



**Tax Counsel Office**  
**Te Tari Tohutohu Tāke**  
Asteron Building  
55 Featherston St  
PO Box 2198  
Wellington, 6011  
New Zealand

18 March 2025

[Redacted]  
[Redacted]

Dear [Redacted]

Thank you for your request made under the Official Information Act 1982 (OIA), received on 24 February 2025. You requested the following:

*... please teach me all there is to know about the Tax Counsel Office (TCO):*

- 1. How many sub-teams are there in the TCO? What's the management structure like (Manager/Senior Manager/Director).*
- 2. How big are the teams indicatively?*
- 3. What are the salary bands?*
- 4. Are the bulk of staff at TCO CA/Tax Specialists or Solicitors/Tax Counsel?*
- 5. If someone were to join the TCO, how many years of practical tax experience would be sought, indicatively.*

### **Question 1**

The Tax Counsel Office (TCO) is led by the Chief Tax Counsel and is structured as follows:

- There are eight teams of Tax Counsel/Tax Specialists led by either a Group Leader or Tax Counsel Lead.
- There are three Operational Support teams led by either a Technical Lead or a Team Lead (who in turn report through to the Service Leader).

### **Question 2**

On average, there are four Tax Counsels/Tax Specialists in each of their respective teams. In the Operational Support teams, there are on average five team members in each team. Please note, these numbers exclude their leader.

### **Question 3**

The positions within TCO and their salary bands are set out in the table on the following page.

Table 1: TCO salary bands

Role	Minimum	Maximum
Chief Tax Counsel	\$292,900	\$434,700
Group Leader	\$200,138	\$295,508
Service Leader	\$200,138	\$295,508
Tax Counsel Lead	\$146,672	\$217,000
Technical Lead	\$128,190	\$171,980
Team Lead (Level 2)	\$111,538	\$149,450
Management Support	\$109,108	\$161,603
Tax Counsel/Specialist (Level 3)	\$151,392	\$202,846
Tax Counsel/Specialist (Level 2)	\$128,190	\$171,980
Tax Counsel/Specialist (Level 1)	\$111,538	\$149,450
Solicitor (Level 3)	\$128,190	\$171,980
Solicitor (Level 2)	\$111,538	\$149,450
Technical Specialist (Level 1)	\$93,257	\$124,717
Information Specialist (Level 2)	\$111,538	\$149,450
Information Specialist (Level 1)	\$79,477	\$106,074
Domain Specialist (Level 2)	\$93,257	\$124,717
Business Support (Level 2)	\$59,560	\$73,837
Business Support (Level 3)	\$69,804	\$92,985
Capabilities and Outcomes Specialist (Level 2)	\$93,257	\$124,717

**Question 4**

The majority of staff in TCO are Solicitors/Tax Counsel.

**Question 5**

Your request for how many years of practical tax experience would be sought for roles in TCO is refused under section 18(g)(i) of the OIA, as the information is not held by Inland Revenue, and we do not believe it is held by another agency. In terms of years of practical tax experience required for TCO roles, this would depend upon the role and any particular skills and experience we would be looking for at the time of any recruitment.

### **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](mailto: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](mailto: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](http://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



Natasha Delamore  
**Service Leader, TCO- Support**