



23 April 2026

[REDACTED]
[REDACTED]
[REDACTED]

Dear [REDACTED]

Thank you for your request made under the Official Information Act 1982 (OIA), received on 25 March 2026. You requested the following:

For clarification, could you please confirm whether, as part of the Māori Whanau Network meetings, IRD allows paid staff time to be used for the waiata or karakia groups? If so, could you advise:

- 1. Whether these sessions are open to all staff,*
- 2. how many hours per week these groups typically meet, and*
- 3. How often these groups meet per week.*

Inland Revenue supports staff participation in cultural activities and people-led networks, including Māori Whānau Networks. Decisions about waiata and karakia practices are made locally, based on the network members and operational requirements, including the size of the site and the purpose the practice serves.

Participation in waiata and karakia is voluntary, and sessions are open to all staff. Practice frequency and duration vary across locations, with some sites offering regular sessions and others holding practices less frequently or not allocating dedicated time. Time spent on these practices is generally between 30 minutes and one hour per month.

The Wellington site holds weekly waiata practices for an hour. Our Wellington site has a significantly larger number of staff and is Inland Revenue's primary interface for engagement with Parliament and other central government agencies. Staff at this location are more frequently involved in pōwhiri and mihi whakatau. Regular practice supports staff to fulfil these responsibilities to an appropriate standard.

Across all Inland Revenue sites, leaders are expected to plan for participation in people-led network activities within existing guidelines, balancing cultural engagement with business needs.

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



Claire Barclay

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