

Ref: OI/19/01195



25 September 2019

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s9(2)(a)

Dear s9(2)(a)

Thank you for your request, received on 3 September 2019, for the following information under the Official Information Act 1982 (the Act):

1. *A description of the types of occasions (for example assessing job application 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 2019 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 Tertiary Education Commission (TEC) typically uses psychometric assessments for all management positions and for a few non-management positions in exceptional circumstances.

Psychometric tests can provide information on a candidates strengths against the job specific competencies as part of our recruitment and selection process. Psychometric testing is only one component of the selection process used by the TEC. It is always used in conjunction with other recruitment procedures such as interviews, reference checks, CVs, or presentation exercises.

For the period of 1 July 2017 to 30 June 2019 the TEC engaged Ann Wright, to undertake psychometric testing for 15 new tier two and tier three management roles as part of the recruitment process at a total cost of \$14,615 (including GST).

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 or freephone 0800 802 602.

The TEC intends to publish its response to this request on our website with your personal details removed. Consistent with the Act, we are publishing responses in the interests of transparency and accountability, and to improve access to official information.

Yours sincerely

Tim Fowler
Chief Executive
Tertiary Education Commission

