



20 September 2024

[Redacted]

Dear [Redacted]

Thank you for your request made under the Official Information Act 1982 (OIA), received on 26 August 2024. You requested the following:

1. *To what capacity does the Inland Revenue Department allow ex-prisoners to work for them?*
 - 1a. *Do they allow them outright, with restrictions, or don't allow them outright?*
 2. *Does IRD allow ex-prisoners in third party companies to work on external jobs/contracts for it?*
 - 2a. *If there are restrictions to the capacity/types of job - what are they?*
 - 2b. *If IRD don't allow this, why?*
 - 2c. *How does IRD monitor the staff of third party companies who may be working on IRD contracts?*
 3. *How many ex-prisoners are currently working in IRD, if any?*
 - 3a. *How many ex-prisoners are working on IRD contracts in external companies, if any?*
 4. *What are the guidelines for IRD when considering employing someone who may have criminal records or a history of criminal conviction?*

Item 1

Inland Revenue has no policies precluding any persons from applying for a role within the organisation. All people working with Inland Revenue need to complete a Ministry of Justice criminal record check.

Item 1a

All candidates that are offered an employment contract with Inland Revenue are recruited into the role that is consistent with their skills and experience.

Item 2

The maintenance of the integrity of the New Zealand tax system is integral to Inland Revenue's operations. While Inland Revenue does not have policies that specifically refer to the engagement of former prison inmates by its suppliers, Inland Revenue ensures that the suppliers it engages are reputable and maintain high operating standards specific to the services they provide.

Inland Revenue's suppliers are responsible for screening their personnel and ensuring they meet appropriate standards, including Ministry of Justice criminal record checks where necessary depending on the nature of the contracted services.

Items 2a and 2b

There are no specified restrictions other than being subject to a Ministry of Justice criminal record check.

Item 2c

Inland Revenue actively monitors the performance of its suppliers using several channels and techniques subject to the nature of the service. Inland Revenue does not have a monitoring programme that specifically targets the employees of its suppliers.

All Inland Revenue people and contracted persons are subject to Inland Revenue's Code of Conduct, and normal assurance monitoring consistent with good practice applies. In monitoring its suppliers, and through its contact with the contracted personnel, Inland Revenue has a good understanding of the capability and quality of the personnel delivering its services.

Items 3 and 3a

Inland Revenue does not keep statistics on the number of employees who may be ex-prisoners. As such, these parts of your request are refused under section 18(g)(i) of the OIA, the information requested is not held by the department and I have no grounds for believing that the information is held by another department.

Item 4

All candidates are required to provide details around anything that may affect Inland Revenue's decision to offer them an employment contract. These details include previous criminal convictions and any pending criminal charges. Inland Revenue makes an informed decision on whether to offer an employment contract to candidates after a robust employment process that considers all information on balance.

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 for a review.

Publishing of OIA response

We intend to publish our response to your request on Inland Revenue's website (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 again for your request.

Yours sincerely



Erina Clayton

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