

23 September 2019

██████████ Withheld under s9(2)(a) of the OIA

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Dear ██████████, Withheld under s9(2)(a) of the OIA

I refer to your official information request, received by Education New Zealand (ENZ) on 4 September 2019. This response relates to your request, as follows:

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 information you requested is as follows:

- ENZ uses a psychosocial tool called the TMS Team Management Profile (TMP or TMI) to provide staff and their managers with an assessment of individual preferred working styles. On occasions when we have more than one preferred candidate, we may request the candidates complete a TMI profile in order to better understand their working preferences. However, this is rare, and only one of a number of considerations when appointing staff. We do not use TMI profiles as part of a management of change process.
- The total cost of obtaining these profiles between 1 July 2017 and 30 June 2019 was \$15,941.30
- ENZ contracted Catalyst Pacific to provide TMS Team Management Profiles during the period above.

If you wish to discuss this decision with us, please feel free to contact Angela Meredith, Accountability Manager on ██████████ or angela.meredith@enz.govt.nz

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Please note, Education New Zealand now proactively publishes OIA responses. Your name and contact details will be removed from this response before it is published on our website.

Yours sincerely



John Goulter
Acting Chief Executive
Education New Zealand

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