

10 SEP 2019

File Ref: OIA 40079

PSA
enquiries@psa.org.nz

Tēnā koe

Official Information Act request

Thank you for your information request dated 28 August 2019. You asked for the following information:

"Use and cost of psychometric testing

Can you please provide us with the following information under the Official Information Act 1982:

- 1. A description of the types of occasions (for example assessing job applicants at a point of recruitment, assessing staff as part of management of change process) that your agency has used psychometric testing of job applicants and/or employees between 1 July 2017 and 31 June 2019.*
- 2. The total cost of the use of psychometric testing to your agency (for the avoidance of doubt this includes the cost of third parties arranging for the testing on your behalf) between 1 July 2017 and 31 June 2019.*
- 3. If your agency has engaged external organisations to conduct or analyse any psychometric testing during this period, the names of those organisations"*

Your request has been considered in accordance with the Official Information Act 1982 (the Act).

Te Puni Kōkiri uses the _____ suite of products for psychometric testing of some job applicants. The _____ products have strong evidence of being amongst the most reliable measures of predicting future job performance (more so than interviews and referee checks). We predominantly use verbal and numeric reasoning tests.

We do not have a blanket policy of testing all applicants and do not routinely test internal applicants. We did not have staff going through change management processes (in the period covered by your questions) tested.

Our total expenditure with _____ between 1 July 2017 and 30 June 2019 was \$32,113.75 (incl. GST).

I trust my response satisfies your request.

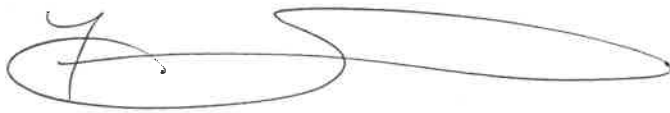


You have the right to seek an investigation and review by the Ombudsman of this response. Information about how to make a complaint is available at www.ombudsman.parliament.nz or freephone 0800 802 602.

Please note that Te Puni Kōkiri publishes some of its OIA responses on its website, after the response is sent to the requester. The responses published are those that are considered to have a high level of public interest. We will not publish your name, address or contact details.

If you wish to discuss any aspect of your request with us, including this decision, please feel free to contact Madeline Smith, Senior Ministerials Advisor, Ministerials and Business Support via smitm@tpk.govt.nz.

Ngā mihi



Fiona McBeath
Manahautū Tuarua Te Puni Tautoko | Deputy Chief Executive, Organisational Support

