

From: [Jenny Lapham](#)
To: ["oscar@critic.co.nz"](mailto:oscar@critic.co.nz)
Subject: FW: Psychometric testing LGOIMA - Critic Te Arohi
Date: Wednesday, 26 May 2021 10:58:00 a.m.

Dear Oscar

I refer to your e-mail of 20 May 2021, which has been considered under the Local Government Official Information and Meetings Act 1987 (LGOIMA). The response to your questions are below in red

1/. The details of any psychometric testing undertaken as part of staff recruitment, training, resourcing or outsourcing – including as undertaken by outside recruitment firms.

The DCC undertakes psychometric tests as part of selected technical and/or leadership recruitment processes.

1a/. Details including: the types of psychometric test undertaken; copies of the test(s) themselves; statistical distribution 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.

The DCC use SHL tests, facilitated through a company called Strategic People Group. A link to the SHL practice test is attached. This document is made available to the public on the SHL website. <https://www.shl.com/shldirect/en/practice-tests>

1b/. Names of all and any companies used to provide psychometric testing, including subcontractors used by outsourced recruitment agencies.

The DCC use Strategic People Group to facilitate the tests, and SPG use the SHL suite of tests.

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.

Having searched the records we are unable to find any information relating to decisions made re psychometric testing regimes and therefore, your request is declined pursuant to section 17(e) of LGOIMA that the document requested does not exist, or despite reasonable efforts to locate it, cannot be found.

2a/. 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.

Strategic People Group charge the DCC \$550 for a competency report, or \$450 for a competency report of the HR Advisor has previously undertaken SHL training, if the requesting HR advisor has previously undertaken SHL training. In regards to the request for a breakdown

of costs, this would involve substantial collation as the information is held by various recruitment firms and would involve searching through all recruitment processes to determine those which used psychometric testing. Therefore, pursuant to section 17(f) that the information cannot be made available without substantial collation or research your request for the financial breakdown is declined.

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.

The Council has not undertaken any cost/benefit analysis and therefore, your request is declined pursuant to section 17(e) of LGOIMA that the document requested does not exist, or despite reasonable efforts to locate it, cannot be found.

As we have not provided some of the information you have requested you are advised that you have the right to seek a review by the Office of the Ombudsman.

Regards

Jennifer Lapham

**Governance Support Officer
Civic**

P 03 477 4000 | **E** Jenny.Lapham@dcc.govt.nz

Dunedin City Council, 50 The Octagon, Dunedin
PO Box 5045, Dunedin 9054
New Zealand
www.dunedin.govt.nz