



20 February 2026

[REDACTED]
[REDACTED]
[REDACTED]

Dear [REDACTED]

Thank you for your request made under the Official Information Act 1982 (OIA), received on 26 January 2026. You requested the following:

- 1. The total number of meetings, discussions, or briefings held by the Chief Executive (or their office) since 1 January 2024 relating to waiata and karakia groups, practices, or proposed changes to the frequency of sessions.*
- 2. Copies of any agendas, minutes, notes, or summaries from these meetings.*
- 3. Any correspondence (including emails and messages) between senior leadership and the Public Service Association (PSA) regarding groups or proposed changes to how or when they operate.*
- 4. Any internal communications, reports, or advice provided to or from the Chief Executive regarding participation, workplace time allocation, or cultural engagement policies.*
- 5. Any decisions, policies, or guidance issued about waiata group operations, including any review or proposed limitation of sessions.*

Item 1 - Total number of meetings, discussions, or briefings held by the Chief Executive (or their office) since 1 January 2024 relating to waiata and karakia groups, practices, or proposed changes to the frequency of sessions.

One verbal update regarding Inland Revenue's position on waiata and karakia practices occurred during a Customer and Compliance Services Leadership Team (CCSLT) meeting in May 2025.

Item 2 - Copies of any agendas, minutes, notes, or summaries from these meetings.

The update mentioned in item 1 was provided verbally and was not included in any agendas, or minutes. Therefore, this part of your request is refused under section 18(e) of the OIA as the information does not exist.

I am releasing one email summarising the discussion referred to in item 1 as **Appendix A**. Some information has been withheld under the following sections of the OIA, as applicable:

- 9(2)(a) – to protect the privacy of natural persons,
- 9(2)(k) – to prevent the disclosure of official information for improper gain or improper advantage.

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.

The enclosed document contains information that is outside the scope of your request. This information has not been considered for release and has been withheld as 'not in scope'.

Item 3 - Any correspondence (including emails and messages) between senior leadership and the Public Service Association (PSA) regarding groups or proposed changes to how or when they operate.

There has been no correspondence between senior leadership and the PSA regarding groups or proposed changes to how or when they operate waiata or karakia practices. Therefore, this part of your request is refused under section 18(e) of the OIA as the information does not exist.

Item 4 - Any internal communications, reports, or advice provided to or from the Chief Executive regarding participation, workplace time allocation, or cultural engagement policies.

Please refer to the response to item 2.

Item 5 - Any decisions, policies, or guidance issued about waiata group operations, including any review or proposed limitation of sessions.

Inland Revenue's Executive Leadership Team (ELT) supports participation in both waiata and karakia practices and no decisions, policies or guidance have recently been issued about these practices. Therefore, this part of your request is refused under section 18(e) of the OIA as the information does not exist.

People-led networks at Inland Revenue

Inland Revenue has a number of people-led communities, which are established by IR people for IR people. These networks bring together people with common experiences and/or backgrounds and help Inland Revenue to better understand and meet people's needs, including the public we serve. The time our people spend working in these networks depends on their role, work demands and other commitments they might have.

Among these communities, Whānau Māori provides support to Inland Revenue by way of pōwhiri, mihi whakatau, and other cultural practices as required. Inland Revenue is comfortable with its current practices.

Right of review

If you disagree with my decision on your OIA request, you have the right to ask the Ombudsman to investigate and review my decision under section 28(3) of the OIA. You can contact the office of the Ombudsman by email at: info@ombudsman.parliament.nz.

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



Kirsty Gemmill

Service Leader, Governance, Ministerial and Executive Services

Not in scope

From: Lisa Barrett

Sent: Tuesday, May 27, 2025 9:43 AM

To: CCS-I & CCS-B Leadership Team & Bus Partners 9(2)(k)

Cc: Tiers 1 and 2 - ELT 9(2)(k); Aimee Buyn 9(2)(a)

Subject: Te Whanganui-a-Tara Māori Whanau and Kapa Haka groups

Kia ora

I wanted to follow up on my update yesterday with some clarification around how we manage requests to attend Māori Whānau Network meetings and Kapa Haka practices in Te Whanganui-a-Tara.

As mentioned, ELT had a productive discussion about this yesterday and there are several factors to consider. While participation in both Māori Whānau Network meetings and Kapa Haka practices is voluntary, the Kapa Haka group in Wellington plays a key supporting role for Peter and the ELT. Their contribution is vital, as they are regularly called upon to support ELT at pōwhiri, mihi whakatau, and when hosting delegations from other agencies or jurisdictions. Regular practice is essential for them to maintain the high standard of support they provide.

As you know, our current guidelines allow for one hour of network activity per week. Our leaders plan around this and do a great job managing it. However, it has come to our attention that some folk have been asked to choose between attending Māori Whānau Network meetings and Kapa Haka practices here in Wellington. While this approach aligns with the letter of the guidelines, we want to clarify that we fully support participation in both activities.

We believe the existing guidelines are generally fit for purpose and don't see a need to formally change them for this specific situation. Instead, please take this email as confirmation that both activities can be accommodated within team planning.

Ngā mihi

Lisa and James

Lisa Barrett (she/her) | Deputy Commissioner – Business | Customer and Compliance Services | Inland Revenue

Lisa Barrett (ia) | Kaikōmihana Tuarua, Ratonga Kiritaki Me te Tautukunga - Pakihi | Te Tari

Taake