
 - a. *disestablish and/or*
 - b. *establish?*
11. *If consultation has already started, please provide a brief summary of which roles are proposed to be disestablished.*
12. *When does your organisation expect to make final decisions on its proposal to disestablish roles?*

Please provide your answers to my requests in the table provided.

Information being released


Inland Revenue's responses to your request are detailed in **Appendix A**.

Publishing of OIA response

We intend to publish our response to your request on Inland Revenue's website (www.ird.govt.nz) as this information may be of interest to other members of the public. This letter, with your personal details removed, may 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



Charlie Mather

Acting Enterprise Leader – People & Workplace Services

Appendix A

Question	Answer (please keep answers to 100 words or fewer)
1. How many FTEs did your organisation employ on: a. 1 August 2023 and b. 1 April 2024?	As at 1 August 2023, Inland Revenue employed 4034.8 FTEs. As at 1 April 2024 Inland Revenue employed 4421.5 FTEs.
2. Since 1 August 2023, how many roles has your organisation disestablished?	Inland Revenue has disestablished 13 positions since 1 August 2023.
3. Since 1 August 2023, how many vacant roles were disestablished?	Inland Revenue has disestablished one vacant position since 1 August 2023.
4. Since 1 August 2023, how many roles has your organisation established?	Inland Revenue has established 10 new positions since 1 August 2023. This figure does not include 'business as usual' recruitment and position establishment decisions made within existing designs i.e., outside of any formal change process to establish/disestablish roles.
5. Since 1 August 2023, how many fixed-term employment contracts did your organisation terminate early?	None.
6. Please provide a brief summary of which roles have been disestablished since 1 August 2023.	<p>The positions Inland Revenue disestablished since 1 August 2023 were:</p> <ol style="list-style-type: none"> 1. Three residual corporate services positions ended that had been given notice of disestablishment in early 2021 as part of a future operating model restructure implemented at that time. 2. A regional Business Support (L3) position disestablished following staff movement, with a replacement Business Support (L3) position established elsewhere in the organisation. 3. 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. <p>The decision to disestablish these positions was unrelated to cost savings.</p>

Question	Answer (please keep answers to 100 words or fewer)
7. Please provide a brief summary of any communications with staff on potential job losses since 1 August 2023.	<p>Since 1 August 2023, Inland Revenue has not explicitly communicated with its staff about potential job losses.</p> <p>An 'all staff' 'Featured News' article was published in March 2024 relating to ongoing cost saving discussions as part of the Commissioner of Inland Revenue's regular communications, where he indicated Inland Revenue should be in a position to deliver required cost savings without reducing overall staffing levels.</p>
8. Is your organisation consulting on or planning to consult on disestablishing roles?	At the time of response, Inland Revenue is not consulting on any plan to disestablish roles. At the time of response, Inland Revenue is also not planning on disestablishing any roles.
9. When does your organisation expect to start consulting on disestablishing roles?	At the time of response, Inland Revenue has no plans to disestablish roles that would require consultation.
10. If consultation has already started, how many roles is your organisation proposing to: a. disestablish and/or b. establish?	Not applicable.
11. If consultation has already started, please provide a brief summary of which roles are proposed to be disestablished.	Not applicable.
12. When does your organisation expect to make final decisions on its proposal to disestablish roles?	Not applicable.