



Dear 

Thank you for your letter of 16 September 2019 to the Ministry of Education requesting the following information:

- 1. A description of the types of occasions (for example assessing job applications at point of recruitment, assessing staff as part of a 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 under the Official Information Act 1982 (the Act).

Psychometric testing is used by the Ministry as part of the process to recruit for a number of different roles including; graduate and internship policy roles, IT, business support, data/analysis, finance positions, and across a range of delivery manager roles. Assistant Delivery Managers, Delivery Managers, Senior Delivery Managers, and Programme Managers.

The total cost of psychometric testing between 1 July 2017 and 31 June 2019 was **\$210,227.54**. For context over the same period, the Ministry has appointed a total of 1,274 new permanent employees. As of 30 June 2019, the Ministry employed a total of 3,010.8 permanent full time equivalent staff.

The Ministry has not used psychometric testing as part of any change management process.

Three external agencies have been engaged to carry out psychometric testing for the Ministry during this time period. These are **SHL, Madison Recruitment/OPRA Psychology, and Hudson.**

Please note that from time to time, the Ministry may also have more specific testing done for recruitment purposes in some senior roles. This is normally supported by the recruitment agency and is part of the overall cost of testing.

Please note, the Ministry now proactively publishes responses under the Act 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. You have the right to ask an Ombudsman to review this decision. 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