

Nici Nel

From: official information
Sent: Wednesday, 16 June 2021 12:38
To: [REDACTED]
Cc: official information
Subject: Response - LGOIMA 21172 - [REDACTED] - Information Regarding Psychometric Testing used by Council.

Kia Ora,

I refer to your **information request below**, Hamilton City Council is able to provide the following response.

Part 1:

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

At Council, we use or have used in the last 24 months, the following providers of testing:

- a) Perspectives. This is a profiling tool owned by OPRA. Perspectives is a broad-range workplace personality assessment that is based on modern scientific and psychometric models of personality. The structure of Perspectives reflects modern neuroscientific thinking about personality. It contains ten broad scales that correspond to the ten aspects of personality identified by De Young et al. (2010) which in turn form the Big Five, being Conscientiousness, Extraversion, Openness, Agreeableness and Emotional Stability. Perspectives is a self-report inventory. It is 90 questions long, makes minimal reading demands, and can be completed in under 20 minutes after receipt of an invitation from the Podium assessment system. Reports can be generated instantly for selection and development.
- b) Hogan Assessment – we engage a Registered Psychologist to carry out this profiling on our behalf through organisation HR Connect. The Hogan Personality Inventory (HPI) is a measure of normal personality that contains seven primary scales and six occupational scales used to describe a candidate's style in the workplace, including how they manage stress, interact with others, approach work tasks, and solve problems.

Details including: the types of psychometric test undertaken

- a) Perspectives – Perspectives Select, Perspectives Develop, Perspectives Work Styles
- b) Hogan Assessment- Hogan Personality Inventory, Hogan Development Survey, Motives, Values and Preferences Inventory

Copies of the test(s) themselves

A sample of the perspective assessment can be found [here](#).

A sample of the Hogan assessment can be found [here](#).

Statistical distributions of results

We do not hold or record this information, therefore under LGOIMA 17(g) we are refusing this request as this information does not exist.

Information about the staff tested broken down by role and including designation decisions made upon receipt of the tests

We do not hold or record this information, therefore under LGOIMA 17(g) we are refusing this request as this information does not exist.

Organisational guidelines and communication pertaining to the analysis of results

- a) Perspectives – results are interpreted by an accredited practitioner.
- b) Hogan Assessment – results are interpreted by a Registered Psychologist.

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

- a) OPRA – providers of Perspectives assessments
- b) HR Connect – provider of Hogan assessments

Part 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

No information is recorded for any of these points above.

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

Provider	Date	Description	Cost	Comments
OPRA	June 2019	Credits for Perspective assessments	\$1255	
	July 2019	Credits for Perspective assessments	\$1255	
	April 2021	Credits for Perspective assessments	\$1255	
Hogan Assessment	November 2019	Hogan Assessment	\$895	Role: Team Leader Parks Landscape
	December 2019	Hogan Assessment	\$895	Role: Senior Risk Advisor
	February 2020	Hogan Assessment	\$895	Role: CIO
	February 2020	Hogan Assessment	\$4,425	Role: Zoo Director x4
	August 2020	Hogan Assessment	\$1,792	Role: Programme Manager
	October 2020	Hogan Assessment	\$895	Role: Operations Planning & Project
	October 2020	Hogan Assessment	\$895	Role: Parks & Services Manager
	October 2020	Hogan Assessment	\$895	Role: Legal Services Manager
	October 2020	Hogan Assessment	\$895	Role: Parks Contract Manager
	November 2020	Hogan Assessment	\$1,795	Role: Aquatics Director x2
	November 2020	Hogan Assessment	\$895	Role: Rem & Benefit Lead
	February 2021	Hogan Assessment	\$895	Role: Programme Manager
	May 2021	Hogan Assessment	\$1,790	Role: Hamilton Gardens Director x2
		Total Cost:	\$21,622	

Part 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.

We do not hold or record this information, therefore under LGOIMA 17(g) we are refusing this request as this information does not exist.

As a time frame for this LGOIMA, please consider the last two years for the substantial bulk of collection and collation. However, as I am hoping to gather some information about the long term trends of psychometric testing, I would like to

request that a short contextualising statement/ summary pertaining to the spirit of 2) be included, with the last ten years as the scope of reference

As you will see from the information provided in this request, Council primarily use profiling tools to assist in the recruitment and selection process. It is important to note, that profiling only forms one small part of the process when it comes to recruitment decisions. The Perspectives assessment is used for a wide range of roles and is at the Hiring Managers discretion if they choose to use it as part of their recruitment and selection process. The same goes for Hogan Assessments, however we only use this tool for Senior leadership roles.

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.

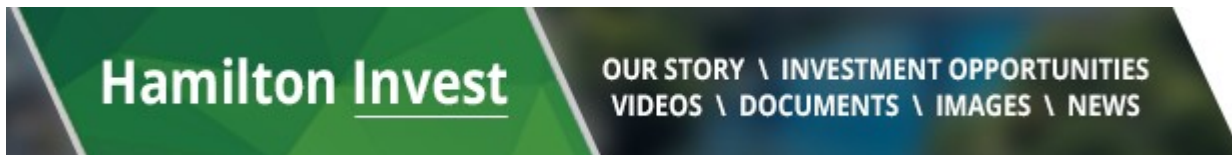
Kind Regards,

Tatiyana | Official Information & Legal Support Advisor
Legal Services & Risk | People and Organisational Performance
Email: officialinformation@hcc.govt.nz



Hamilton City Council | Private Bag 3010 | Hamilton 3240 | www.hamilton.govt.nz

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-----Original Message-----

From: [REDACTED]
Sent: Thursday, 20 May 2021 5:23 PM
To: "info@hcc.govt.nz" <info@hcc.govt.nz>
Subject: LGIOMA Request - Psychometric Testing

Warning! This message was sent from outside your organization and we are unable to verify the sender.

Salutations

I am writing to request information pertaining to the usage of psychometric testing under the LGIOMA.

Specifically I would like to request the following:

- 1) The details of any psychometric testing undertaken as part of staff recruitment, training, resourcing or outsourcing — including as undertaken by outside recruitment firms.
- 1a) 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.

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

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.

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.

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.

As a time frame for this LGIOMA, please consider the last two years for the substantial bulk of collection and collation. However, as I am hoping to gather some information about the long term trends of psychometric testing, I would like to request that a short contextualising statement/ summary pertaining to the spirit of 2) be included, with the last ten years as the scope of reference.

I would also welcome any other comment or other relevant information that pertains to the spirit of this LGIOMA.

Please contact me at this email address for clarification requests.

Kind regards,

[REDACTED]

[REDACTED]

[REDACTED]