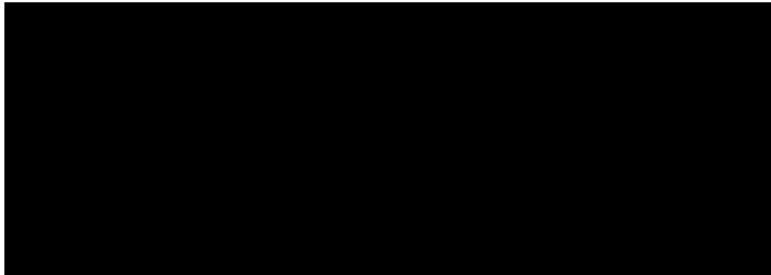


17 SEP 2019



### Response to your request for official information

Thank you for your request under the Official Information Act 1982 (the Act) on 2 September 2019 for:

- “1. A description of the types of occasions (for example assessing job applicants 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.”*

The Ministry of Health (the Ministry) uses psychometric testing when assessing shortlisted candidates as part of the Ministry's recruitment and selection process.

Psychometric assessments are also used for senior leaders who complete the Leadership Insight Programme. 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 Limited and the Leadership Development Centre. SSC will be providing the requested information for all agencies in relation to this request.

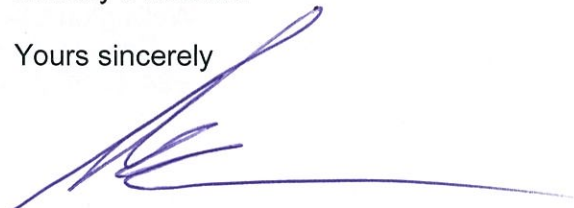
The total cost the Ministry spent on psychometric testing between 1 July 2017 and 31 June 2019 was \$102,796.

The Ministry engaged with Cerno Limited, Occupational Psychology Research Associates (OPRA), H2R Consulting, Madison Recruitment and Hope-Cross Consulting to conduct and analyse psychometric testing between 1 July 2017 and 31 June 2019.

I trust that this information fulfils your request. Under section 28 of the Act, you have the right to ask the Ombudsman to review any decisions made under this request.

Please note that this response (with your personal details removed) may be published on the Ministry's website.

Yours sincerely

A handwritten signature in blue ink, consisting of several fluid, overlapping strokes that form a stylized representation of the name Sue Gordon.

Sue Gordon  
**Deputy Director-General**  
**Corporate Services**