

21 June 2021

Tēnā koe [REDACTED]

Request for Information – Local Government Official Information and Meetings Act 1987

We refer to your official information request dated 21 May 2021 for information regarding psychometric testing at Hutt City Council. For ease of reference we have included our responses beneath your questions.

- 1) The details of any psychometric testing undertaken as part of staff recruitment, training, resourcing or outsourcing — including as undertaken by outside recruitment firms.
 - a) Details including: the types of psychometric test undertaken; copies of the test(s) themselves; statistical distributions of results; information about the staff tested broken down by role, and including designation decisions made upon receipt of the tests; & organisational guidelines and communication pertaining to the analysis of results.

Answer: We use OPRA's adaptive reasoning and personality assessments for selection. Testing is undertaken mostly for leadership and more senior specialist roles. Senior staff in the P&C team are accredited to interpret results and provide feedback to both Managers and candidates. On request, reports can also be produced and provided to candidates.

We don't hold samples of the tests and information on the statistical distributions of results. We are declining this part of your question under section 17(g) of the LGOIMA, as the information is not held. This information may be able to be obtained directly from OPRA.

- b) Names of all and any companies used to provide psychometric testing, including subcontractors used by outsourced recruitment agencies.

Answer: As above, we use OPRA's adaptive reasoning and personality assessments.

- 2) All documents and communications pertaining to: decisions made to introduce or modify psychometric testing regimes; initiate use of results in a particular way or change the use of results.
 - a) All documents and communications pertaining to financial costs of psychometric testing broken down by year, and including names of entities that psychometric testing related transactions occurred within this breakdown.

Answer: We don't have any information to provide pertaining to the first part of this question, we are therefore declining this part under section 17(g) of the LGOIMA, as the information is not held.

We've been using OPRA's assessments for at least 5 years and there haven't been any changes made during this time. The results have consistently been used for selection only during this period.

Costs paid to OPRA are as follows:

19/20 year - approx. \$18k

20/21 year - approx. \$9k.

- 3) Any documentation or communication pertaining to any cost/ benefit analysis taken to: introduce; modify; or make decisions taking into account the results of psychometric testing.

Answer: We don't have any information to provide pertaining to this question. We are declining this under section 17(g) of the LGOIMA, as the information is not held.

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.

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

Nāku noa, nā



Euan Kyle
Corporate Information Manager