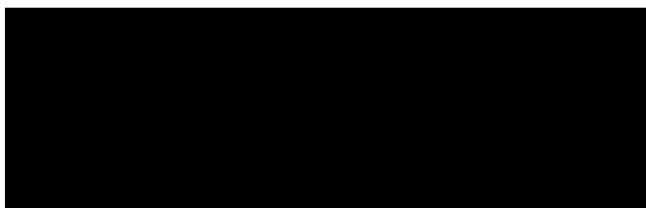


Level 9, Qual IT House / 22 The Terrace / PO Box 10 049 / Wellington 6143 / New Zealand  
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7 October 2019



Sent via email to: 

Tēnā koe 

## OFFICIAL INFORMATION ACT REQUEST

I refer to your official information request dated 28 August 2019, received by post at the Ministry for Women on **Thursday 12 September 2019**, for information on the Ministry's use and cost of psychometric testing:

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 for Women (the Ministry) has not used psychometric testing as part of appointment processes or change management processes during this period.

The Ministry has robust recruitment processes that enable the appropriate level of testing of skills and knowledge of potential applicants. Our recruitment approach is focused on diversity and ensuring we have a broad range of candidates for any vacancies.

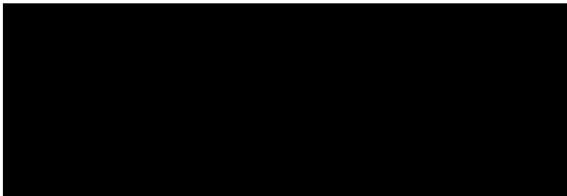
Psychometric assessments have been used for senior leaders who complete the Leadership Insight Programme. Leadership Insight is a common development assessment programme for leaders across the public sector since 2015. It is owned by the State Services Commission (SSC) and delivered in partnership with Cerno Ltd and the Leadership Development Centre. SSC will be providing the requested information for all agencies in relation to your request.

#### **Official Information Act responses**

The Ministry routinely publishes, to the Ministry's website, responses given to requests made under the Official Information Act 1982. This response will be considered for future publication of Ministry Official Information Act responses. If published, your personal details will be redacted. If you have any concerns or comments related to this, please let us know by emailing [ministerialservicing@women.govt.nz](mailto:ministerialservicing@women.govt.nz), within two weeks of the date of this letter.

You have the right to seek an investigation and review by the Ombudsman of this decision. Information about how to make a complaint is available at [www.ombudsman.parliament.nz](http://www.ombudsman.parliament.nz) or freephone 0800 802 602.

Nāku noa, nā



**Margaret Retter**  
Acting Chief Executive

