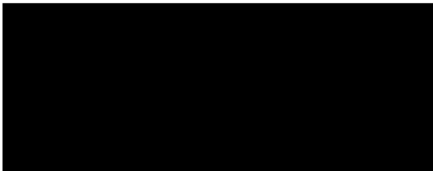


17 OCT 2019



On 19 September 2019, Andrew McKenzie, Chief Executive, received your request for the following information under the Official Information Act (OIA):

- 1. A description of the types of occasions (for example assessing job applicants at point of recruitment, assessing staff as part of a management 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 periods, the names of those organisations.*

Kāinga Ora – Homes and Communities was established on 1 October 2019. Housing New Zealand was disestablished on the same date. This response is for Housing New Zealand activities only during the request period.

1. A description of the types of occasions (for example assessing job applicants at point of recruitment, assessing staff as part of a management change process) that your agency has used psychometric testing of job applicants and/ or employees between 1 July 2017 and 31 June 2019.

For recruitment purposes, Housing New Zealand used psychometric testing services on a per role basis as and when required to help provide additional information about candidates selected for an interview.

Between 1 July 2017 and 30 June 2019, testing was carried out for People Team Leadership, Tenancy Manager, Senior Tenancy Manager and Intensive Tenancy Manager roles. During this period there was a re-organisation of both the Maintenance Managers team and the Finance Team which resulted in some new roles being established. Testing was carried out for all applicants selected for interviews for these new roles.

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.

Housing New Zealand did not have a dedicated account code for psychometric testing. Therefore, a search of transactions where psychometric testing was included in the description field was undertaken. Between 1 July 2017 and 30 June 2019, \$59,110 was paid on invoices that included a psychometric testing component. However, in some cases the costs for other services may also have been included in the total.

Because there is no dedicated code, an invoice by invoice search would be required to identify every use of psychometric testing and the exact cost of that testing from these invoices.

Housing New Zealand also had a contract with Talegent between 1 July 2017 and 30 June 2019. This contract was for psychometric testing only and cost \$36,250 over that period.

3. If your agency has engaged external organisations to conduct or analyse any psychometric testing during this periods, the names of those organisations.

Four providers provided psychometric testing services to Housing New Zealand (now Kāinga Ora) between 1 July 2017 and 30 June 2019. The providers were Talegent, H2R Consulting, Hudson and Randstad.

Yours sincerely



Rachel Kelly
Manager Government Relations