



20 September 2024

[REDACTED]
[REDACTED]
[REDACTED]

Dear [REDACTED]

Thank you for your request made under the Official Information Act 1982 (OIA), received on 23 August 2024. You requested the following:

"I request the following information related to recruitment activities from 14th October 2023 to the present:

- 1. A breakdown of the total spending on recruitment activities during this period.*
- 2. The number of staff hired, with a breakdown by department or unit, if available.*
- 3. The annual remuneration of newly hired staff, categorised by role or grade.*
- 4. Total spending on recruitment agencies or external recruiters.*
- 5. Total expenditure on recruitment advertising."*

Question 1

Inland Revenue's total spending on recruitment activities for the period 14 October 2023 to 31 August 2024 is \$1.371m. This includes the cost of using recruitment agencies, the cost of recruitment advertising and the cost of operating Inland Revenue's recruitment team.

Question 2

The number of staff hired from the period 14 October 2023 to 31 August 2024 is provided in the below table. This includes permanent and fixed term employees and does not include contractors or seconded project roles.

Some information has been withheld under section 9(2)(a) of the OIA in order to protect the privacy of natural persons. That information is the total number of staff hired in the Tax Counsel Office. The actual number is displayed as "<10".

As required by section 9(1) of the OIA, I have considered whether the grounds for withholding the information requested is outweighed by the public interest. In this instance, I do not consider that to be the case.

Business Group	Number of staff hired
Customer & Compliance Services – Business	43
Customer and Compliance Services – Individuals	481
Enterprise Design and Integrity	27
Enterprise Services	30
Policy and Regulatory Stewardship	10
Tax Counsel Office	<10

Question 3

The annual remuneration bands of the roles included in question 2 has been provided in **Appendix A**.

Question 4

The total spend on recruitment agencies and external recruiters for the period 14 October 2023 – to 31 August 2024 is provided in the below table.

Agency	Spend excluding GST (\$)
Find Recruitment Limited	10,908
Jacksonstone & Partners Limited	21,751
Madison Recruitment Limited	4,276
OCG Consulting Limited	9,856
Robert Walters New Zealand Limited	12,678
Total	59,469

Question 5

The total spend on recruitment Advertising for the period 14 October 2023 – 31 August 2024 is provided in the below table.

Agency	Spend excluding GST (\$)
Haines NZ limited	18,233.42
Seek (NZ) Limited	52,943.55
Total	71,176

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

Enterprise Leader, People and Workplace Services

Appendix A

Job Title	Minimum Salary (\$)	Maximum Salary (\$)
Accountant (Level 2)	111,538	149,450
Accountant (Level 3)	127,216	188,666
Analyst (Level 2)	92,126	136,129
Architect (Level 3)	151,392	202,846
Business Support (Level 2)	58,686	73,837
Business Support (Level 3)	58,686	101,395
Change Analyst (Level 2)	119,380	160,058
Community Compliance Officer	58,686	92,985
Customer Compliance Specialist (Level 1)	60,304	106,074
Customer Compliance Specialist (Level 2)	93,257	124,717
Customer Compliance Specialist (Level 3)	111,538	149,450
Customer Service Officer (Level 1)	59,560	73,837
Customer Support Administrator	58,686	66,589
Domain Principal	127,216	188,666
Domain Specialist (Level 1)	60,304	115,721
Domain Specialist (Level 2)	92,126	136,129
Group Lead	146,762	217,000
Information Specialist (Level 2)	111,538	161,603
Information Specialist (Level 3)	128,190	171,980
Intelligence & Insight Specialist (Level 1)	60,304	106,074
Intelligence & Insight Specialist (Level 2)	111,538	149,450
Intelligence & Insight Specialist (Level 3)	128,190	171,980
Legislative Counsel (Level 2)	109,108	161,603
Policy Advisor (Level 1)	64,690	115,721
Policy Advisor (Level 3)	146,672	217,000
Service Owner (Level 1)	127,216	188,666
Solicitor (Level 1)	60,304	106,074
Solicitor (Level 2)	111,538	149,450

Job Title	Minimum Salary (\$)	Maximum Salary (\$)
Tax Counsel/Tax Specialist (Level 1)	111,538	149,450
Team Lead (Level 1)	93,257	124,717
Team Lead (Level 2)	111,538	161,603
Technical Lead	127,216	188,666
Technology Specialist (Level 2)	111,538	149,450
Technology Specialist (Level 3)	128,190	171,980
Workplace Support (Level 1)	56,028	73,837
Workplace Support (Level 2)	69,804	92,985