



Thank you for your email of 9 October 2017 to the Ministry of Education requesting the following information:

1. *The number of psychometric assessments of staff, if any, your department/ministry has carried out, per year, from July 1st 2010 until July 1st 2017.*
 - o *Please break this down according to year.*
2. *The amount of money your department/ministry has spent on psychometric tests for staff, if any, over the same period, again broken down by year.*
3. *Please also provide some commentary around the circumstances in which psychometric testing is used; the company used to provide the testing; and the types of roles psychometric testing is used to assess.*

Your request has been considered under the Official Information Act 1982 (the Act).

I have interpreted your request for the number of psychometric assessments of staff as being for staff employed by the Ministry at the time of assessment applying for a new role, and not for potential staff as part of the wider recruitment process.

In January 2017 the Ministry of Education put in place 'TalentCentral' which is a tool that managers use to arrange psychometric testing of staff through a single provider. However, it should be noted that while we do have a tool now in place, managers are accountable for their recruitment processes and have the authority to engage another psychometric supplier (often when using a recruitment agency). This information would not come through our TalentCentral tool.

1. The number of psychometric assessments of staff, if any, your department/ministry has carried out, per year, from July 1st 2010 until July 1st 2017.

Data extracted from the TalentCentral tool shows that there were 17 psychometric assessments of existing staff in 2017. Please note that this data will not include assessments arranged outside of the TalentCentral tool.

2. The amount of money your department/ministry has spent on psychometric tests for staff, if any, over the same period, again broken down by year.

In 2017 the total cost of the assessments was \$5,794. Please note that this data will not include assessments arranged outside of the TalentCentral tool.

We are not able to provide information on psychometric assessments of staff prior to this point as we do not hold any central register of testing prior to 2017. Therefore, I am refusing part of your request for the number of psychometric assessments of staff, and the amount of money the Ministry has spent on psychometric tests for staff, carried out between the years 2010 and 2016 under section 18(g) of the Act, as the information is not held by the Ministry.

3. Please also provide some commentary around the circumstances in which psychometric testing is used; the company used to provide the testing; and the types of roles psychometric testing is used to assess.

Psychometric tests can be used at any stage of the selection process, from short-listing candidates through to post-interviews. The tests are optional and guidance is provided by the Ministry's People Capability team to managers for their appropriate use. One or a number of psychometric tests may be used in a selection process, and these can range from work personality profiles, ability and reasoning tests.

Where a psychometric assessment is used as part of a selection process, it is just one factor considered alongside interviews, reference checking, Curriculum Vitae and relevant experience. It is not the sole determining factor in recruitment.

The Ministry is moving to a single provider of psychometric testing – CEB. Managers have the authority to engage another psychometric supplier (often when using a recruitment agency).

Due to the breadth of roles the Ministry recruits there is no set requirement for testing and decisions are made based on the type of role being filled.

Leadership Insight is a common development assessment programme for leaders across the public sector since 2015. It is owned by the State Services Commission (SSC) and delivered in partnership with Cerno Ltd and the Leadership Development Centre. Psychometric assessments are used as a component of the Leadership Insight programme but are not the only method and measure used. As a result, we are unable to determine the breakdown of costs for psychometric testing alone. SSC will be providing the requested information for all agencies in relation to this.

Please note, the Ministry now proactively publishes OIA responses on our website. As such, we may publish this response on our website after five working days. Your name and contact details will be removed.

Thank you again for your email. If you have further questions please feel free to contact our media team in the first instance at media.team@education.govt.nz. If you are unsatisfied with my response, you have the right to ask an Ombudsman to review it. You can do this by writing to info@ombudsman.parliament.nz or Office of the Ombudsman, PO Box 10152, Wellington 6143.

Yours sincerely



Zoe Griffiths

Deputy Secretary

Business Enablement and Support